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Fourth sitting

Tuesday, 6 June 2006, 10.15 a.m.

Presidents: Mr. Sajda and Mr. de Regil

**REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF
THE DIRECTOR-GENERAL: DISCUSSION (CONT.)**

**RAPPORTS DU PRÉSIDENT DU CONSEIL D'ADMINISTRATION ET
DU DIRECTEUR GÉNÉRAL: DISCUSSION (SUITE)**

**DISCUSIÓN DEL INFORME DEL PRESIDENTE DEL CONSEJO DE ADMINISTRACIÓN Y
DE LA MEMORIA Y LOS INFORMES DEL DIRECTOR GENERAL: DISCUSIÓN (CONT.)**

The PRESIDENT

I declare open the fourth sitting of the 95th Session of the International Labour Conference. I wish to inform the Conference that two communications were received late yesterday afternoon in relation to the delegation of Serbia and Montenegro which was accredited to the 95th Session of the International Labour Conference on 31 May 2006.

The first communication provided the credentials of the delegation of Serbia, which are included in the revised list of delegations available this morning.

The second communication requested observer status for a specified delegation of Montenegro from 6 June until the end of the Conference. With the agreement of the Conference, the Officers of the Conference will decide upon this request. May I take it that the Conference delegates this authority to its Officers?

(It is so decided.)

We shall now continue our general discussion the reports of the Chairperson of the Governing Body and of the Director-General.

M. BOUGOUMA (ministre du Travail et de la Sécurité sociale, Burkina Faso)

Permettez-moi de saluer la qualité et la pertinence des rapports du Directeur général du Bureau international du Travail et du Président du Conseil d'administration. Ces rapports traduisent les préoccupations essentielles des Etats Membres en défendant les idéaux de l'Organisation internationale du Travail dans sa lutte pour un développement économique et social durable de nos différents pays.

Nous notons avec plaisir que les sujets que vont examiner les commissions pendant la présente session concernent la sécurité et la santé au travail, la relation de travail et le rôle de l'OIT en matière de coopération technique.

Concernant le premier thème, je voudrais rappeler que mon pays est profondément attaché à la protection sociale des populations. En effet, nous avons besoin de croissance économique pour améliorer le bien-être de nos populations. Cependant, nous demeurons convaincus que cette croissance ne pourra avoir un impact réel que si les mesures nécessaires sont prises pour garantir le volet social. C'est dans cette dynamique que, depuis quelques années, le gouvernement du Burkina Faso a engagé un processus d'élaboration d'une politique nationale de protection sociale qui prenne en compte la nécessité

d'élargir la couverture sociale aux divers acteurs de la vie nationale. Les textes fondamentaux de cette politique viennent d'être adoptés par l'Assemblée nationale.

Par ailleurs, l'élaboration et la mise en œuvre d'une politique nationale cohérente en matière de sécurité et de santé au travail sont au cœur des préoccupations actuelles du gouvernement. Dans le domaine de l'emploi, celui-ci a initié des réflexions en vue d'adopter de façon consensuelle des orientations stratégiques et des plans d'action destinés à solutionner de manière significative cet important problème.

Je voudrais souligner que les initiatives entreprises en la matière par le gouvernement et les partenaires sociaux de mon pays s'inscrivent dans la mise en œuvre des orientations et des conclusions du Sommet extraordinaire de l'Union africaine sur l'emploi et la lutte contre la pauvreté en Afrique tenu en septembre 2004.

Permettez-moi de saisir cette occasion pour renouveler les remerciements des autorités et du peuple du Burkina Faso au BIT et à son Directeur général, M. Juan Somavia, pour leur importante contribution au succès de ce sommet que mon pays a eu l'insigne honneur d'abriter.

Je voudrais réaffirmer la volonté du chef de l'Etat, S.E. M. Blaise Compaoré, et du gouvernement burkinabé de soutenir les actions du BIT en vue de promouvoir le travail décent.

La mondialisation de l'économie entraîne aujourd'hui des problèmes de plus en plus complexes, notamment en matière de relations du travail, problèmes qui ne peuvent trouver de solutions de par la seule volonté d'un gouvernement mais dans le cadre de consultations avec tous les acteurs du monde du travail. Mon pays s'efforce d'y trouver des réponses appropriées dans le cadre du dialogue social.

La Conférence aura à discuter également du rapport du Directeur général du BIT sur les changements dans le monde du travail. Notre Organisation se doit de prendre en compte ces mutations pour exécuter avec succès son mandat.

Dans un contexte de mondialisation où la solidarité internationale et le renforcement de la coopération technique sont plus que nécessaires, je voudrais féliciter et remercier l'OIT pour les efforts qu'elle déploie pour accroître les capacités de nos pays.

A ce propos, il convient sans doute de saluer les progrès accomplis ces dernières années par notre Organisation pour renforcer le dialogue, la coopération et la collaboration avec les autres organisations du système des Nations Unies, notamment la Banque mondiale et le FMI. Il y a lieu aussi de se réjouir de l'accroissement des ressources extrabudgétaires bilatérales et multilatérales pour la mise en œuvre des programmes et actions de coopération technique du BIT.

Néanmoins, il me paraît important d'en appeler à notre vigilance et à notre perspicacité afin d'éviter que la construction de ce partenariat si nécessaire ne nous installe dans une dynamique qui conduise à affaiblir le tripartisme et à diluer les valeurs fondatrices de l'OIT, éloignant ainsi l'Organisation de son mandat originel.

Dans le même ordre d'idées, il importe que des efforts soutenus soient déployés pour une plus grande implication des ministères en charge du travail dans les instances où se discutent et se décident les grandes orientations de politique économique.

Pour terminer, je voudrais lancer un vibrant appel en faveur des travailleurs du secteur du coton qui sont menacés de disparition si rien n'est fait pour plus d'équité en leur faveur. Mon pays est convaincu que le BIT peut apporter sa contribution à la résolution des problèmes des travailleurs des entreprises cotonnières d'Afrique qui méritent un travail décent.

Sr. MARTÍNEZ (*trabajador, Argentina*)

En primer lugar, en nombre de las trabajadoras y trabajadores de Argentina, quiero felicitarle a usted por su nombramiento y al señor Director General por la Memoria 2005-2006 que, con un contenido realista y en forma precisa, marcó el modo en el cual la OIT desarrolla sus objetivos estratégicos.

El trabajo decente es nuestra carta de navegación. Los principios fundamentales, el empleo para todos, la protección social y el diálogo social se han convertido en un patrimonio que trasciende el ámbito de la OIT y se despliega en el sistema general de Naciones Unidas.

Y esto ha sucedido porque son una respuesta real frente a las necesidades de todos los hombres y mujeres del mundo.

El apoyo logrado en la comunidad internacional está permitiendo ubicar al trabajo decente en el centro de las políticas mundiales y nacionales.

Hemos logrado que la agenda de la OIT sea parte de la Agenda Global.

Esta Conferencia es relevante porque la relación de trabajo, la salud y seguridad laboral y la cooperación técnica son centrales en la temática del trabajo decente.

Los trabajadores mantenemos una posición muy clara sobre todos los temas al sostener que un mundo globalizado no puede ni debe ser la excusa para que debilitemos la acción normativa de protección del trabajo, sino todo lo contrario.

Entendemos que las discusiones en el ámbito de las comisiones deben ser fecundas, pero con una meta: lograr fijar pisos o estándares superiores a los que hoy se encuentran vigentes, ya que ello implicará igualar para arriba, mejorando los actuales convenios y recomendaciones.

Creemos que la cultura del trabajo decente es vital para nuestros países en desarrollo, para crear empleo para los que no lo tienen y mejorar la calidad del trabajo existente.

En mi país estamos saliendo de una de las peores crisis: estábamos sin trabajo, sin moneda, sin economía, sin Estado, al borde del abismo.

Estamos procurando reconstruir un país a partir de una enseñanza: el mercado y la mano invisible no resuelven la desigualdad, ni la pobreza, ni la indigencia.

Hemos recuperado un proyecto de país, con su propia identidad, sin sometimientos ni monitoreos de organismos financieros internacionales que, ayer, con su accionar, fueron quienes estimularon la crisis vivida y el empobrecimiento de nuestros pueblos. Su fórmula de estimular el endeudamiento externo para mantener el mercado interno está agotada.

A pesar de ello, hemos dado pleno cumplimiento, como país, a las obligaciones asumidas con los mismos.

Estamos tratando de que, en este proyecto de nación, los trabajadores recuperemos la dignidad y la justicia social, y seamos protagonistas y partícipes de una definición del modelo de sociedad que queremos tener.

Pero es dura la realidad del desempleo y la exclusión. Un desafío para todos los actores es que en el diálogo social ajustamos nuestras demandas y diferencias. Tenemos que hacer el esfuerzo para incluir a los millones de trabajadores excluidos que todavía esperan respuestas. En el marco del Consejo del Salario, del Empleo y de la Productividad, ámbito de participación tripartita, hemos alcanzado una agenda de trabajo que incluye no sólo una redistribución más equitativa de la riqueza sino temas que son de fundamental importancia en la realidad de nuestro país: la lucha contra el trabajo informal y no registrado; la recomposición del sistema de seguridad social; la creación de políticas tributarias para lograr que paguen más los que más tienen.

También tenemos como tema urgente el tratamiento de la modificación de la Ley de Accidentes del Trabajo. A nuestro regreso, elevaremos al Parlamento argentino el proyecto de los trabajadores para su rápida aprobación, para lograr una norma que privilegie la prevención y que garantice la protección, el cuidado de la salud y la vida de los trabajadores.

Todos estos temas trascendentes se verían reafirmados si se constituye lo que ambicionamos desde el campo del trabajo: un Consejo del Desarrollo Económico y Social.

Aspiramos a que esta nueva realidad que vive la Argentina haga posible que en un menor plazo puedan concretarse acuerdos efectivos en la agenda establecida y podamos establecer una rápida respuesta que mejore las condiciones de trabajo y la situación social de los trabajadores.

Esto se verá facilitado en la medida en que los empresarios se comprometan con hechos concretos, haciendo realidad su responsabilidad social. Esto implica asumir la concreción del trabajo decente desde un comienzo y no subordinarlo a ningún condicionante que en los hechos lo anule.

Afirmamos que es posible crecer con equidad social y que las paritarias y la negociación colectiva son el método más eficaz que la libertad sindical nos garantiza para la redistribución del ingreso.

Pedimos políticas públicas que, en forma planificada, marquen con claridad una intervención del Estado, y que estén comprometidas con la agenda del trabajo decente y el diálogo tripartito, tal y como fuera reafirmado en la Cumbre de las Américas realizada en Argentina en diciembre de 2005.

Los trabajadores argentinos estamos convencidos de que la respuesta a estos problemas se vincula a la Agenda Global. Por ello, nuestras acciones se enmarcan a nivel regional y subregional en la Plataforma Laboral de las Américas elaborada por las trabajadoras y los trabajadores de nuestro continente, que privilegia el desarrollo sostenible, las políticas de empleo y el trabajo digno y la integración americana.

Coincidimos con el Director General de la OIT cuando dice que lamentablemente, la equidad y la justicia social no son el motor del crecimiento económico, y que éste es el principal desafío de principios de siglo.

Por eso, estamos convencidos de que logrando la justicia social se garantiza la paz.

En esta misma línea son las conclusiones obtenidas en la reciente Reunión Regional Americana de la OIT celebrada en Brasil en mayo pasado.

(El Presidente interrumpe al orador para recordarle que se ha acabado su tiempo de palabra.)

El tripartismo y el diálogo social son componentes integrales del trabajo decente y vehículos esenciales para alcanzar los objetivos del mismo, fortalecer el sistema normativo, construir consenso y examinar diferentes aspectos del mundo laboral.

En Argentina, mi país, estamos siendo partícipes de una nueva etapa, estamos reconstruyendo un camino donde el pueblo es el principal protagonista, donde los derechos humanos, la justicia social y la consolidación de las instituciones son políticas de Estado. Desde esta nueva visión, sin duda, el papel de las organizaciones sindicales será la voz de sus trabajadores y sus familias.

Sr. CALDERA SÁNCHEZ-CAPITÁN (*Ministro de Trabajo y Asuntos Sociales, España*)

Esta Conferencia nos permite abordar uno de los problemas más graves que tiene la humanidad: el trabajo infantil.

El trabajo infantil es una cuestión clave para el desarrollo de la justicia social y para el desarrollo de nuestras sociedades. Éste es un gravísimo problema, España así lo ve. Pero al mismo tiempo tenemos esperanzas porque el informe que se nos presenta en esta Conferencia demuestra que se han producido avances en la reducción del trabajo infantil. Si todos nos comprometemos, podremos hacer realidad la desaparición de esta lacra para la sociedad. Ese es el compromiso al que sin duda siempre estará sujeto el Gobierno de España.

España viene participando activamente en el Programa IPEC desde su origen y por eso hemos podido comprobar de forma directa la importancia que tiene la ratificación de los convenios de la OIT como un elemento que dinamiza las políticas de los Estados contra el trabajo infantil. También hemos visto la importancia que tiene la cooperación internacional para impulsar esos procesos políticos en los Estados. Por eso es acertado que esta Conferencia también se ocupe de la función de la OIT en la cooperación técnica.

España está particularmente satisfecha de nuestra relación con la OIT para desarrollar programas de cooperación multilateral. El Gobierno español da una enorme importancia a la cooperación internacional. Somos el país de la OCDE que más ha aumentado su ayuda al desarrollo en los dos últimos años y estamos orgullosos de ello; la mejor prueba es que hemos incrementado nuestra aportación a la OIT en un 25 por ciento en el año anterior. Nuestros proyectos tienen evidentemente prioridades: África e Iberoamérica. También tenemos prioridades en temas concretos: la promoción del trabajo decente, el empleo y el apoyo a la autonomía colectiva de los interlocutores sociales y a los procesos de concertación o las acciones por la igualdad.

Precisamente, con respecto a la igualdad de género quiero informarles del impulso político que mi Gobierno está dando a este tema con un proyecto de ley para la igualdad entre hombres y mujeres. Con él podremos poner en marcha nuevas acciones para luchar contra todas las formas de discriminación directas e indirectas. Ordenaremos las políticas públicas con criterios de transversalidad por razón de género (*o gender mainstreaming*) y actuaremos para que se dé una mayor y mejor presencia de las mujeres en el mercado de trabajo.

Me alegra comparecer en estos días en un ámbito como la Conferencia de la OIT, en el cual el diálogo social tripartito constituye un elemento esencial,

para hacerles partícipes de los positivos avances de este diálogo en España.

El pasado 9 de mayo, el Gobierno español, las organizaciones empresariales, Confederación Española de Organizaciones Empresariales (CEOE) y Confederación Española de la Pequeña y Mediana Empresa (CEPIME), y las organizaciones sindicales, Comisiones Obreras (CC.OO.) y la Unión General de Trabajadores (UGT), firmamos un acuerdo para la mejora del crecimiento y el empleo. Este acuerdo constituye una prueba más de los beneficios de la concertación social. El acuerdo se basa en la idea de impulsar un modelo de crecimiento económico equilibrado y duradero basado en la competitividad de las empresas, el incremento de la productividad y también de la cohesión social. Permítanme que utilice estas palabras de la Memoria del Director General de la OIT presentada en esta Conferencia:

«El principal medio para asegurarse de que el crecimiento de la economía mundial tenga un carácter incluyente es la forma en que los mercados de trabajo y de mano de obra están organizados y regidos.»

En España, estos dos años, desde que estamos en el Gobierno, hemos conseguido crear casi dos millones de empleos, a un ritmo de 2.700 diarios. Pero ello no es suficiente para nosotros. Queremos que ese empleo sea de calidad, y el objetivo básico de este acuerdo que hemos suscrito el mes pasado es, por ende, la mejora de la estabilidad en el empleo. Crecimiento del empleo y calidad del empleo no son incompatibles. Son perfectamente compatibles si se refuerzan mutuamente. El acuerdo contiene medidas dirigidas a impulsar el empleo y la contratación indefinida con ayudas públicas a los contratos indefinidos que permitan reducir los costes no salariales de estos contratos. También incluye medidas para evitar la utilización abusiva o fraudulenta de modalidades de contratación como los temporales que, siendo un instrumento para la flexibilidad de las empresas, no pueden ser realizadas o utilizadas para reducir la seguridad y la garantía de los trabajadores.

Nuestro foco de atención, como el de la OIT, son las personas. Preferentemente las que más lo necesitan. Por ello, los presupuestos del Estado español dedican más del 50 por ciento de sus dotaciones al gasto social, y por ello también estamos tramitando la ley de promoción de la autonomía personal y atención a las personas en situación de dependencia. En esta línea de fomento del empleo y la protección social, España está actuando también en el terreno de las migraciones. Hemos normalizado con éxito la situación de cientos de miles de inmigrantes que operaban en la economía informal. Pero España, por su situación geográfica, también enfrenta el fenómeno de la inmigración ilegal. Por ello, combatimos los movimientos clandestinos de mano de obra, buscamos la cooperación con los países de origen y también promovemos su desarrollo para ayudar a superar las situaciones sociales que están en el origen de estas migraciones. La OIT debería incrementar su esfuerzo en relación con las migraciones de acuerdo con su acertado propósito de liderar los cambios mundiales en el trabajo; para ello, las actuaciones de asistencia y cooperación técnica promotoras del desarrollo deben tener un importante papel.

A pesar de la gran diversidad en las características de los países aquí presentes, fenómenos como la globalización van haciendo aparecer cada vez más

cuestiones de interés común para todos. Y por ello, el intercambio de experiencias ya es de por sí un factor positivo. Pero debemos dar más pasos adelante. Debemos intensificar la cooperación activa, sobre todo para afrontar aquellas cuestiones — como hemos visto con el ejemplo del trabajo infantil — en las que la práctica nos va mostrando ya las posibilidades de avances. Estos avances dependen de que tengamos objetivos comunes, y los convenios de la OIT nos muestran cuáles pueden ser estos objetivos. Debemos tener además acciones comunes, cooperación internacional, y las actuaciones de la OIT a favor de una dimensión social de la globalización son los mejores ejemplos que pueden guiar estas acciones.

Lo que los españoles queremos para nosotros lo deseamos también para el resto de los pueblos del mundo. Con voluntad política y con el esfuerzo de todos podremos alcanzar un mundo social y democrático de derecho, situando en el horizonte de nuestras actuaciones el trabajo decente y la protección social y contando como instrumento indispensable con el diálogo social permanente.

Ms. JÄMTIN (*Minister for International Development Cooperation, Sweden*)

I am very honoured to be here and speak among friends who all share our conviction that jobs are a source of dignity as well as a way of making a living.

The most fundamental challenge to humanity is to eradicate poverty, and in our efforts to achieve the Millennium Development Goals we need to depart from the perspective of the poor.

In terms of economic growth, this means considering the poor as economic actors. It requires that we enhance the prospects of poor people to take part in, and reap the benefits of, increased and more efficient production of goods and services.

Special attention should be given to rural farmers and agricultural workers who deserve to become partners in international markets and benefit from global demands. Some 1.3 billion people are actively engaged in agriculture, of which at least 450 million are waged agricultural workers.

I am pleased to announce that Sweden will support the establishment of the new Food Rights Institute, initiated by the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations.

Change is positive. There is no contradiction between open and well-functioning markets and social protection for workers. On the contrary, the one enforces the other. Thus, eradicating poverty requires both. A race to the bottom in civil rights and social protection will never lift people out of poverty.

The idea of integrating the ILO's Decent Work Agenda with strategies for poverty reduction, to combine economic competitiveness, social dialogue and social justice, is timely and helpful. It provides a balanced approach to globalization and equips the ILO, as well as all of us, with instruments for change.

The ILO has a clear comparative advantage through its normative mandate, its tripartite structure and its focus on social dialogue.

The decent work country programmes demonstrate these characteristics and it is crucial that this coherent and comprehensive strategy is carried for-

ward as an important contribution to national poverty reduction strategies.

We need to be very clear about giving the ILO a distinct role that it can perform effectively and efficiently. When the ILO works at national level, it must coordinate with the rest of the United Nations system as well as with the international finance institutions. But, the ILO is in need of good members as well. It is our responsibility as governments and social partners to give precise mandates, adequate resources and correct incentives.

This year a high-level panel on United Nations system-wide coherence in the areas of development, humanitarian assistance and the environment is expected to present proposals for improvement and reform of how the United Nations functions at country level.

The aim of the panel is to enhance efficiency and coherence of United Nations operational activities. I hope that this panel will be able to agree on ways for all the United Nations, all agencies, funds and programmes, to work together and perform as one United Nations in the field.

Will this weaken the ILO? Rather the contrary. Coordination requires distinct profiles among partners, because we need the ILO and we always will, and we will need a reinforced ILO, with clearer links between its normative and operational works, to interact within the United Nations family and beyond.

The inflow of youth into the labour market offers enormous potential for development and the promotion of equality between young men and women should form an integral part of efforts to combat poverty. The Youth Employment Network is a unique and successful effort to learn across borders and pursue coherent strategies that deal with structural problems and take advantage of individuals' strengths.

Child labour: an appalling 218 million children are trapped in child labour. Sweden does support the ambition to develop a coherent ILO action plan to abolish child labour, and to do so in close cooperation with the social partners and non-governmental organizations.

In essence, the exploitation of children is a symptom of much more far-reaching problems, namely the violation of human rights in the labour market as well as of poverty.

The possibility of providing an enabling environment for decent and full employment and at the same time eradicating poverty is, to some people, a far-fetched idea.

But it is not only doable, our conviction is that good jobs and economic growth are intrinsically linked and are a necessary combination to create justice and prosperity for all.

Mr. SWEENEY (*Worker, United States*)

The ILO, with its foundation of international labour standards and its unique tripartite structure, is simply all about defining and realising the value of human dignity in work. Realizing that goal has never been more challenging, with accelerating globalization, rising worldwide poverty, dramatic income inequality within and among nations, rampant outsourcing of work and increasing migration.

The global labour force has effectively doubled in just 15 years and the 1.4 billion new entrants, many from China and India, work for wages and in conditions far below those of workers in the industrial-

ized countries. Add in unparalleled technological information, communication and transportation advancements, and you see why the challenges facing us all are so enormous.

Amidst these challenges, we welcome the Director-General's Report, *Changing patterns in the world of work*. It is to be commended for its insight and vision of how to make decent work for all an integrated and comprehensive goal.

The imperative for decent work underpinned by full freedom of association and collective bargaining, sustainable job creation, genuine social protection and wider, meaningful social dialogue has been moving up the agenda all around the world.

As the Director-General's Report notes, decent work was highlighted in the United Nations World Summit last year. In the United States, the historic relationship between higher productivity and real wage growth that powered rapid economic growth and broadly shared prosperity in the boom years after the Second World War, has been broken over the past two decades. Even while the economy grows and overall productivity and profits surge, American workers are suffering a generation-long stagnation of wages and living standards.

When I talk to the working people we represent, as well as many we do not represent, I hear how worried they are over the future. "I fear for my children", one working woman said this past week.

The United States has lost 3.5 million good, middle class manufacturing jobs since 1998, more than half of them to companies losing market share or offshoring production to cheaper places.

Alan Blinder, the distinguished American economist, estimates that as the challenge of offshoring spreads to services, as many as 28 to 52 million American jobs are currently at risk.

The OECD has produced similar estimates. The effects are already seen in many developing countries as well, as companies threaten and actually shift production to China where workers' right to organize is not respected.

Assuring the human rights of workers must become as important an objective of international trade and investment agreements as protecting intellectual property rights and other corporate interests. This is a job the ILO must take on to act on its commitment to human dignity in work.

Globalization does not have to reduce living standards, but when the policies are as unbalanced between the interests of corporations and workers as they are today, a drop is inevitable.

Developing countries must be given equitable access to the global economy to be sure, but we need the right policies and the right rules for globalization to ensure a rise to the top and not a race to the bottom.

The solution is not a secret. Governments everywhere must ensure freedom of association, the right of workers to organize freely and promote collective bargaining. International labour standards must be the foundation for sustainable economic and social cohesion. Companies must adopt new business and competitive strategies that focus on high quality products and customer service and continuous innovation.

Ordinary workers hold the key. Companies that do not reward workers or fully provide incentives will not win the workers' commitment to share the knowledge that only they possess. These companies will be unable to harness the unique firm-specific

knowledge needed to improve quality, productivity and build sustained competitive advantage.

Workers will respond positively to the challenges of change in return for a fair shake – basic respect and loyalty and reasonable security and benefits such as proper training, health insurance and pensions.

We cannot afford to miss the opportunity to rebalance globalization for working families. The role and the contribution of the ILO is crucial to make the world a better place for all.

Original Russian: Mr. KOZIK (Worker, Belarus)

The Workers' delegate of my country wishes to emphasize the very important role and significance of the Report presented to this session of the Conference.

There is no question that this Report shows the positive work being done by the Organization in pursuit of the strategic tasks laid out in the ILO's work programme. These remarks apply in particular to the Director-General.

We share the principles and ideals of the International Labour Organization. The ideas of our trade unions have greatly benefited from the strategic achievements of the ILO, including in our country. We look forward to doing even more in pursuit of these goals.

However, we are bound to remark that there is a certain degree of subjectivism and many minor inaccuracies, as well as a certain tendentiousness, nevertheless there have been considerable achievements for the workers in accordance with the principles set forth in this Report.

Belarus is carrying out the requirements of its trade unions and is ensuring stable growth in wages. We regard this as an important achievement in solving our social problems. There has been a twofold increase in wages in the last two years.

A second demand of the trade unions and workers has been to lower the level of unemployment. It can be said that today, unemployment has been brought to a very low level of 1.5 per cent of the economically active population, which means that new jobs have been created and workers in our country have begun to live better as a result of carrying out the ILO programmes.

Unfortunately, we have to carry out these programmes with our own resources because the ILO budget does not contain any provision for technical cooperation assistance to my country.

In recent years, we have achieved considerable improvement in protection of the rights of migrant workers and we have, for practical purposes, solved the social issues involved. In practice, they now enjoy the same rights as all other workers in the country.

We would particularly like to thank the ILO leadership and the reporters for including in the Report the question of technical inspections. At three sessions of the International Labour Conference there has been discussion of the issue of labour inspection and improving occupational health. I would like to emphasize that the workers have secured progress from the Government of our country, a very considerable achievement. Today, this work has been brought to a high level and under full control of the workers represented in their trade unions, and I can confidently assert that the experience of work in this area in our country is something that could well be

generalized and extended by the International Labour Organization.

It is, of course, living standards that are most important in determining the level of economic development. Today, international experts, including some from the World Bank, have noted that economic growth in my country is broad-based and is helping to create favourable conditions for remuneration, including a fair distribution of the results of workers' labour.

I would like to express thanks for the opportunity to discuss the subject of changing patterns in the world of work. The Report is a very important review of the situation, and we fully share the conclusions concerning the reduction and prohibition of child labour, although this is not actually a problem that we have in our country.

The trade unions of my country represent 4 million members and the entire economically active population. With a view to carrying out the aims of the International Labour Organization, we seek to join forces with all of those who seek the same objectives.

In conclusion I would like to say that all concerned are doing their utmost to achieve the earliest possible implementation of the recommendations of the International Labour Organization, which are set for governments, workers and employers. Progress is visible and by the end of the year will become even more so.

The workers therefore consider that an organization which is achieving social progress and social dialogue should not take any decision of an economic nature which might be harmful to the workers, and I am sure that all these issues will be satisfactorily resolved.

M. THYS (représentant, Confédération mondiale du travail)

Je voudrais vous remercier de me donner la parole, d'autant plus que ce sera pour moi, Monsieur le Président, la dernière fois que j'aurai cet honneur en qualité de secrétaire général de la Confédération mondiale du travail (CMT). Comme vous le savez peut-être, à l'occasion du 26^e congrès de la CMT, qui a eu lieu en novembre dernier en Belgique, nos organisations membres ont décidé d'unir leurs forces à celles de la Confédération internationale des syndicats libres et d'autres organisations syndicales indépendantes et démocratiques. Notre nouvelle organisation syndicale internationale verra donc le jour avant la fin de cette année.

Par la création de notre nouvelle organisation, le mouvement syndical sera plus à même de répondre aux besoins des travailleurs, mais aussi à la nécessité de créer un front unique et solidaire face aux déséquilibres sociaux, économiques et environnementaux. Dans ce monde, de plus en plus livré à la loi du plus fort, les déséquilibres sociaux deviennent de plus en plus insoutenables pour l'humanité. La maltraitance sociale de millions d'enfants dans le monde figure parmi ces défis sociaux. Nous ne pouvons que nous réjouir d'apprendre, à l'occasion de cette Conférence, que l'éradication de ce fléau est possible dans les dix prochaines années.

La discussion du rapport du Directeur général revêt cette année un intérêt assez particulier pour nous en raison de son contenu essentiellement axé sur les changements dans le monde du travail, mais aussi parce qu'il aborde la question des changements dans le monde du travail de manière horizontale.

Il s'agit pour nous d'une question importante dans ce monde globalisé où le travail devrait permettre, tant à la femme qu'à l'homme, de se réaliser et d'avoir une existence digne. Les politiques néolibérales, principalement dans les pays du sud, mais aussi dans ceux du nord, ont des conséquences désastreuses pour les travailleurs, aussi bien aux niveaux de la recherche du travail, de sa stabilité que de la sécurité sociale.

Il n'est pas un jour qui passe sans que des milliers de travailleurs perdent leur emploi sans être sûrs d'en retrouver un nouveau et que les jeunes, de leur côté, se voient proposer des emplois d'une précarité manifeste, précarité dans laquelle ils seront plongés pendant longtemps.

A cela, il faut ajouter toute la panoplie de personnes exclues du monde du travail en raison de leur handicap, de leur race, de leur sexe et/ou de leur religion.

Le monde du travail apparaît pour ces personnes-là comme un domaine inaccessible et cette situation doit être corrigée.

En cela, il convient de réitérer, au nom de la CMT, la nécessité de démocratiser les institutions financières internationales d'où partent, la plupart du temps, les décisions influençant le monde du travail, hélas souvent négativement.

Il est vrai que le rapport porte sur les changements dans le monde du travail. Mais cela ne saurait nous faire oublier la réforme qui se fera au sein des Nations Unies à laquelle l'OIT devra attacher une attention particulière.

Dans l'une de ses interventions, lors du dernier Conseil d'administration du BIT, le Directeur général nous a donné sa vision de la réforme, en insistant notamment sur la spécificité de l'OIT qui, bien évidemment, constitue un plus pour l'Organisation des Nations Unies dans son ensemble.

L'apport de l'OIT dans le système des Nations Unies n'est plus à démontrer. Je pense que bien des organisations gagneraient à s'inspirer d'un modèle tripartite qui a permis de préserver la paix et la sécurité, principal moteur pour le développement économique et social. A ce sujet, nous voulons demander à l'OIT de ne ménager aucun effort pour la création d'un instrument permettant la mesure de la pratique du tripartisme par toutes les nations, outil pertinent dans le cadre de la promotion du travail décent et du développement.

Monsieur le Président, pour terminer je voudrais mentionner la situation de nos camarades palestiniens et de leurs familles dans les territoires arabes occupés. Leur situation – je ne le dirai jamais assez – est très préoccupante et mérite l'attention de la communauté internationale qui doit s'investir de façon résolue dans le règlement du conflit dans le respect des résolutions de l'ONU.

Mr. JAMASEVI (*Government, Thailand*)

It is a pleasure and an honour for me to speak on behalf of the Kingdom of Thailand to this important gathering and I would like to extend my sincere congratulations to the President on his election to preside over this year's session of the Conference. I am confident that under your guidance the task before us can be a success.

Mr. President, I support the views of the Director-General on the Report *Changing patterns in the world of work*, that we have to use our knowledge and experience to move ahead for the dignity of work. The promotion of decent work through the

ILO strategic objectives is essential in fighting poverty and ensuring human rights at work, as well as contributing to the improvement of human welfare in our countries.

The Thai Government is committed to ensuring that our workforce, whether in the informal or formal economy, engages in decent employment following the principles adopted by the International Labour Organization.

We greatly appreciate the efforts of the ILO in assisting the Government in its struggle to provide decent work for all.

With the support of the ILO and other social partners, a number of programmes have been implemented to realize fundamental principles and rights at work and secure employment, especially for those in the informal economy. One of the fundamental principles and rights of work, the elimination of the worst forms of child labour, has been a priority of our Government. From our point of view, the idea that the end of child labour is within our grasp is a noble and groundbreaking one.

In February of this year, the National Committee on the Elimination of the Worst Forms of Child Labour under the ILO Worst Forms of Child Labour Convention, 1999 (No. 182), chaired by the Minister of Labour, was appointed by the Cabinet to monitor a national plan of action on the worst forms of child labour.

This year's Conference is the moment for the proposed Convention and Recommendation on a promotional framework for occupational safety and health to be considered for adoption. The Thai Government shares the will expressed at the 19th ASEAN Labour Ministers Meeting in Singapore last month to support the principles of prevention and protection embodied in the Global OSH Strategy and acknowledges that the principles provide a useful basis for national policies and programmes. The new ILO instruments proposed under the Strategy will be helpful in enhancing OSH standards for safer, healthier and more productive workplaces. We would like to express appreciation for the ILO's offer of support and assistance in strengthening OSH capacities and programmes in ASEAN and request the ILO to provide more resources to help raise OSH standards in ASEAN.

As for the proposed Recommendation concerning the employment relationship, we greatly hope that the discussion will bear fruitful results for the development of employment. Current Thai legislation on labour protection has been revised with regard to the employment security of workers who are in need of protection, in order to keep pace with rapid changes in employment patterns.

Finally, we would like to support the ILO's vision of decent work as a global goal to help eradicate poverty and to achieve the Millennium Development Goals. The Thai Government has put every effort and resource into overcoming poverty through the broader framework of the national poverty reduction strategies. In the auspicious year that marks the 60th year of His Majesty, King Bhumibol Adulyadej's accession to the throne, we are determined to improve the quality of life of workers in Thailand. We are resolved to play our part in ending child labour and reducing suffering and the exploitation of labour. Much still remains to be done and we hope to work in cooperation with the ILO and social partners to achieve this goal.

I wish to take this opportunity, on behalf of the Government of Thailand, to express our heartfelt appreciation to the ILO for its commitment and continued support.

Mr. GALEA (*Minister of Education, Youth and Employment, Malta*)

Here in Geneva, over the span of these few days, the global village of work meets. But for what purpose and with what results some would ask? Would this meeting make any relevant difference to humanity? Or it could end up being yet another ritualistic meeting of leaders, but not a coming together of minds and souls, of vision and action, of concrete solidarity backed by credible and exchangeable commitments.

Man has created the means for food, health, education, peace and work for all and yet we still miserably fail to put these effectively in the hands of each and every man and woman wherever they are on this planet.

So much of humanity looks up to us and depends on us. It is true that we are here on behalf of our governments, union and employers, but in reality we are an assembly of individuals who have voluntarily assumed leadership responsibilities in our societies. And I believe we also have it in our power to together make a substantial difference in the wellbeing of our people and of the people in the regions where we live.

When I reflected on the Report prepared for this session of the Conference by the Director-General, Mr. Juan Somavia, *Changing patterns in the world of work*, my attention was particularly drawn to two of the many important issues he raises. First the issue of unpaid work, mainly by women. Secondly the relevance of the phenomenon of migration to the changing pattern of the world of work.

Allow me to focus for a second on the first issue, which I also had the opportunity to touch upon in my first ever address to this Conference in its 73rd Session in 1987, 19 years to the day. I completely agree with the Director-General, that we must do much better in valuing and analysing the commitment to raising a family, on helping people to age with dignity and respect, or organizing voluntary community associations.

As the Director-General points out, what we call economic productivity is in fact indirectly subsidized by the social productivity of unpaid work, and not vice-versa. Therefore I applaud the Director-General's invitation to explore and exhibit the features and role of this largely unknown continent in the world of labour, the mass of unpaid workers.

The second point of my focus, which incidentally I had also touched upon in my first speech here, refers to the aptly called "development imperative". This emphasizes the most urgent reduction of poverty and inequality within and among nations through effective multilateral approaches to the multiple problems arising out of the massive flux of labour throughout the Mediterranean region and other regions of the world.

Malta, from where thousands migrated during the last century, is now becoming a transit and, to a lesser extent, a destination country. In a country which amongst the most densely populated area in the world, illegal migration has become one of the most significant and complex policy challenges for the Maltese Government. The phenomenon is challenging the texture of our values and culture and is

stretching the Government's human and financial resources. Thousands are fleeing poverty, insecurity, war, or underdevelopment. The tragic stories carried in the media are only the tip of the iceberg of the gravest risks these people face to their human rights and fundamental freedoms when they are recruited, transported and employed in defiance of the law.

The entrepreneurial spirit that is essential for social and economic development, is too often sapped in the struggle of survival. When people cannot find work at home in their communities and societies they look elsewhere. In the present environment labour migration easily becomes a source of tension, not to speak of human trafficking and other similar criminal activities. Profound consequences have also emerged for receiving countries, including strong demands for greater migration control, sometimes with growing xenophobic undertones.

Whilst international cooperation in providing humanitarian assistance and implementing security programmes will continue to be important, development aid is the much more effective strategy in preventing violent conflict, promoting reconciliation and democratization and encouraging poverty-reducing development investments by migrant diasporas.

In this context it becomes even more urgent to sustain, with greater efforts and better results, the United Nations Millennium Development Goals which range from halving the current extreme poverty to halting the spread of HIV/AIDS and providing universal primary education by 2015.

Malta and its Government will continue to actively participate in the relevant international and regional forums and we will do our best to give our contribution for the better management of the phenomena of migration and for the eradication of the political and economic causes that force human beings to abandon and flee the countries where they have been born and bred.

Mr. SILABAN (*Worker, Indonesia*)

First of all, on behalf of the Indonesian Workers' delegation and my union, the Confederation of Indonesian Prosperity Trade Union (KSBSI), let me praise the Global Report that the Director-General and the Conference presents. I refer particularly to all the positive achievements that have been reached under the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up. The number of positive results which have been presented in the Report are very useful to all delegates and give Members the confidence to continue their efforts to give better protection to workers.

Since economic globalization has caused negative effects for many workers, particularly vulnerable workers, namely those in the informal economy, migrant workers, workers in export processing zones, and agricultural and non-skilled workers, we think that the best way to protect them is through strengthening national laws, especially those which relate to freedom of association and collective bargaining, social security and occupational safety and health. At the same time, we also emphasize the importance of promoting social dialogue. We strongly believe that social dialogue is only fruitful if trade unions, as the main partner of the bipartite and tripartite body, have a strong capacity to negotiate. Weak partners will lead to weak agreements and less commitment. It has been proven that the

promotion of freedom of association and collective bargaining is never an obstacle to business and attracts foreign direct investment (FDI). Good labour laws and strong collective agreements will be safeguarded to prevent workers from being directly confronted with liberal working flexibility.

National laws should be adjusted to workers' needs, instead of being dictated by the needs of market forces. This is why we very much welcome the importance given by the ILO Director-General's Report to continuing to achieve decent work opportunities for all. To achieve this aim, we, the trade unions in Indonesia, emphasize the urgent need to reform social security, particularly to improve its benefits and extend coverage to the informal economy and migrant and agricultural workers. At the same time, it is also important to pay attention to strengthening the occupational safety and health tripartite body. These reforms are needed in relation to the present situation, in which a very small number of social security members are able to recruit. Workers in the informal sector make up a majority of 65 per cent, and the rest only receive a minimum wage and often suffer because they do not have access to hospitals when they fall sick and do not receive a pension. We will give our full support to the Government in order to put forward this subject as a central concern for the future reform plan. As the ILO Director-General said in his Report, there are a number of countries using ILO advice and cooperation on this matter, and we also request the ILO to continue this assistance in Indonesia. Because, as mentioned in the Report, we in Indonesia believe that social security now has been recognized as a major means to combat poverty to raise the quality of employment.

While we recognize that the presence of labour market flexibility has affected traditional relations between workers and employers, this new phenomenon should not be translated to mean that all workers will be free of a labour contract or free to be out-sourced. The decent work programme would not exist in a situation where workers have no ability to keep their jobs or maintain income stability. KSBSI and other unions had overwhelmingly and flatly rejected the intention to reform Labour Law No. 13/2003 only because we thought the revised law would create uncertainty in the future for a majority of workers in the country. We will openly discuss the best way forward to approach the challenges of this market flexibility.

In conclusion, as a representative of the Workers' delegation, I, on behalf of Indonesian Workers, offer you our sincere thanks for all the support, solidarity and help which has been given to our workers, who became victims of the Tsunami natural disaster two years ago and of the earthquake which occurred in Yogyakarta a week ago. Your contribution has helped them rebuild their lives and again has shown a strong sign that international solidarity remains strong for those who need it.

Original Korean: Mr. LEE (Minister of Labour, Republic of Korea)

All of us are currently faced with dramatic changes, namely globalization, the transition into a knowledge- and information-based society and ageing populations. These changes require a new paradigm. Also, as well indicated in this year's Report by the Director-General, *Changing patterns in the*

world of work, the world of work is also changing rapidly.

In this regard, I would like to take this opportunity to say that the Government of the Republic of Korea is in full support of making decent work a reality, which has been pursued by the Director-General with his outstanding vision ever since his election. I would also like to add that the Government will actively participate in these efforts.

Globalization has now become a universal phenomenon in our daily lives. Thus, workers management and governments should cooperate and put their heads together in order to turn globalization into an opportunity instead of a crisis, and minimize the negative aspects of globalization, while making sure that its benefits are distributed to everyone fairly. In this respect, I believe that it is very timely to hold discussions on the issue of employment and occupational safety at this year's session of the Conference. Therefore, I hope we will have a fruitful discussion, from which we can draw out a policy direction that can be implemented and effective in many member countries.

The economic and labour environment is rapidly changing in the Republic of Korea as well. The country is undergoing changes that are just as dramatic as the growth it has achieved. Yet the systems and practices governing its labour market are not responding sufficiently to these changes. The Government still needs to tackle the issues of promotion of industrial relations, resolution of labour market polarization and strengthening the social safety net. Thus, our Government is pursuing the fostering of industrial relations together with easing of labour market polarization as key policies.

For the advancement of industrial relations, both workers and management need to change their perceptions and begin to see each other as partners. Businesses must expand the scope of dialogue by improving managerial transparency and ensuring workers' participation in management. To this end, the Government is restoring the framework for social dialogue. After the Tripartite Representatives' Meeting reconvened in March, an agreement was reached on measures to reform the Tripartite Commission and discussions are currently under way on various issues, including reform measures for advanced industrial relations laws and systems. Although difficulties may lie along the way towards improving industrial relations laws and systems, we are trying very hard to bring this effort to a conclusion before the end of this year. We plan to promote not only dialogue at national level, but also multi-level consultations at the regional, sectoral and workplace levels.

Next, I would like to talk about the polarization of the labour market. The Government is making efforts to bring forth a labour market where flexibility and security coexist in harmony. With the globalization of the world's economy, flexibility is no longer a matter of choice but has become a prerequisite. Now we are faced with the important task of securing measures to harmonize it. Reducing polarization in the labour market requires special attention and care for the vulnerable working class. I believe this is one of the basic pillars of decent work. The Government is guaranteeing their basic rights and working conditions and is creating more and better jobs, while at the same time continuously expanding and strengthening the social safety net. As part of these efforts, it has submitted relevant laws to the Na-

tional Assembly to ensure basic rights of contracted, part-time and dispatched workers and to protect them from discrimination. A Bill is currently under discussion.

The Government is delighted to have the honour of hosting the Fourteenth Asian Regional Meeting of the ILO and wishes to take this opportunity to express sincere gratitude to everyone who has supported its efforts. The theme of the meeting, which will be held from 29 August to 1 September 2006, is making decent work a reality in the Asian region. Considering the fact that the Asia-Pacific region accounts for 60 per cent of the world's labour force, and is the most dynamically developing region in the world, I expect that we will have a very useful and fruitful discussion. The Government is exerting its utmost efforts to make the meeting a success and I ask for strong support from the representatives of governments, workers and employers of member States.

Original Farsi: Mr. JAHROMI (Minister of Labour and Social Affairs, Islamic Republic of Iran)

The 95th Session of the International Labour Conference has provided us with a unique chance to attain, whilst seeking assistance and grace from Allah Almighty, the sublime humanistic and spiritual values envisaged in ILO Constitution through our consultation.

Child labour is a consequence of poverty, inadequate education, lack of productive job opportunities and unfair and unbalanced economic growth deriving from the immediate challenges of unfair globalization. The Islamic Republic of Iran, relying on the sublime teachings of Islam and being committed to its national and international obligations, has attempted to eliminate the worst forms of child labour to ensure a more decent living for its children.

Today we witness an outstanding imbalance between the rich North and the poor South. Many impediments are erected in the path of technology and know-how transfer from the rich and advanced countries to the developing ones, affecting the labour market. In this respect, certain countries do not seem to even allow for the promotion of Iran's locally developed nuclear energy programmes for peaceful purposes and the ensuing promotion of the technical and scientific achievements, leading to a more decent life for our people.

Hundreds of innocent children are killed in wars and genocide and thousands are forcefully dragged into labour markets so as to provide means of sustenance for their hopeless families. Numerous examples of such horrendous phenomena may be observed these days in Palestine, Afghanistan, Iraq and other occupied Arab territories in other corners of the globe.

As the world is now determined to eliminate the worst forms of child labour, I humbly recommend that the Office also survey the dire consequences of contemporary wars around the globe and the life of children, so as to enable us to deal with this evil phenomenon more appropriately.

At this juncture, I would like to shed some light on what we have done in the Islamic Republic of Iran with respect to labour and social affairs. Realizing that decent work parameters – including observance of the ILO fundamental principles, promotion of productive jobs with adequate income and promotion of social security – all aim at a better life

and welfare for the people, and trusting that decent work will provide the grounds for the emergence of talents and people's spiritual promotion, the Islamic Republic of Iran has taken a number of measures to put into effect the Decent Work Agenda and to implement its instruments.

These measures include adoption of a national instrument to control social vulnerability, establishment of social health centres, identification of street children and their sending to school. Our Government, has in this respect, put into effect a regulation banning 26 types of hazardous child labour identified so far. The report on the measures taken in this respect has been submitted to IPEC.

Our Government, thanks to the promotion of technical and vocational training and constant labour inspection, has managed to reduce deaths and injuries at work by 20 per cent during last year alone. A multi-million-dollar budget spent on labour inspection is another indication of the importance we attach to the issue of the safety and health of our workers.

To further promote social justice and to improve the welfare of the low-income classes in Iran, particularly the workers, our Government has begun to distribute justice shares among them. Stocks of the most lucrative government enterprises are thereby sold to the workers at a very fair price without any interest and on long-term basis. Workers are expected only to pay the price of their shares from their dividend, which is expected to earn them some further annual income as well.

To curb unemployment, the Government of the Islamic Republic of Iran, in its Fourth Socio-Economic Five-Year Plan, has accorded significant importance to extensive entrepreneurial investment in small job-creating enterprises with a rapid return on their capital. Banks are also rendering service in this respect.

One of the biggest problems our world today is the issue of the occupied Arab territories whose drastic condition is duly mirrored in the Director-General's Report. The occupying Israeli forces, while violating the basic rights of the people of Palestine and breaching United Nations Security Council resolutions and ILO fundamental Conventions, continue to refuse the Palestinians their perfectly reasonable desire to work and earn a decent living, through systematic, brutal and inhuman suppression in daily killing of the innocent Palestinian people.

In conclusion I would like to reiterate that real peace will never be achieved in Palestine unless all legitimate rights of the people of Palestine are recognized and Palestinian displaced persons and refugees are repatriated to their motherland.

M. BOTI (ministre de la Fonction publique, du Travail, de la Sécurité sociale et de l'Insertion professionnelle des jeunes, République centrafricaine)

C'est avec un réel plaisir que je prends la parole au nom de mon pays, la République centrafricaine, à l'occasion de la 95^e session de la Conférence internationale du Travail.

Je voudrais, avant d'aller plus loin dans mes propos, adresser mes vives félicitations à vous-même, Monsieur le Président du Conseil d'administration, et au Directeur général du Bureau international du Travail pour la bonne conduite des travaux de la présente session.

S'agissant de mon pays, j'annonçais, l'année dernière, du haut de cette tribune, qu'après une brève

interruption de son processus démocratique du 15 mars 2003 au 8 mai 2005, interruption rendue nécessaire par l'histoire d'un peuple qui se cherche, la République centrafricaine est revenue à l'égalité constitutionnelle en mai 2005. Depuis lors, un gouvernement constitué sur la base de l'inclusion a vu le jour et s'est attaqué à l'œuvre de reconstruction nationale. A cet effet, tous les secteurs politique, social, économique, administratif subissent des réformes.

En ce qui concerne le monde du travail centrafricain dont j'ai la charge, le vaste chantier de la réforme entreprise par le gouvernement touche essentiellement à quatre domaines: le cadre juridique institutionnel des actions à mener dans le monde du travail, le renforcement des capacités techniques et professionnelles des acteurs du monde du travail, la lutte contre la pauvreté par le travail décent, qui constitue l'une des actions prioritaires du Sommet des chefs d'Etat de Ouagadougou, et la lutte contre le VIH/SIDA.

S'agissant du cadre juridique institutionnel, la lecture du Code du travail en cours, en partenariat avec le Bureau sous-régional du BIT, l'UNICEF, le Bureau des Nations Unies pour la Centrafrique, qui prend en compte les dix conventions de l'OIT que mon pays vient de ratifier, et l'adoption prochaine du Code de sécurité sociale, actuellement à l'examen à l'Assemblée nationale, offriront au bout du compte un cadre juridique institutionnel réformé, adapté au nouvel environnement socio-économique, favorable à la relance de l'économie nationale sur la voie du développement durable et à la lutte contre les pires formes du travail des enfants.

En ce qui concerne le renforcement des capacités techniques et professionnelles des acteurs du monde du travail centrafricain, les cadres du travail et les partenaires sociaux ont été formés et/ou recyclés dans divers domaines, notamment l'inspection du travail, la lutte contre le VIH/SIDA, la prévoyance sociale, la gestion des ressources humaines et le dialogue social.

C'est ici le lieu approprié pour saluer le partenariat agissant entre le ministère du Travail dont j'ai la charge et le BIT, son bureau sous-régional de Yaoundé, la coopération française, les ministères du Travail du Maroc, des sous-régions de l'Afrique centrale, de l'Ouest et de l'Est.

Les actions déjà menées par le gouvernement centrafricain dans le monde du travail et celles qu'il mènera ont pour base le dialogue social et l'approche participative car il est question de reconstruire dans l'entente mutuelle, donc durablement.

Avant de terminer mon propos, permettez-moi d'insister sur le renforcement de la solidarité universelle et de la coopération internationale qui lient le destin de l'humanité. La réduction de la pauvreté par le travail décent est à ce prix. En vous remerciant au nom du gouvernement que dirige Son Excellence Elie Dote, Premier ministre, Chef du gouvernement, sous la très haute impulsion de Son Excellence François Bozizé, Président de la République et Chef de l'Etat, pour la patience que vous avez mise à m'écouter.

Sr. DOZ (*trabajador, España*)

En primer lugar, quiero manifestar el acuerdo con situar el trabajo decente, como hace la Memoria del Director General, como objetivo principal de una globalización justa.

El mercado global necesita normas. Las reglas que rigen los intercambios comerciales de bienes y servicios tienen que tener su corolario laboral. El diálogo comercial y los acuerdos bilaterales y multilaterales tienen que tener su correlato en el diálogo social internacional.

No es aceptable el hecho de que haya una abundancia de normas que protegen los derechos económicos — inversiones, propiedad intelectual, etc. — mientras que los derechos de los trabajadores no se protegen con normas que tengan un grado de exigibilidad equivalente. El escaso papel que en las negociaciones de la Serie de Doha de la Organización Mundial del Comercio tienen los derechos y principios fundamentales en el Trabajo, proclamados por la OIT en 1998, así como el concepto del trabajo decente o el impacto de la liberalización comercial en el empleo, es el ejemplo más claro de esta contradicción. La OIT debiera reforzar sus funciones en el gobierno de los procesos de la globalización, de acuerdo con las propuestas incluidas en el Informe de la Comisión Mundial sobre la Dimensión Social de la Globalización, cuya vigencia es plena incluso después de las insuficientes reformas recientemente introducidas en el funcionamiento de las Naciones Unidas.

Si comercio justo y desarrollo sostenible son pilares del nuevo orden económico mundial que hay que construir, democracia y derechos humanos, incluidos los laborales y sindicales, tienen que ser siempre los fundamentos del orden político mundial.

La salud y la seguridad en el trabajo, que afectan a un derecho fundamental como es el derecho a la vida, deben encontrar en esta reunión de la Conferencia una regulación armonizada y avanzada.

En relación a los debates en la Comisión de la Relación de Trabajo, nos preocupa que muchos gobiernos y empleadores pretendan excluir del ámbito de la relación de trabajo los servicios comerciales, cuando en la Memoria del Director General, que, sin duda, aprobaremos, la relación de trabajo se define en su sentido más amplio.

Hablando ahora de España, en nuestro país se ha continuado el desarrollo de la agenda del diálogo social tripartito suscrita en julio de 2004 por las organizaciones sindicales y patronales representativas y por el Gobierno.

Como consecuencia de las negociaciones, se han suscrito en este último período cuatro acuerdos sobre formación continua de los trabajadores, la Ley de Protección a las Personas Dependientes y las reformas de determinados aspectos de la legislación laboral y del sistema público de pensiones. También se ha participado en la elaboración de la Ley de igualdad de trato entre hombres y mujeres.

Por su trascendencia habría que destacar la ley que establece el derecho subjetivo de todas las personas dependientes a recibir la atención requerida mediante el concierto entre la Seguridad Social del Estado, las administraciones regionales, locales y las familias.

El acuerdo de reforma laboral establece medidas tendentes a reducir la contratación temporal, que en España afecta a un tercio de los empleos, fomentando la contratación indefinida, y a mejorar algunos aspectos de la protección por desempleo. Los instrumentos son la incentivación económica a los empresarios, incluida la reducción de las cotizaciones sociales a quienes contraten indefinidamente, y diversas medidas — legales y de inspección laboral

— para combatir el fraude y los abusos en la contratación temporal y en las cadenas de subcontratación.

Los cambios en el sistema público de pensiones, de alcance más limitado, tienen como objetivo más destacado la convergencia de los regímenes de los asalariados del campo y de los empleados de hogar con el régimen general de la seguridad social, de acuerdo con las orientaciones del Pacto de Toledo que desde hace más de 10 años orienta las reformas en este campo en España.

El contenido de la reforma laboral no colma las demandas de los trabajadores en un mercado laboral que ha conocido un fuerte aumento del empleo en la última década, pero de un empleo de baja calidad. Sin embargo, el hecho de que sea fruto de la negociación y el acuerdo de los interlocutores sociales, y no de la imposición gubernamental, supone un valor añadido que coadyuva al crecimiento económico y al mejor cumplimiento de los acuerdos adoptados.

En la pasada Conferencia, los delegados españoles informaron del acuerdo tripartito por el que se regularizaron unos 600.000 trabajadores inmigrantes. Los resultados del acuerdo han sido positivos en términos económicos, sociales y laborales. Pero no podemos dejar de mencionar que los problemas subsisten. La inmigración no legal ha continuado y puede sumar hoy cerca de un millón de personas, buena parte de las cuales trabajan en la economía informal. El tráfico de personas se ha ido desplazando de las aguas del Estrecho de Gibraltar a las rutas que van de la región occidental del continente africano a las Islas Canarias. Miles de personas han utilizado estas rutas en las últimas semanas a bordo de barcas y decenas de ellas han perdido la vida en el camino. Es la vertiente más trágica del fenómeno migratorio que nos mueve inmediatamente a la solidaridad.

Los inmigrantes nos han proporcionado sobre todo la riqueza creada por su trabajo. Pero la mayoría de la sociedad española es consciente de que la inmigración, que ha hecho ascender en una década del 2 por ciento al 10 por ciento la población de origen extranjero, no puede seguir aumentando a este ritmo sin crear graves desequilibrios económicos y sociales.

El sindicalismo español considera necesaria una acción nacional y supranacional concertada, que implique compromisos firmes de los gobiernos y las organizaciones internacionales para: garantizar la igualdad de derechos de los trabajadores inmigrantes y su integración en las sociedades de acogida; promover el desarrollo de los países de origen, a través de la cooperación internacional, reglas justas para el comercio y solución al problema de la deuda externa; y regular a través de acuerdos internacionales los flujos migratorios, al mismo tiempo que se combate a las organizaciones criminales que trafican con personas.

Original German: Mr. BARTENSTEIN (Federal Minister of Economics and Labour, Austria)

The Report on *Changing patterns in the world of work* provides an opportunity for a first reflection on the further direction to be taken by the ILO in the twenty-first century which is going to be discussed in detail at next year's session of the General Conference. The final chapter opens a view on a globalized future, in which the spirals of technological progress and pressure of competition will turn even more rapidly and present major challenges to the adaptability of economies, labour mar-

kets and social systems. It has been rightly noted that between 1995 and 2000 there was a great increase in the rate of global unemployment. There was also an increase in the number of those employed.

There are three particular subjects I would like to address here: "Flexicurity", social dialogue and, very briefly, the question of sustainability. On the basis of these developments – globalization, technological change and demographic challenges – which also require ever greater flexibility from workers, Austria introduced the notion of "flexicurity", and we have made this one of the key themes of our presidency of the European Union. Earlier this year an informal EU meeting was held on this subject in Austria, and this very afternoon I will be conducting an informal exchange of views with my colleagues from the western Balkans on the subject.

The idea here is to create flexibility through security. Adequate social support, as well as an active labour market policy, should make it possible for workers to display more flexibility. This means striking a balance between labour market policy measures, lifelong learning, appropriate labour regulations and modern systems of social security. This mix should facilitate companies' flexibility in a regulated environment and increase workers' willingness for geographic and occupational mobility. One example is the progress report of the Austrian EU presidency on the state of the negotiations concerning a binding directive on the portability of additional pension entitlements proposed by the European Commission, which was discussed at the most recent employment Council.

The ILO, too, needs to review its inventory of standards. There might be need for greater flexibility – I am thinking here of working hours and protection against dismissal – on the other hand, there might be a need for new regulations concerning the portability of entitlements.

The tripartite social dialogue is the best means of securing broad acceptance of so-called "flexicurity"; for this purpose, we need a spokesperson of representative workers' and employers' organizations at all levels.

In this respect, the Report contains some worrying references to the weakening of the social partners on the global level, including a marked reduction in trade union membership. The social partners must be strengthened and, of course, structural reforms are required to increase adaptability to the new challenges of globalization. Here, there is need for support from the ILO. Governments, too, are called upon to commit themselves publicly to social dialogue, thereby making their contribution to supporting the pillars of social partnership.

On the EU level, we took an important decision recently concerning a new services directive. Without the European social partners, this would not have been possible; particularly during our presidency, we have placed great emphasis on strengthening social partnership.

Finally, we would like to say a few words about sustainability. I am glad that the Report mentions this, within the context of energy requirements and the dangers to the environment. The special environmental concern of the ILO is, of course, a healthy work environment, and I hope that this year's negotiations on the promotional framework for occupational safety and health will lead to a worldwide ratification of a Convention on this sub-

ject. That would be a major success for the quality of life of all workers worldwide.

I welcome the message of success contained in the Global Report in respect of the considerable decrease in child labour, and I would like to congratulate all countries concerned, the International Labour Office and the IPEC Programme.

Another gratifying achievement of the ILO and its efforts to ensure political coherence in the international field, is the recognition by the United Nations Summit of Heads of State and Governments September 2005 of decent work and productive employment as global objectives. However, our efforts must continue unabated, and we must use international forums to give a social dimension to globalization that integrates the objective of decent work and, in particular, the protection of core labour standards. Every step that brings us closer to this goal benefits humanity and peace.

(Mr. de Regil takes the Chair.)

(M. de Regil prend place au fauteuil présidentiel.)

(Asume la presidencia el Sr. de Regil.)

M. SPIDLA (commissaire chargé de l'Emploi, des Affaires sociales et de l'Égalité des chances, Union européenne)

J'ai apprécié le rapport du Directeur général intitulé *Changements dans le monde du travail* car il nous donne un large éventail de perspectives sur les évolutions dans le monde du travail et sur les pistes d'action. Sur bien des points, ce rapport rejoint les débats européens relatifs à l'emploi et au travail, en particulier la nécessité de combiner la flexibilité et la sécurité au bénéfice de tous. Le rapport nous rappelle avec force les grands déficits que l'on constate dans le monde au regard des principes majeurs du travail décent. Il n'est pas acceptable que la moitié de la population dans le monde n'ait aucune protection sociale, que la moitié des travailleurs gagne moins de deux dollars par jour et que malgré la croissance économique forte, au niveau mondial, le chômage et le sous-emploi continuent à croître.

Je souscris également à l'appel lancé dans le rapport pour approfondir les connaissances, les statistiques et les données sur le travail décent. Il faut développer des indicateurs permettant de suivre les efforts de promotion du travail décent aux niveaux national, régional et mondial. Une meilleure connaissance est indispensable pour mieux mobiliser les efforts et pour atteindre des résultats tangibles et concrets.

La Commission européenne vient d'adopter, le 24 mai dernier, une communication importante sur le travail décent. Elle est intitulée *Promouvoir un travail décent pour tous – La contribution de l'Union à la mise en œuvre de l'Agenda du travail décent dans le monde*.

Elle constitue un signal politique fort de la volonté de la Commission de contribuer activement aux efforts nationaux et internationaux en faveur du travail décent dans le monde, et de la dimension sociale de la mondialisation. La Commission affirme que la promotion du travail décent pour tous constitue un objectif majeur pour les politiques internes et externes de l'Union européenne. La Commission entend mobiliser ses politiques pour contribuer à la mise en œuvre de l'objectif universel du travail décent pour tous qui a été affirmé dans les conclusions du Sommet des Nations Unies de septembre dernier. La communication fixe les orientations pour mieux

mobiliser les politiques et actions de l'Union européenne en faveur du travail décent. La communication souligne également la convergence entre l'Agenda social européen et la stratégie de Lisbonne, d'une part, et l'Agenda du travail décent, d'autre part. L'avenir du «modèle social européen» se joue aussi à travers la promotion d'une mondialisation équilibrée et juste dont le travail décent constitue un élément clé.

La communication est le résultat d'une coopération étroite entre moi-même et les commissaires en charge du commerce, du développement et des relations extérieures, et elle s'appuie sur une coordination entre un grand nombre de services de la Commission européenne.

La communication reflète également notre volonté de renforcer le dialogue avec les pays et régions partenaires, et de promouvoir l'appropriation de l'Agenda du travail décent par l'ensemble de ces partenaires.

Cette appropriation est un élément important du consensus européen sur le développement adopté conjointement par le Parlement européen, le Conseil et la Commission en décembre dernier. Le consensus européen mobilise à la fois les institutions européennes et les Etats membres de l'Union. Cette mobilisation est également pertinente dans le contexte de la discussion en cours à la présente session de la Conférence sur l'avenir de la coopération technique de l'OIT.

L'OIT a invité tous les pays à établir des programmes nationaux de promotion du travail décent, et la Commission soutient cette initiative. L'établissement de ces programmes constitue un premier indicateur clé pour mesurer l'engagement en faveur du travail décent. Il devra faire partie des stratégies nationales et régionales de développement et de réduction de la pauvreté. Il faut y assurer l'implication réelle des partenaires sociaux.

La Commission européenne intensifiera sa coopération avec les partenaires sociaux, les entreprises et les organisations internationales et régionales. Elle approfondira son partenariat avec l'OIT et elle coopérera avec les Nations Unies, notamment dans le cadre du débat de haut niveau du Conseil économique et social qui se tiendra à Genève début juillet.

La Commission européenne invite tous les pays à ratifier et à appliquer les conventions sur les droits sociaux fondamentaux. Ceci constitue pour nous un deuxième indicateur clé pour mesurer les efforts en faveur du travail décent. Le rapport global sur le travail des enfants illustre bien qu'une action soutenue et cohérente peut en effet contribuer à éliminer les formes de travail qui sont à proprement parler indécents, comme le travail des enfants.

Je soutiens également les efforts de l'OIT pour améliorer la santé et la sécurité au travail. C'est un domaine où le dialogue social est essentiel et doit être renforcé. Chaque pays devrait mettre en œuvre une stratégie et une politique sur la santé et la sécurité au travail, comme cela est prévu dans le projet de convention discuté à la présente session de la Conférence.

Sr. SALAZAR (Secretario del Trabajo y Previsión Social, México)

México coincide con que el trabajo decente es un objetivo global para alcanzar una mundialización más justa y humana, donde se logre la igualdad en el acceso a las oportunidades para todos.

Los cuatro objetivos estratégicos que la Memoria identifica, a saber: 1) la promoción de los principios y derechos fundamentales del trabajo, 2) la creación de mejores oportunidades de trabajo e ingreso para mujeres y hombres, 3) el fomento de una mayor cobertura y efectividad de los sistemas de protección social y 4) el fortalecimiento del diálogo tripartito, son condiciones para el mejoramiento de las condiciones de vida y la superación de la pobreza.

Por ello, en nuestro país hemos promovido una nueva cultura laboral cuyo propósito es ofrecer oportunidades para que las mujeres y los hombres accedan a empleos de calidad. La nueva cultura laboral revaloriza el trabajo humano como expresión, realización y desarrollo integral de las personas, promueve la capacitación de trabajadores y empleadores para elevar la productividad y la competitividad, así como la distribución justa y equitativa de la riqueza generada.

De esta forma, la administración del Presidente Vicente Fox ha enfatizado una visión humanista del trabajo que confirma la centralidad de la persona como origen y objetivo de toda actividad económica, por encima del capital.

Esta visión anima al Gobierno de México a apoyar los esfuerzos que la OIT ha hecho para convertir al trabajo decente en uno de los principios rectores de las estrategias nacionales e internacionales en materia política, económica y social.

Entre estos esfuerzos, en México hemos instituido el reconocimiento oficial Empresa Incluyente para aquellas empresas que practican la política de ocupar trabajadores con discapacidad y adultos mayores, contratados de conformidad con la ley y bajo las mismas condiciones que los demás empleados.

Nuestro país otorga desde 2004 el Premio Nacional del Trabajo como una forma de promover el empleo digno y productivo. Esta buena práctica se está trabajando actualmente en el marco de la OEA, con el reconocimiento interamericano. Reitero la disposición de México para colaborar con el establecimiento del Premio de la OIT para la investigación sobre el trabajo decente.

Asimismo, contamos con la experiencia exitosa del Consejo para el diálogo con los sectores productivos, en el que participan trabajadores, empleadores y gobiernos, y como innovación hemos incluido a la academia, diálogo que ha servido para apoyar la promoción del trabajo decente en nuestro país.

Esta dimensión de fortalecimiento del trabajo decente me lleva a suscribir la Memoria del Director General de la OIT, la cual vincula la creación de oportunidades de trabajo decente con el diseño de estrategias de desarrollo locales, nacionales, regionales y mundiales.

El Gobierno de México considera que el tema del empleo debe ser un eje transversal que integre las políticas económicas y sociales de la comunidad internacional. Al ponerlo en práctica a nivel nacional, contribuimos a la meta del trabajo decente como elemento fundamental de la economía global.

Convertir el empleo en el eje transversal o común a todas las políticas públicas, implica reconocer que el crecimiento económico por sí solo no es suficiente para generar empleo. Es necesario complementarlo con políticas públicas que propicien la creación de empleos de calidad.

En México hemos avanzado hacia la regularización del trabajo informal, proveyendo a todas las personas de los medios para acceder a la seguridad

social y a los créditos, apoyando los talleres familiares y promoviendo la simplificación fiscal.

La Decimocuarta Conferencia Interamericana de Ministros del Trabajo de la Organización de Estados Americanos, que me honro en presidir, recogió en la Declaración de México los principios de trabajo decente de la OIT, que se reprodujeron asimismo en la Declaración de la Cuarta Cumbre de Mar del Plata. Un punto importante es la clara expresión que se manifestó en ambos foros de la necesidad de respetar los derechos laborales y sociales de los trabajadores sin importar su condición migratoria.

México reafirma su compromiso con la consolidación de un Programa de Trabajo Decente y digno para transformar a nuestras sociedades contemporáneas en sociedades más justas y equitativas. Sólo mediante la creación de empleos dignos y de calidad, que promuevan el desarrollo integral de las personas y de los pueblos, se podrán establecer condiciones para humanizar la globalización.

Original Korean: Mr. JO (Worker, Republic of Korea)

I would like to start by paying tribute to the efforts of the International Labour Organization to establish new standards in response to “changing patterns in the world of work” and for the realization of core principles of work, such as the eradication of child labour, as described in the Director-General’s Reports.

The Korean Confederation of Trade Unions (KCTU) in 2002, on the occasion of the Korea-Japan World Cup match, campaigned to oppose the exploitation of child labour with which transnational sporting goods companies, like Nike and Adidas, have been associated with. Through our efforts, the Korean people have begun to wake up to the reality of child labour, and have given impetus to move forward to eradicate child labour from the face of the earth in joint effort with the International Labour Organization community.

The rapid changes in the world of work have highlighted the need for an effective consolidation of the supervisory capacity of the International Labour Organization as the guardian of international labour standards. The recommendations of the Committee on Freedom of Association (CFA) should not remain dead letters. Measures will have to be sought to strengthen implementation so that each and every one of the recommendations is respected in all countries.

For example, the CFA has, since 1996, recommended that the Korean Government on 11 occasions deal with certain key labour rights issues. However, the Korean Government has repeatedly turned its back to them, to the extent of going against them and challenging its authority, saying that it regretted that the CFA had dared to speak so forcefully.

The International Labour Organization community would need to impress on the Korean Government the need to heed the conclusions of the CFA and comply with its recommendations and end its campaign of repression against the Korean Government Employees’ Union.

Many examples of outright flaunting of the work of the International Labour Organization call on us to devise and equip it with greater powers to take firmer measures to achieve the full guarantee of international labour standards.

The Korean Government, in contravention of the spirit of the International Labour Organization, is

unrepentant in its vicious campaign to destroy the independent trade union of government employees, carry out abuse of compulsory arbitration against railway workers' strike, and imprisonment of union activists of construction workers' and irregular workers' unions.

I convey formally to you the request of the Korean workers to the International Labour Organization to seek effective measures to bring an end to labour rights' repression in the Republic of Korea.

An important discussion is taking place in the Conference Committee on the Employment Relationship. The vital issues of irregular workers who, throughout the world, are deprived of labour and human rights protection, are being deliberated in the Committee. The irregular workers of the Republic of Korea look eagerly forward to the results of the Committee's work. In the Republic of Korea, irregular workers, who make up more than half of the entire workforce, are systematically deprived of basic labour rights and their human rights are under attack.

In a most recent case, some 280 cabin crew of a high speed train had their contracts cancelled, and they were thus deprived of their jobs. In response to some 100 days of struggle demanding dialogue to secure their rights, the Korean Railway Company has consistently refused to negotiate in good faith. The Government, moreover, let loose the police to brutally attack these workers who were fighting to secure their employment and their very survival.

This is just one picture of the crisis of labour and human rights the Korean irregular workers find themselves in. The Korean Government will need to take heed of the discussion and the spirit underlying the recommendation of the Committee on the Employment Relationship, to ensure the labour rights of all irregular workers, including those in indirect employment and disguised self-employment.

The Korean trade union movement will extend full cooperation for the success of the Asia-Pacific Regional Meeting of the International Labour Organization, being held in the Republic of Korea in late August and we have agreed with the International Confederation of Free Trade Unions and the International Labour Organization Workers' group, so that it becomes a meaningful event for the workers in Asia-Pacific.

Despite the seriousness of the repression of basic labour rights in the Republic of Korea, which is a source of serious concern to all of us, with less than three months before the next Asian Regional Meeting, I assure you that the Korean trade unions will extend full cooperation for the successful Asian Regional Meeting.

I thank all of the ILO community gathered here in this room to renew our commitment and efforts to realize the basic labour rights and decent work through standard setting, technical assistance and supervisory functions.

Sr. JIMÉNEZ DE AGUILAR (*empleador, España*)

Quiero transmitir al Director General nuestro agradecimiento por su visita a España y a nuestra organización, en la que pudimos comentar los temas socioeconómicos y reforzar nuestra cooperación con la OIT.

Hemos asumido un compromiso para mejorar la eficacia de esta organización y evitar que la inercia lleve a nuestra actividad fuera de la realidad.

Somos conscientes de las dificultades y la necesidad de actualización de una organización como la OIT. Por eso valoramos los esfuerzos realizados en la Memoria del Director General para reforzar la evaluación de sus actividades con indicadores vinculados a objetivos concretos.

Uno de los ámbitos donde se puede observar la efectividad de las actividades de la OIT es el relativo a la cooperación técnica.

Me gustaría destacar el creciente papel que está desempeñando el mundo empresarial español en este campo. Sin ir más lejos, la CEOE ha canalizado un ambicioso proyecto para la promoción del empleo joven en América Latina.

Resulta crucial que este esfuerzo de un número creciente de empresas no se vea entorpecido por recelos organizativos que desincentivan lo que puede constituir uno de sus mayores ámbitos de desarrollo futuro. Los trabajos de la reunión de la Conferencia de este año, deben apoyar este objetivo. De otro lado, el diálogo social constituye otro de los puntos clave.

En España hemos abordado materias de cierta complejidad y logrado importantes objetivos, desde el respeto a la propia responsabilidad de cada interlocutor.

Los empresarios españoles comparecemos con la satisfacción de haber alcanzado recientemente un acuerdo con el Gobierno y con las organizaciones sindicales sobre el mercado de trabajo, que se une a otros firmados en los últimos años.

Del mismo modo, está pendiente de ratificación un acuerdo sobre seguridad social, que tiene que afrontar desafíos derivados de los cambios demográficos.

Ninguno de estos resultados hubiera sido posible sin la existencia de una tradición de diálogo social que facilita una reforma gradual y permanente de nuestro marco regulador. Tampoco hubiera sido posible sin la existencia de un ejercicio de responsabilidad de las partes firmantes.

Dentro del diálogo social, tenemos que promover un entorno favorable al cambio; la transición de un modelo de relaciones laborales basado en el conflicto hacia otro en el que la cooperación gana terreno y el trabajador goza, además, de mayor autonomía a cambio de mayor responsabilidad.

En la reunión de la Conferencia de este año se discute el futuro de la relación de empleo. Debe abordarse superando cualquier desconfianza hacia la autonomía de los trabajadores.

Debemos aprovechar nuestros recursos en acciones o instrumentos que se adapten a las exigencias de los tiempos y respondan a demandas e intereses reales de todos.

A pesar de ciertos elementos de tensión que persisten en distintas áreas del planeta, existen signos claros de mejora que son consecuencia directa de los procesos de integración económica que no deben ser cuestionados.

Termino insistiendo sobre nuestra responsabilidad y la de la OIT para superar enfoques que promuevan esquemas proteccionistas ya superados, o situaciones de inseguridad jurídica, que amenazan las posibilidades de desarrollo de importantes zonas de nuestro planeta.

Desde España, sepan que cuentan con nuestra activa colaboración y la más absoluta disponibilidad y lealtad para todo ello.

The Director-General's Report this year: *ILO programme implementation 2004-05*, presents the Conference with an opportunity to discuss all aspects of the ILO's mandate.

The Report presents a challenge to us all, not only to take stock of the ILO's performance, but also to evaluate the relevance and impact of the Organization. We should not lose sight of the fact that we will need to establish priorities and trade-offs between competing interests and demands, in view of the escalating demand for the ILO's services and the diminishing resources at its disposal. There is a greater need for self-evaluation, criticism and debate on the choices which must be made and the process of these deliberations.

Undoubtedly, this exchange of ideas and views will be beneficial to the process of rationalizing the activities of this Organization and reaching the quality of its work and maximizing the utilization of the resources at its disposal. Only that way could the ILO be in a better position to live up to the expectations of its constituents.

Nothing can be more satisfying than the quantitative and qualitative improvement in the implementation of the ILO's activities. It is noteworthy that 55 out of the 81 targets that were set in the *Programme and Budget for 2004-05* were met, representing 67.9 per cent. These achievements may sound modest. What is essential, though, is that it is becoming clear that we are making progress towards the realization of the goal of decent work as ILO constituents. There is, however, a lot that still remains to be done. Developing countries in general still require substantial assistance to create employment, alleviate poverty and to mitigate the impact of HIV and AIDS.

Botswana, like other developing countries, is experiencing growing unemployment. The growth in the labour force, coupled with reduced economic growth and employment opportunities has resulted in an accentuated sense of deprivation as social well-being is impacted upon negatively.

Without employment creation, poverty reduction strategies are doomed to failure.

For the purpose of enhancing the employability of workers, much more needs to be invested in the improvement of training to facilitate skills acquisition.

HIV and AIDS have also brought stigma and discrimination to the workplace. The war against these practices is far from over, despite extensive public education. In Botswana, capacity building among the workers, employers and government officials continues and we are doing this in collaboration with the ILO/USDOL HIV/AIDS Workplace Education Programme.

Quite notably, the programme is also facilitating the adoption of the national policy on HIV and AIDS and employment and I am happy to report that work is at an advanced stage.

The Conference agenda touches on issues of immense importance to the ILO constituents. The subject of occupational safety and health is important in the world of work. The protection of workers against sickness, diseases and injury arising out of employment is among the primary objectives of the ILO. I am looking forward to new but balanced instruments on this subject, which, no doubt, will strengthen efforts to make workplaces safer. The discussion on the employment relationship for the

second time in three years is welcome. This is clearly an indication that the employment relationship is at the heart of the efforts to realize decent work.

Botswana further supports efforts directed at strengthening labour administration systems and the elimination of child labour in all its forms. I am happy to report that, as part of the Improving Labour Systems in Southern Africa (ILSSA) project, capacity building initiatives are being undertaken for workers, employers and government officials with a view to improving compliance with labour laws in Botswana.

Efforts to eliminate child labour in Botswana are also ongoing. The focus is on getting information on the worst forms of child labour and on developing a country action plan or framework on the issue. Data collection in this respect has been going on as part of the labour force survey. The results are expected to provide comprehensive information on the status of child labour in Botswana and to give an appreciation of the different categories of working children who are at risk.

Finally, Botswana remains fully committed to the fundamental ILO ideals, namely freedom of association, the right to organize and collective bargaining. Not only is the legal framework in place, but the systems are also in place to deal with differences which may arise in the course of implementation.

Original Arabic: Mr. MOUSA (Government, Iraq)

On behalf of the Iraqi people and their Government, it is an honour for me to express our sincere wish to achieve progress and well-being. We hope that the Conference will be able to achieve its objectives and adopt resolutions and recommendations aimed at promoting employment as a noble human value and developing its international standards, particularly given that this session of the Conference is taking place at a time when the international situation is becoming extremely serious and complex owing to the proliferation of areas of tension and unrest which threaten humanity as a whole.

Iraq has chosen a federal democracy by adopting a modern constitutional framework in keeping with new global trends in governance which are based on the wishes of the people, who have elected a parliament which represents all components of Iraqi society. Parliament recently approved a national government on the basis of national requirements and in accordance with the results of the democratic elections. The consensus that this achieved was one of striking a balance between, on the one hand, security requirements for a new beginning following an ambitious national programme aimed at maintaining unity among the Iraqi people, strengthening national dialogue, rejecting violence and shaping armed forces loyal only to Iraq, and, on the other hand, drawing up a plan for development and reconstruction which encourages investment, attracts national and foreign capital and strives to develop agricultural and industrial sectors and to rehabilitate the electricity and oil sectors.

The employment sector is one of the priorities of the constitutional Government's national programme because of its major role in productivity and economic development.

I would like to take this opportunity to express my gratitude to the ILO for the enormous support it has given, and continues to give, in the area of human

resources development and cooperation and coordination with national administrations to draft legislation which encompasses the principles of human rights and is based on international labour standards, while taking into account national specificities. The Iraqi Presidency Council has just completed its first revision of a draft labour law which brings together the fundamental principles and rights at work and eliminates all forms of discrimination, which will transform it into an important legal instrument for building the foundations of decent work.

On the other hand, discussions continue in coordination with the ILO to prepare draft legislation on retirement and social security for workers based on modern social protection systems. We hope to continue this coordination and cooperation.

The Ministry of Labour and Social Affairs embodies one of the best solidarity relationships with the social partners, and contributes greatly to the protection of the unity and independence of trade unions and the Industrial Union. It also endeavours to foster an environment that is conducive to social dialogue and collective bargaining at all levels. We are convinced that investing in employment creation and technology projects that ensure high employment density will play an important role in reducing unemployment and poverty.

We take the opportunity of this international Conference to urge governments and organizations with international experience to help Iraq address international terrorism, which is a serious global threat. Thus, the condemnation of terrorism and those who promote it would testify to humanity's determination to survive. International and regional cooperation to root out the pockets of terrorism in Iraq and curb outside support would have a positive impact on unemployment, which has reached unprecedented levels. It comes as no surprise that terrorism in our country targets workers' groups and their places of work, just as it kills children, women and old people indiscriminately. Workers in Palestine and the other occupied Arab territories are in the same situation. The content of the Secretary-General's Report on *The situation of workers of the occupied Arab territories* depicts a tragic reality and weighs on the conscience of humanity, calling us to work together to put an end to the policies of repression, exploitation, discrimination and apartheid.

To conclude, I would like to express my appreciation for the efforts of non-governmental organizations; UNICEF and its support for the programme for the eradication of child labour; and the World Bank, which provided technical assistance for the establishment of a social security system. In 2006, the Iraqi Government earmarked 500 million Iraqi dinar, which is equivalent to US\$340 million, for this purpose. This is the first time in Iraq that resources were allocated for the protection of social categories with no income, low-income families, disabled persons and the unemployed. The system provides social security coverage for 1 million families living below the poverty line and provides 5 million citizens with a monthly allowance of between 50,000 and 120,000 Iraqi dinar prevent their falling victim to begging, child labour and all other forms of exploitation.

Original arabe: M. HAMADEH (ministre du Travail, Liban)

Le travail a une forte valeur humaine.

En effet, l'être humain se mesure à son effort et à son action, comme le dit Al Imam Ali Bin Abi Taleb.

La vision qu'a l'homme du travail équivaut à sa vision de l'existence. L'activité de production, le travail et l'exploitation de la nature et de ses ressources sont son lot quotidien et lui permettent d'être qualifié de travailleur et d'être raisonnable. L'homme est raisonnable parce qu'il est travailleur et travailleur parce qu'il est raisonnable.

Au cours de cette Conférence internationale nous nous penchons sur la valeur, les effets et les problèmes de notre travail et nous désirons fournir des réponses humaines aux problèmes actuels du travail.

Le rapport du Directeur général du BIT analyse les problèmes auxquels nous sommes confrontés en cas de non-conformité aux valeurs du travail, d'obstacles qui empêchent les femmes et les hommes de se réaliser sur le plan professionnel et de réduction des possibilités de travail, rendant ainsi plus difficile la vie des travailleurs et ce, contrairement au droit au travail et à la dignité du travailleur.

Nous sommes d'accord avec le Directeur général du BIT dans sa description de la réalité du travail international et par rapport aux six questions dans lesquelles sont exposés les problèmes liés à cette réalité. Cette Conférence a pour principal objectif de fournir des réponses claires à ces questions qui nous préoccupent, telles que la réalité du marché mondial du travail, les conditions de travail des femmes, la poursuite du travail des enfants contrairement à la loi et aux valeurs humaines, la baisse des emplois et l'augmentation des risques en matière de santé et de sécurité du travailleur sur le lieu de travail, dans un monde dominé par le capitalisme sauvage.

Les politiques du ministère libanais du Travail ont pour principal objectif de traiter une grande partie de ces questions. Nous avons tenté, au cours d'une année, de réaliser des programmes de réforme en matière d'organisation du marché du travail, d'amélioration des conditions de travail des femmes et d'accès de celles-ci au travail, de lutte contre le travail des enfants et la traite des êtres humains, de promotion de la formation professionnelle et de la formation continue, de collaboration avec les établissements économiques du secteur privé en vue d'assurer des emplois aux jeunes libanais, d'encouragement du dialogue social entre les partenaires sociaux et de soutien à la liberté et à l'indépendance du mouvement syndical et du droit de celui-ci de gérer ses affaires et de participer aux décisions politiques générales.

Notre pays qui a pris part à la création des Nations Unies et à l'édification de la paix mondiale a beaucoup souffert de la longue occupation sioniste, a récupéré sa liberté grâce à la résistance et a pu se relever grâce à sa résistance et aux efforts de ses bâtisseurs.

Nous avons besoin de développer la collaboration avec l'Organisation internationale du Travail et de participer au dialogue continu en vue du travail décent qui protège le droit et la dignité du travailleur et supprime l'injustice dont sont victimes les travailleurs palestiniens dans les territoires palestiniens occupés et dans la diaspora, travailleurs qui ont été chassés illégalement de chez eux. Nous appelons à appuyer leur droit de retour en Palestine conformément aux décisions de la légalité internationale et à la Charte internationale des droits de l'homme.

Nous attirons l'attention sur l'importance d'une véritable participation internationale à l'édification de l'avenir du travail; cela signifie le développement du rôle des travailleurs arabes dans les tribunes internationales et de leur droit d'exprimer leurs intérêts et leurs valeurs dans cette belle langue arabe, langue qui possède de grandes qualités d'expression et d'évolution et qui a été l'une des langues des révélations divines et dans lesquelles se sont construites les civilisations.

Ms. FILATOV (*Minister of Labour, Finland*)

Let me congratulate the Director-General for the Report outlining the comprehensive and challenging work of the ILO. The significance of the ILO is increasing especially the last few years as the world undergoes the process of globalization, companies are becoming more international and jobs are relocated from one country to another. The ILO has, with distinction, underscored the social dimension of globalization. We can and should turn globalization into an advantage for people and prevent the problems posed by it.

Success has been achieved within the ILO's International Programme on the Elimination of Child Labour. Lowering the birth-rate and educating girls and women has in many countries had a positive effect on the development of society and the economy and also helped to prevent child labour.

The ILO has done much to emphasize gender equality. It is clear that the contribution of both sexes is needed on the labour market and in decision-making in society. Methods are also needed to reconcile work and family life for the benefit of both women and men.

In the fight against poverty, the ILO has very appropriately stressed the role of decent work. It is seen in a new light as a factor increasing productivity and competitiveness.

The interdependence of employment, productivity and economic growth will be addressed at European Union level under the Finnish EU presidency. We believe that we can increase productivity by developing working life: by better organizing work, by encouraging and motivating people, by using new technologies in an innovative way and by updating skills and competencies. Fair distribution of prosperity and social inclusion are equally important in generating peace, trust and cohesion, both locally and universally.

Decent and safe work has proven to be a successful concept. However, we need to further specify it, including in the developed countries. To this end, I would like to raise three specific points.

Firstly, it is important to ensure that workers have the possibility to influence working conditions, plan and develop their own work and learn in it. It is important to draw on workers' creative potential. Only in this way can decent work promote competitiveness and create new jobs. Companies that have selected a strategy of this type have achieved success, setting a good example for others.

Secondly, in many developed countries the population is ageing, reducing the supply of labour. If work is meaningful and employees feel appreciated, they will cope longer in working life. But they also need education and training that maintains their vocational skills. Learning has become a lifelong process.

Thirdly, because of the anticipated shortage of labour, careers should be extended or work life

started earlier. Young people should not be encouraged to rush into working life at the expense of education and training, however. Only workers with a broad enough general and vocational education and training will have the adequate basis for today's working life with its rapid changes. Attention should be paid to risk groups: young people whose chances of obtaining adequate education and training are poor due to financial reasons or lack of motivation.

By creating standards, the ILO has helped to harmonize working conditions around the world, increase solidarity and promote opportunities for decent work under different social conditions. In my opinion, standards-related activities should be further strengthened and developed. In today's conditions, creating viable standards is more demanding than ever. In this respect, we can learn from the successful exercise of the new Maritime Labour Convention.

But creating standards alone is not enough: the member States should be encouraged and assisted in ratifying ILO Conventions and implementing them.

In order to promote employment and abolish poverty the strong contribution of the ILO is needed. But goals cannot be reached without close collaboration with other international organizations, nor should we forget the input of workers and employers. Tripartite cooperation is a special feature of the ILO and at the same time one of its undisputed strengths.

Mr. PLASKITT (*Parliamentary Undersecretary, Department for Work and Pensions, United Kingdom*)

The 2005 United Nations World Summit showed that there is at last a clear international acknowledgement that full employment and decent work play a key role in combating poverty. This year's Conference discussion on the role of the ILO in technical cooperation, set against a gathering pace of United Nations reform, will be crucial in determining how the ILO responds in helping countries to achieve decent work.

The ILO's move towards decent work country programmes is a welcome step in consolidating work at country level. These programmes will serve as the ILO's contribution to the United Nations development assistance frameworks. If effective, they will increase participation by the ILO's constituents at local level and allow greater collaboration with other partners. Such changes can present a challenge, but they also present an opportunity and I very much hope that the ILO will maximize its potential in the United Nations system.

I want to stress again the importance of looking at the ILO's internal organization as encouraged by the United Nations reform agenda led by its Secretary-General, Mr. Kofi Annan. That has been given a new impetus following the recent report on investing in the United Nations, which sets out bold, far-ranging proposals for management reform. Now, the ILO does, of course, have unique governance structures, but these do not exempt it from the drive to improve the delivery of its services and programmes and we, as ILO constituents, have a responsibility to spell out specifically what we expect from the Organization in terms of delivering reform and what improvements we expect reform to achieve.

For my Government's part, last year's review by the Joint Inspection Unit of the United Nations sys-

tem provided clear advice on the way forward for the ILO in the context of a results-based management framework, which is increasingly becoming standard across the United Nations system. Improvements are needed in areas such as: an effective human resources strategy; monitoring progress towards results; ensuring that objectives are specific, measurable and time bound; moving away from defining objectives in a “top-down” manner to a process which fully engages and secures the commitment of senior managers; a comprehensive review of the field structure; and, finally, an accommodation strategy.

I appreciate that such a list can seem daunting, but these management practices demand no more than those embedded in many other large organizations, including United Kingdom government departments such as my own. They will give the ILO and its constituents a far greater clarity about the resources at their disposal, how best to utilize those resources and how to monitor achievements to ensure that resources are better utilized most effectively. Reform presents a unique opportunity to reinvigorate the Organization so the pace should accelerate over the coming years.

The Director-General’s Report, *Changing patterns in the world of work*, rightly places its emphasis on skills and on addressing youth unemployment. The United Kingdom was the first industrialized country to join the Youth Employment Network. We are providing a grant towards the establishment of a youth employment unit in Dakar.

The United Kingdom is also working with a range of businesses through the Business Action for Africa initiative, which brings diverse interests under one banner to promote Africa’s development. A number of businesses involved are supporting the development of a skills centre in Ghana. If this is successful, we hope it can be replicated in other countries.

Why does all of this matter so much to us? We can, I think, all recall recent pictures of people packed on small fishing boats making the treacherous journey between Africa and the Canary Islands. Why are they risking their lives? To find jobs.

Given the context in many African countries, we can at one level understand their determination to get to Europe to access to jobs. But there is an obvious challenge here for this Organization. We believe the initiatives we are supporting will lead to more and better jobs in Africa and that the Youth Employment Network has a key role in sharing what works.

Senegal launched a youth employment programme in 2001. Since then over 25,000 young people have been helped with jobseeking and over 12,000 jobs have been created through the support of a national fund for youth micro-enterprise. These initiatives are making a real difference to young people’s lives, so fewer have to risk their life in order to make something of their life.

I have highlighted a number of challenges for the ILO, both in terms of its response to the decent work deficit and its own organization, and I hope that I have shown that the two are intimately connected. I very much hope that, by next year’s session of the Conference, we will have seen significant progress on all these fronts.

Mr. HJORT FREDERIKSEN (*Minister for Employment, Denmark*)

The social dimension of globalization is more than ever very high on our agenda at the ILO and a topic for discussion around the world. In Denmark, we are holding important discussions among social partners and other important players on this topic at the moment.

Over the last year, the so-called Globalisation Council, under the leadership of the Danish Prime Minister, has been discussing Denmark’s role in globalization. The Council was composed of government ministers, social partner representatives and researchers.

On the basis of the Danish Globalisation Council’s findings in April this year, the Government presented its strategy for Denmark’s role in the global economy, a strategy containing more than 330 concrete proposals which focuses largely on education, research, entrepreneurship and innovation in Denmark. But, of course, it also focuses on the global challenges the international community has to tackle jointly.

Globalization – and not least its social dimension – calls for and highlights the importance of international cooperation through organizations like the ILO. ILO actions to promote decent work and eliminate child labour are key to ensuring a fair globalization for all.

In many western countries globalization is perceived as a threat to job security and welfare. In Denmark we see also some concern, but a recent study showed that a large majority of Danes have a positive attitude towards globalization and see it as a possibility for national enterprises.

And why is that? Is it because we have strict rules on employment protection? Is it because we legislate firmly on minimum pay at high levels? Is it because we protect our businesses from competition from abroad?

No. On the contrary, we do none of these things.

The Danish labour market is characterized by a high degree of flexibility and we have a positive attitude towards free trade. We also choose to consider restructuring of businesses on account of globalization and mobility of the workforce as positive challenges.

But, of course, we have not solved all the problems of the social dimension of globalization. Our challenge is to make sure that all Danes stand to gain from globalization. One of my Government’s most important goals is to make the Danish population feel confident and safe about the challenges of globalization. Ensuring an appropriate level of security in both working and private lives is essential.

We have come a long way. The key to our success is not only high flexibility combined with high social security; investment in an active labour market policy and lifelong learning is also essential. Another key factor is continuous reforms of and improvements to our systems, in close dialogue with our social partners – a continuous process which keeps supporting the generally positive attitude vis-à-vis globalization.

As I stated at the outset, the social dimension of globalization is not only about one’s own nation’s preparedness for change and competition. It is a challenge for the international community to help ensure that all countries benefit from globalization. In this, the ILO plays a central role.

As an ILO donor, Denmark focuses, among other things, on the elimination of child labour through the IPEC programme. The ILO's contribution to eliminating child labour is indispensable and, as we have learned, very successful. We commend the ILO on its work and we welcome the very positive prospects for coming to grips with the problem, as this year's Global Report documents.

The Danish Government's globalization strategy highlights the common challenge to include the poor countries in global development and to ensure global framework conditions to promote free trade and oppose protectionism. In this respect, the ILO has a key role to play, together with the WTO. Our common challenge to solve global environment

problems and ensure respect for human rights is also closely related to these issues.

Only together can we ensure a fair globalization for all, including decent work, and the absence of child labour and forced labour.

I already welcome and look forward to the discussions on next year's Conference on the ILO's role in globalization. This agenda item has come to stay with us.

(The Conference adjourned at 1 p.m.)

(La séance est levée à 13 heures.)

(Se levanta la sesión a las 13 horas.)

Fifth sitting

Tuesday, 6 June 2006, 3.20 p.m.

Presidents: Mr. Adyanthaya and Mr. Sajda

REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION (*CONT.*)

RAPPORTS DU PRESIDENT DU CONSEIL D'ADMINISTRATION ET DU DIRECTEUR GENERAL: DISCUSSION (*SUITE*)

DISCUSIÓN DEL INFORME DEL PRESIDENTE DEL CONSEJO DE ADMINISTRACIÓN Y DE LA MEMORIA Y LOS INFORMES DEL DIRECTOR GENERAL: DISCUSIÓN (*CONT.*)

The PRESIDENT (Mr. ADYANTHAYA)

Good afternoon. It is my pleasure to open the fifth sitting of this session of the International Labour Conference.

Mr. MINASYAN (*Government, Armenia*)

It is a great honour and pleasure for me to have the opportunity to address this august Conference and greet you all today on behalf of the Government of the Republic of Armenia.

I strongly believe that this annual event is of special importance, promoting and consolidating future cooperation among all the member States of the International Labour Organization. I do hope that this session of the Conference will shed light on the achievements made so far, current challenges and issues and the plans and policies still to be implemented. It is also an opportunity for us to discuss procedural issues concerning how to continue more efficient application of Conventions and Recommendations, as well as prospects for bilateral and/or multilateral technical cooperation and the role of the ILO in it.

Today I am especially pleased to speak on the activities and events which are shining examples of keeping our horizons broad and building better bridges of cooperation and partnership. Becoming a member State of the International Labour Organization in 1992, Armenia made a commitment to improve employment and social policies in conformity with internationally recognized standards.

The Republic of Armenia has been consistent in meeting its obligations and has so far ratified 32 ILO Conventions. Currently, a wide range of activities is under way, aimed at the future fulfilment of obligations by the Republic of Armenia in cooperation with the ILO, and the latter's technical, methodological and practical assistance in this regard.

In 2005, the Seventh ILO European Regional Meeting, which provided a platform to review progress and identify future directions in ILO activities in the region, made it possible for Armenian delegates to raise and discuss issues with a view to strengthening social partnership and dialogue, improving general employment relationships and labour market conditions, making necessary amendments in our legislation, and promoting the ILO's basic principles, standards and methods for decent work.

In particular, actions have been initiated in conformity with the directions set by Armenia's techni-

cal cooperation programme for 2004-06 signed with the International Labour Organization in 2004, to ensure that we are on the right track in following through activities implemented to improve our opportunities for employment and our social policy. The main activities implemented are reforms in the employment sector setting up tripartite partnership and ensuring future assistance for its development, the spread of ILO employment rights, basic principles and standards, assistance for reforms in the employment sector envisaged by our Poverty Reduction Strategy Paper, and implementation of special technical cooperation programmes.

A noteworthy accomplishment has also been the establishment of a national institute in Armenia aimed at fostering better liaisons between our Government, ILO headquarters and the ILO Regional Office for Europe and Central Asia, and facilitate fast exchange of information, training materials and other documentation. With ILO cooperation, an information resource centre has been established under the Ministry of Labour and Social Issues. We are ready to realize our educational and resource potential, particularly through our National Institute for Labour and Social Research, in promoting ILO ideology, principles and standards.

Further efforts have been taken to harmonize current legislation with the standards provided by relevant global and regional legal instruments. Aiming to improve the legislative framework for employment and labour, the Government has initiated a number of legislative acts, an act on state labour inspection and an act on employment and social protection for unemployed people among them. In this regard, we would like to express our appreciation for the cooperation we have had with ILO legal experts and we look forward to its continuation.

My Government attaches great importance to cooperation with the ILO in order to improve the social and labour spheres in Armenia. In this context, sustainable assistance for decent work policy development is regarded as a key factor to achieve full employment and reduce the poverty of the population in low-income areas. Therefore, in the light of ILO policy and its initiative to implement decent work programmes, the relevant document is due to be signed this autumn.

I would like to thank you for your attention and once more highlight the crucial role of the ILO in bringing together governments, trade unions and stakeholders and coordinating their efforts and aspi-

rations to improve social frameworks and employment conditions. I believe that this constructive tradition will be forged by setting more aggressive goals and striving to reach them in order to create a safer world, free from labour abuse, social inequality and poverty.

Mr. KUDATGOBILIK (*Employer, Turkey*)

It is my pleasure to represent the Turkish Confederation of Employers' Associations and all the Turkish delegates and I wish great success for the 95th Session of the International Labour Conference.

This year, the Director-General has provided us with two comprehensive Reports which are the outcome of meticulous studies and research work conducted by the ILO's diligent experts. We need to carefully examine all those Reports for the future.

The first Report of the Director-General, *Changing patterns in the world of work*, highlights the key issues of life and work in today's world. One of these issues, which all need to be addressed and tackled not only at national levels but also on an international level, is the creation of employment in the sense of the decent work concept mentioned by the Director-General. Therefore, employment creation should be the top agenda item at the ILO and other related international bodies. All organizations must accord great importance to employment.

In this connection, I would like to mention a couple of figures regarding the situation in our country. Employment is rising every day but not enough; moreover, the young generation is also facing a very difficult situation vis-à-vis employment figures. According to our own calculations, the unemployment rate in Turkey may be as high as 20 per cent, which is very high for Turkey. We are now creating new jobs, but job creation is not fulfilling the needs of the coming young generation. As you may know, more than half of the population of Turkey is under 20 years old so this is a very high proportion. Nevertheless, we are not at all discouraged by the figures, and we are convinced we will overcome difficulties if we continue our reform with the participation of all segments in the social system.

This is also true for the employment of women. We as an employer's association organized an employment summit and invited more than 135 different women's organizations and NGOs together to discuss how we might create new development for women in the workplace.

The second Report of the Director-General, on child labour, entitled *The end of child labour: Within reach* encourages all of us concerned with this global problem. In this connection I shall content myself with referring only to the information contained in the Report regarding how child labour is to be addressed in our country. According to the Report, Turkey has achieved a very significant reduction in child labour, from 1 million children in 1994 to half of that figure now. In addition to the service provided by the Child Labour Bureau, and together with our Turkish counterparts, the workers and all related organizations, we have done very good things. That is why I should mention the Turkish name, especially in connection with the South Eastern Anatolia Project, which we implemented together.

Despite positive developments regarding the eradication of child labour in Turkey, the Turkish employers and industrialists are unhappy about the

importation of child labour from outside of Turkey, especially some developing countries to Turkey's east. So we care very much about this particular problem, which we believe is in contravention of all existing ILO norms.

Before concluding my remarks, I would like to reiterate Turkish employers' conviction that we need to tackle all these issues within the framework of globalization, which we believe promises gains for all actors, provided that fair play rules. In this connection, it is of utmost importance that the ILO focus on providing a level playing field for all players as far as social standards are concerned.

M. KEIRA (*ministre de l'Emploi et de la Fonction publique, Guinée*)

La Conférence internationale du Travail, instance suprême de l'OIT, est l'occasion, pour l'ensemble de ses mandants, de jeter un regard rétrospectif sur le chemin parcouru et de définir les nouvelles orientations qu'ils assignent à leur organisation.

L'OIT, notre Organisation commune, s'est illustrée comme le fer de lance du développement de politiques en matière d'emploi.

S'acheminant inexorablement vers sa quatre-vingt-dixième année, jour après jour, elle met son intelligence, sa compétence et sa foi au service de l'humanité pour la réalisation d'une paix universelle durable établie sur la base de la justice sociale et du bien-être collectif.

Cependant, si l'œuvre accomplie est remarquable, il y a lieu de noter que beaucoup reste à faire au regard de l'ampleur des défis qui attendent d'être relevés.

En effet, la crise de l'emploi touche tous les pays quel que soit leur niveau de développement économique et social, mais particulièrement ceux du continent africain.

Dans son rapport du Sommet mondial pour le développement social, le BIT indiquait qu'un travailleur sur trois dans le monde était au chômage.

En ce qui concerne l'Afrique, pour différentes raisons, dont celles résultant des contraintes auxquelles nos Etats ont été soumis dans le cadre de la mondialisation, des milliers de jeunes gens sont au chômage.

Pour faire face à ce fléau, il faudra créer en Afrique plus de dix millions de nouveaux emplois par an. Ceci nécessite naturellement beaucoup plus de solidarité de la part de la communauté internationale pour financer les programmes et les projets de création d'emplois décents.

S'agissant des perturbations que connaît aujourd'hui le monde du travail, il faut relever que celles-ci résultent des mutations économiques, sociales et technologiques qui ont affecté en profondeur la structure du travail, ainsi que le système de protection sociale dans leur ensemble. La rapidité de ces mutations a occasionné des bouleversements qui ont eu pour effets, entre autres, la perturbation du monde du travail et la marginalisation de certaines couches vulnérables.

Concernant les relations du travail, ma délégation apprécie l'intérêt que suscite cette question. En effet, si les relations professionnelles ont pour objectif de créer, entre les partenaires, les conditions propices pour la restauration de la paix, la nécessité s'impose de mettre en place des structures de dialogue et de concertation, en vue d'une participation de tous les acteurs à la gestion de la chose publique.

Dans cette perspective, le gouvernement guinéen vient de relancer le fonctionnement de la Commission consultative du travail et des lois sociales pour des solutions concertées et partagées aux problèmes du monde du travail.

Dans le domaine de la sécurité et la santé au travail, ma délégation félicite le Bureau d'avoir inscrit ce sujet à l'ordre du jour de la présente session, car les risques liés au travail humain, en dépit des progrès technologiques, font payer à l'homme un tribut parfois lourd.

C'est pourquoi notre gouvernement a placé l'amélioration des conditions de vie et de travail de tous les travailleurs au cœur de sa stratégie de développement.

En matière de coopération technique, ma délégation voudrait ici saluer les immenses efforts de l'OIT dont la Guinée a constamment bénéficié, notamment à travers son bureau sous-régional pour le Sahel basé à Dakar.

Néanmoins, il est souhaitable que cette assistance soit renforcée, afin d'impulser la mise en œuvre de nos différents programmes.

En ce qui concerne l'abolition effective du travail des enfants, la volonté politique de mon pays d'assurer les droits et la protection des enfants s'est traduite par son adhésion à plusieurs cadres de référence internationale.

La République de Guinée est partie prenante aux principaux instruments internationaux et régionaux de protection et de promotion des droits humains, notamment ceux des femmes et des enfants.

Elle fut le quatorzième pays à ratifier la Convention des Nations Unies relative aux droits de l'enfant. En décembre 2001, elle a ratifié les conventions n^{os} 138 et 182 de l'Organisation internationale du Travail, s'engageant ainsi à inscrire l'abolition du travail des enfants au nombre des priorités nationales.

Le gouvernement guinéen a, en outre, élaboré un projet de loi sur le travail des enfants et un code de la famille.

Il a également installé des structures ou comités pour l'enfant dans toutes les communes urbaines qui contribuent à la décentralisation des activités liées à l'abolition du travail des enfants.

Par ailleurs, nous entretenons une coopération fructueuse avec les pays et les organisations internationales qui luttent contre le travail des enfants. Dans ce contexte, mon pays bénéficie de l'appui technique et financier de l'OIT dans le cadre du Programme ouest-africain pour l'abolition du travail des enfants (travaux dangereux et exploitation), le secteur du cacao et l'agriculture commerciale (IPEC/WACAP).

S'agissant de la situation des travailleurs des territoires arabes occupés, ma délégation estime qu'il s'agit là d'un défi que la communauté internationale doit relever. En effet, l'OIT consacre le droit du travail pour toutes les personnes en leur garantissant des conditions de travail justes et satisfaisantes.

Pour sa part, la République de Guinée a adopté une position de solidarité envers les travailleurs des territoires arabes occupés et opte pour la démarche visant à prendre des mesures nécessaires permettant aux travailleurs de ces Etats de jouir de tous leurs droits.

Pour conclure, vous me permettrez de remercier une fois de plus le Bureau international du Travail, sous la conduite de son Directeur général, M. Juan Somavia, pour toutes les actions menées en faveur

de l'instauration de la paix, de la promotion de la justice sociale et de la lutte contre toutes les formes d'inégalité.

La République de Guinée, Membre de l'OIT depuis son indépendance, continuera à œuvrer et à apporter son soutien et pour la réalisation des nobles objectifs de l'Organisation internationale du Travail. Vive l'OIT, vive la coopération internationale.

Original Russian: Mr. SAKHAN (Government, Ukraine)

Allow me, on behalf of the Ukrainian Government, to greet you on the occasion of the opening of the 95th Session of the International Labour Conference and to wish you every success and productive work.

The very substantial Report of the Director-General, Mr. Juan Somavia, has demonstrated the tangible progress made in implementing the Decent Work Agenda. Full and productive employment and decent work for all are the primary challenges both for international policy and for national development strategy in Ukraine, where the President and the Government are making these aims a reality.

Achieving these goals is the purpose of the comprehensive cooperation programme on decent work between Ukraine and the ILO, which was signed in March this year. The Government and social partners of Ukraine, together with the ILO, have defined and are following three main guiding principles: supporting the democratization of society and developing social dialogue; promoting decent employment; and harmonizing Ukrainian legislation with international and European standards. There is a reason to claim that these efforts are already bearing fruit. The President of Ukraine's programme for the creation of 1 million additional jobs each year in Ukraine is being implemented. There has been a significant decrease in unemployment, which is now at 7.2 per cent, while real wages in 2005 grew by more than 20 per cent and, in the first quarter of 2006, were 23.6 per cent higher than in the same period last year.

The President has repeatedly drawn attention to the fact that, in its activities, Ukraine is guided by the European social model and the concept of decent work. And Ukraine, like many other countries, is interested in objectively measuring the situation in this area. We should like to suggest that the ILO move more rapidly towards completing the formulation of indicators of decent work, and also to suggest that Ukraine be included among those countries in which monitoring and measurement of decent work could be regularly carried out using such indicators.

The activities of the Ukrainian Government and the social partners, with the help of the ILO, have been focused in recent years on solving such problems as regulating labour migration policy and defending the rights of labour migrants, with the goal of eliminating forced labour and human trafficking. In order to draw up an appropriate migration policy and to determine priorities in this area, it is very important for us to have a good quantity of high-quality information on the magnitude of labour migration, and on changes which are taking place in this area. In this connection, it is extremely important for us that the ILO continue to support us and carry out national monitoring of labour migration in Ukraine.

We note the important role played by the ILO International Programme on the Elimination of Child

Labour (IPEC) in supporting initiatives of the Ukrainian Government and its social partners in formulating programmes to eliminate child labour and protect children from economic exploitation. In 2005, the Act on the Protection of Children amended the definition of and the prohibition of the use of the worst forms of child labour. With the assistance of the ILO Declaration on Fundamental Rights and Principles at Work, we have prepared a draft Ukrainian Labour Code which includes an article prohibiting the worst forms of child labour.

In Ukraine, we understand very well the importance and necessity of strengthening social dialogue for the successful development of our society. We have already accumulated much experience in meeting this challenge, through the General Agreement, collective agreements and joint work in developing and administering social insurance.

In order to further increase the role of trade unions and employers' organizations in formulating economic and social policy, the President recently issued a Decree on the Development of Social Dialogue in Ukraine. The National Tripartite Socio-economic Council has also been created and we are now working with the social partners on a new bill on social dialogue and this will certainly help us make great progress in this area.

I should like here to emphasize the tremendous significance for Ukraine of the ILO international labour standards. The 62 ILO Conventions ratified by Ukraine are the very foundation of our national labour law and provide our Government with important guidelines for the European integration of Ukraine. We are extremely grateful to the ILO for its technical assistance.

Mr. TROGEN (*Employer, Sweden*)

The Report, *Changing patterns in the world of work*, provides an interesting and valuable summary of what is going on around the world.

Work patterns have always been changing, but the development today goes much faster, mainly because of the use of information and communications technology (ICT), which affects industry and trade all over the world. Information is available to everybody around the clock and can be transferred easily. ICT-based service industries, which provide an increasing number of jobs around the world, can be moved easily, literally by strokes of a computer keyboard. These changes in turn put demands on governments, companies and trade unions to act or react much faster and also smarter than earlier. And of course it raises questions as to the role of the ILO.

The change and development cannot be stopped. Globalization is here to stay. We, and the ILO, need to look to the future with new eyes rather than trying merely to apply old thinking and approaches.

The ILO needs to focus its limited resources on the world of work. The ILO should be seen as a specialized United Nations agency that is focused on enterprise and employment development. The ILO needs to improve its relevance to the real world of work and, in particular, to the business community by addressing, inter alia, key areas of entrepreneurship, skills development, human resources management and industrial relations practice.

The push in the Report for a rights-based approach should also reflect the need for productivity and flexibility to enable business to be able to operate in the increasingly changing environment. It is

only through the creation of productive employment that the objectives of the ILO can be achieved, among them poverty reduction. And productive employment comes mainly through enterprise development and job creation. This approach is also necessary in order to keep up the interest of the business community for the ILO.

To this end the ILO also must bring relevant expertise to its constituents within this field. Key skill areas and skilled staff are missing. Today too many vacancies within the Office await filling. We therefore welcome the idea at the end of the Report that the ILO should strengthen the technical advisory and information/research services and focus on capacity building of constituents.

Whilst globalization is a reality, labour markets remain largely national. Hence, the labour market conditions around the world differ immensely. In my country, Sweden, we have had free markets and trade, independent social partners, freedom of association and collective bargaining for more than 100 years, whereas many of the ILO countries are still developing in these areas, in some cases from a very low level.

Therefore, instead of elevating issues to a global debate, the ILO should be assessing national conditions and propose country-specific frameworks and policies to address each country's specific needs. Any ILO responses should be relevant to the need of constituents. This is what decent work country programmes should be based upon in discussions with the national social partners.

More is needed in terms of following up on what is agreed upon at the Conference. Issues like the informal economy and youth employment have been discussed and action points have been determined, but the follow-up by the Office is still lacking. There is no need to be looking at new items to do, but instead we need to be doing our existing work better. In other words, the ILO needs to focus on doing things rather than just talking about them.

Finally, regarding ideas forwarded at the end of the Report we, the Employers, support tripartite dialogue on key policy themes, but such dialogue should take place within the Governing Body.

Ms. RADIČOVÁ (*Minister of Labour, Social Affairs and Family, Slovakia*)

I would like to congratulate you personally, Mr. President, on your election as the President of this marvellous Conference and wish you and the Vice-Presidents a really successful meeting.

In the Report of the Director-General of the ILO on *Changing patterns in the world of work* lots of information and facts may be found which show, inter alia, a need for the development imperative, a technological transformation, trends in the global labour market, as well as a call for decent work.

Allow me to react to that part of the Director-General's Report which refers to rising dependency factors and to the need for rebalancing labour market flexibility and decent work. I would like to say, first of all, how these components interact in the policy of the Slovak Government, on the one hand, and what we consider to be our current key priorities and future orientations, because the future is our task.

Over the past four years, the Government of the Slovak Republic has adopted a number of reform measures for decreasing unemployment through flexibility and motivation. The most important from

my point of view are, first of all, support for employment through the labour code amendment, involving flexible measures related to working time, which provide for safety, steady production and working processes, while increasing labour efficiency and better satisfying the needs of employers and employees. I hope that my social dialogue partners will stress the same points.

Such measures include even and uneven distribution of working time, part-time work, work on standby, overtime work and so on. The introduction of flexible measures related to working time in the Slovak Republic, in accordance with the new Labour Code, has allowed entrepreneurs to create new jobs and increase employment, while respecting the maximum working time of 48 hours per week, including overtime work.

Secondly, alongside rebalancing labour market flexibility and security of workers, due attention was also paid, within reform measures in the Slovak Republic, to labour protection when the new Act on Safety and Health Protection at Work and the Act on Labour Inspection were adopted.

Third, the introduction of the flat rate 19 per cent tax which has led to the simplification of our tax system, on the one hand, as well as the attraction of new investment and, therefore, the creation of new jobs. Fourth, lowering unemployment through new active labour policy measures and, last but not least, the introduction of the new multi-pillar pension system involving the capitalization saving component as a part of the mandatory system. Future pensions will be thus covered by the public pay-as-you-go system, along with the capitalization saving pillar. All these changes are based on the new principles of social justice and the value system of the modern social justice system in Europe, which we can call "MAS" (Motivating, Acting, Saving). All these principles are included in our new social protection system, which I hope will be introduced in the future.

There are several programmes which need to be covered in the future. Let me highlight some of them and some solutions connected with this new orientation of social justice.

The Government is convinced that modern social policy solutions have to involve a triangle: family – job – education. In his Report, the Director-General calls for the rebalancing of flexibility and social security. To accomplish that, we need to enforce models supporting stability of jobs through better security for working families on the one hand, and through active employment policies for the unemployed and disadvantaged on the other hand. The Slovak Government is considering such policies.

Now we come to the most important measures regarding the Slovak Government's policy orientation.

- first, broader development of family services, supporting reconciliation between job and child-care;
- second, better accessibility of rental flats as an assumption of good labour mobility;
- third, wider support for the knowledge-based economy and competition based on workers' skills rather than low cost of labour;
- fourth, creation of a secondary labour market enabling unemployed people to get a paid job by sustaining the provision of social support. The secondary labour market is lowering the cost of labour, increasing overall employee income,

along with a better chance to get a more stable job in future, through practical experiences and skills development.

These are good measures for long-term unemployed and unskilled workers.

I believe that these priorities will be strongly underlined in governmental policy proposals after our parliamentary elections on 17 June.

Continuing integration into Europe and worldwide globalization processes bring new challenges in labour-law relations, labour markets and EU member States' social policies. Based on our own experiences of implementing complex structural reforms and utilizing other equally important instruments of social policy, I can state that the best and most effective way to respond to the current challenges is through labour market flexibility, combined with a modern type of work, involving motivation, security and skills development, based on Motivating, Acting, and Saving. This creates the proper preconditions for a successful business environment for employers, fair and decent conditions for employees and, last but not least, the wealth and prosperity of nations.

Mr. LEVANON (*Government, Israel*)

The new Israeli Government, set up less than a month ago, has set its primordial targets as the fight against poverty, unemployment, minimum wages, retirement funds, foreign labour and decent work.

All these items are included in the Director-General's Report presented to our assembly, and I would like to commend him for the impeccable preparation of our Conference, as well as the Report in front of us.

The question is one of how to tackle all these heavy items and to succeed in bringing genuine solutions in the light of globalization, whose main components are competitiveness and open markets. I believe that the Government, and workers' and employers' organizations, have a key role to play as they aim to overcome the difficulties based on the recommendations of the World Commission on the Social Dimension of Globalization of the International Labour Organization. We cannot expect to have answers to all the questions in our world of open competitiveness and market vectors. Globalization should be fair. Wherever there is market deficiency, the Government should intervene.

Poverty in Israel is an issue of the utmost concern to the Israeli Government. Unfortunately, we have reached the stage where even those who are employed may be considered poor, and, to my regret, we have many such workers. Therefore, the Israeli Government, even before its establishment, decided to gradually increase income from work by increasing gradually, and with measure, the minimum wage, in collaboration with the social partners. The Israeli Government intends to increase allocations to the poorer and more vulnerable population in order to allow them to live decently.

Finding a workable solution for pensions is one of the items of the Government's guidelines. First, to increase allocations by social security to the elderly in the first tier; and second, to have a law for a mandatory pension in the second tier. A productive ongoing discussion between workers' and employers' organizations has led to collective agreement in the different working branches for pensions. The Government of Israel welcomes and encourages such cooperation.

The Government of Israel will do all in its power to ensure decent working conditions and avoid by all means prejudice against workers. The Government will also enforce all workers' privileges such as minimum wages, working hours, annual vacations and security at work, while also addressing child labour, and so on – all with one purpose: to have real decent work.

To my regret, in some of the statements that have preceded me, starting yesterday, speakers have deviated from the professional approach which characterizes our assembly. Instead, they have spread distorted facts, false allegations and polemic. Although I have all the answers, out of respect for our august assembly, I will refrain from answering these allegations.

We in Israel extend our hand for peace to all our neighbours. Our deep aspiration is for a genuine and lasting peace. But things in our area look different. The Palestinian Government is led by a movement whose public covenant calls for the destruction of Israel and supports violent acts to reach that objective. Such a Government cannot be an interlocutor for peace unless it meets the requested benchmarks set by the international community, namely, to renounce all kinds of violence, recognize the right of Israel to exist and accept previous agreements signed between Israel and the Palestinians.

Personally, I pray for a comprehensive peace in our region based on a healthy economy, prosperity for all people in the region and the fulfilment of the prophetic vision, and I quote: "They will beat their swords into plowshares and their spears into pruning hooks. Nation will not take up sword against nation, nor will they train for war any more."

Mr. AHMED (*Worker, Pakistan*)

The Director-General of the ILO has chosen a timely subject for his Report entitled *Changing patterns in the world of work* and has stressed that balancing the need for flexibility and security in a period of opportunity and uncertainty requires a strong rights-based approach to the governance of labour markets that fosters social dialogue. He also pointed out that despite an increase in world output by some US\$2.5 trillion, the global economy is failing to deliver enough new jobs for those entering the job markets.

It also pointed out on pages 4 and 5 that, if the poverty line of US\$2 is used, the number of extremely poor people has increased from 2.5 to 2.7 billion. While citizens of rich countries earned on average 38 times as much as citizens of poor countries in 1990, today they are 61 times richer than citizens from poor countries. Fifty-three countries – with more than 80 per cent of the world's population – have seen inequality rise.

We believe that promoting decent work requires, on the one hand, the establishment of an equitable international economic order that grants developing countries a fair share in international trade and access to up-to-date knowledge and technology to enable them to improve the lives of their people. It also requires allocating funds to meet people's basic needs and guarantee decent work, instead of squandering precious resources on a mad arms race, and debt relief for poor nations.

There is also a need for action at the national level to establish democratic and transparent systems based on social justice and to ensure free, compulsory, meaningful and scientific education and train-

ing for all children. Economic policies must be adopted to pursue national economic self-reliance, where industrial and agricultural output is increased through cordial industrial relations, respect for workers' rights to freedom of association, the promotion of public welfare, increased productivity and the adoption of austerity policies in all spheres. Feudal systems must be abolished and the irrational gap between rich and poor must be closed, thus increasing the dignity of the working man and woman instead of wealth and authority, and policies must be adopted to ensure fair wages, strengthen public services and guarantee social security coverage for workers.

Recently, a national tripartite seminar on employment and skills development was held in Pakistan, in cooperation with the ILO. Mr. Salazar-Xirinachs, Executive Director of the ILO, and his excellent team, made a commendable contribution. Our national direct integration policy group also played a seminal role in the debate on employment and decent work.

Our country has formulated a decent work programme through tripartite consultation. We hope that ILO will assist the programme through technical cooperation, including capacity building for workers' organizations.

In order to strengthen the process of social dialogue, three national trade union centres have merged into one organization, namely Pakistan Workers' Federation. Its founding conference in September 2005 was attended by Brother Guy Ryder, General Secretary of the ICFTU, Brother Suzuki, General Secretary of the ICFTU Asia and Pacific Regional Organization, Mr. Kari Tapiola, Executive Director of the ILO, Mr. Jim Baker, Director of ACTRAV and many other distinguished guests and Worker members of the ILO Governing Body.

Our delegation has recently met with the Prime Minister of Pakistan, who has promised to introduce welfare measures for Workers; amend the Industrial Relations Ordinance, 2002; and raise the minimum wage. The Government of Pakistan has raised the minimum wage for the unskilled workers by 25 per cent, while the wages of public sector employees have been raised by 50 per cent with effect from 3 July 2006, along with the old-age pension and other welfare measures.

We in Pakistan play a leading role in the fight against terrorism, although we suffer its backlash. The working class has also urged the Government to take more concrete measures to counteract cost increase; raise employment opportunities; strengthen tripartite consultations; bring the laws into conformity with ILO Conventions; ensure social protection and safety nets in the face of deregulation on the behest of the World Bank; and refrain from privatizing national public utilities like electricity, oil, gas and ports.

We are grateful to the ILO and international community for extending timely help to the victims of the havoc wrought by earthquakes. We hope that the ILO will continue to make progress with its decent work country programme and capacity building of social partners.

We convey our deep appreciation for ACTRAV, IPEC, the Employment, Social Protection, Safety and Health, and Social Dialogue Sectors dealing with international labour standards and the ILO's

regional and area office in Islamabad for carrying out the mandate of the ILO.

We reiterate our support for justice and the rights of the Palestinian people to an independent homeland and urge the ILO to allocate more resources for technical assistance to the workers in the occupied Arab territories.

In the end, we wish this historic Conference success to strengthen and achieve ILO objectives and bring about a better tomorrow for the working men and women, ensuring universal peace based on social justice and dignity of work and proclaiming that labour is not a commodity, long live the ILO.

Original Arabic: Mr HUSSEIN MEGAWIR (Worker, Egypt)

For the first time I am addressing this extraordinary world forum in my capacity as the Egyptian Workers' delegate and president of the Federation of Egyptian Trade Unions.

The pride which I feel in participating in this meeting comes from the fact that the ILO has always been for our workers a centre of inspiration for all those seeking justice and social peace within the context of this unique form of tripartite dialogue. Recognizing this important role and inspired by these noble and wise objectives, Egypt organized on 30 April, within the context of the celebrations of Labour Day, an unprecedented national event during which the social partners adopted the declaration relating to the principles and fundamentals of social dialogue and aiming to solve problems with social repercussions and relating to the situation of workers in complete compliance with the relevant international and regional labour standards.

Our trade union hopes that this declaration will be able to contribute, along with other practical and legislative measures, to providing the environment required for the economic process of reform that has been ongoing for several years in our country and reducing as far as possible the adverse effects it could have on our workers.

On this occasion I would like to express my thanks to the ILO for the assistance it provides to support the capacities of our trade union, in particular, in terms of the training of trade union officials in collective bargaining and trade union participation, which has been heavily affected by privatization, and also to set up a database and an information network at all levels of the organization.

Egyptian workers, perhaps like many workers in developing countries, bear the costs of reform and economic opening, and the consequences of privatization and restructuring, in the hope of building a better future for themselves and future generations. However, we have doubts about the possibility of reducing unemployment and improving working conditions and the standard of living in view of unfair globalization and the extra challenges it creates which only increase the level of poverty and unemployment and give rise to marginalization and social exclusion.

Maintaining stability and peace in our country and in the world in general clearly requires a rapid and serious response by rich countries to the repeated demands of developing countries, and especially the African countries. They have been asking for the last two decades for globalization with a social and human dimension that can control poverty and unemployment, especially among young people and women, ensure social protection and strengthen democracy. In this regard, the cancellation of debt

and the associated interest and its use for development efforts, as well as efforts to encourage investment, establish job creation projects, expand and develop training and technical knowledge, and remove strict protective measures that hamper freedom of trade and free movement of workers, are the first demands to which rich countries could respond to ensure development and the economic and social progress to which we ourselves aspire for the other developing countries and for the rest of humanity.

That is why we approve the decision to place on the agenda of the next session of the International Labour Conference the item of "Strengthening the ILO's capacity to assist its Members' efforts to reach its objectives in the context of globalization" as indicated in the Report of the Chairperson of the ILO Governing Body. We consider this to be an important stage in this process.

As to the other items on the agenda for this session of the Conference, we should like to highlight in particular the chapter on technical cooperation and we appreciate the care shown by the Organization in carrying out a regular assessment of its role in this field. Technical cooperation is a specific tool which can help the Organization to achieve its objectives and to improve the working conditions and the situation of workers in the member States, especially in developing countries. We therefore hope that more funds will be made available for technical cooperation, whether they originate from the Organization's budget, from donor countries, or from development funds and organizations. Furthermore, this important activity needs to go hand-in-hand with today's extraordinary advances in information and communications technology, in order to keep down costs and to ensure competence and effectiveness. Particular attention must be paid to the development of human resources, which represent the most precious and lasting investment of all.

Finally, we should like to thank the Director-General for presenting his annual Report on the situation of workers of Palestine and of the other occupied Arab territories. This Report has been presented annually for several years, but, despite this, the situation of the workers has only worsened due to the continued occupation and the refusal by the occupying authorities to apply international resolutions. I think that you will all agree with me when I say that the Palestinian national liberation movement, one of the world's few remaining liberation movements at the beginning of the twenty-first century, deserves all the support and assistance of our Organization and of all those forces which campaign for peace in the world. In the meantime, the workers and the people of Palestine are subjected to various forms of political, economic, financial and security blockades which even prevent the arrival of medicines and food, not to mention, of course, making it impossible to find work.

Before concluding, I wish to express my surprise at the lack, this year, of meetings of the Resolutions Committee and the absence of any valid reason for this omission – although it is quite clear that this Committee represents the very lungs of the Conference, guaranteeing the dynamism and credibility of the Organization thanks to its ability to adapt to the new social realities.

First of all, on behalf of the International Association of Economic and Social Councils and similar Institutions (IAESCSI) and in my own name, I would like to extend warm congratulations upon the convening of the annual session of the International Labour Conference. I am confident that, under the leadership of the President and the other Officers, the meeting will be a complete success.

The IAESCSI believes that the concept of decent work and employment proposed by the International Labour Organization is a balanced reflection of the various concerns of all the Members in terms of political rights, employment rights and social security rights, and it is becoming a kind of mechanism for helping to ensure social stability.

We also believe that the concept of decent work should be a universally recognized goal and everyone's responsibility. All people need to have their own occupation that respects their dignity and interests and allows for full development of the individual.

As economic globalization continues to deepen and rapid changes are taking place in the international industrial structure, all countries in the world should energetically respond to the global strategy formulated by the ILO for promoting employment and ensuring decent employment and implement strong employment policies in line with local conditions to bring about full, productive and free-choice employment.

To this end, I am proposing the following suggestions. First, all countries of the world should do more to balance economic development and growth in employment. Expanding employment through economic development can then promote further economic development, thus balancing each other and interacting in a beneficial way. Moreover, all sectors of society should be encouraged and guided to actively participate to establish the extensive partnership, so as to promote employment by bringing more resources into society, and even market forces.

Secondly, countries and regions should strengthen coordination and cooperation. Countries and regions should learn from each other's successful practices and methods. Developed countries should provide effective aid to developing countries and help them provide productive and decent employment for their people and appropriately develop and utilize their human resources. Developing countries with large labour forces should pick a development strategy in line with their particular advantages, encourage the development of small and medium-sized enterprises and a tertiary industry, develop flexible employment, improve the elasticity of employment, work hard to develop labour-intensive industries and create as many employment opportunities and jobs as possible.

Thirdly, more efforts need to be made to develop the system of public employment services and develop education and training, and necessary policy and legal measures should be adopted to help hard-to-employ persons. We must provide employment services to workers in a number of forms, including introduction to occupations, guides to occupations, vocational training and small business loans. We

need to improve the knowledge base of labourers and their employability.

We must pay close attention to the protection of workers' rights, improve the labour contract system and standardize and coordinate three-faceted coordinating mechanism governing labour relations. In addition, we must provide the basic living conditions and employment allowances for groups of people who are difficult to employ, such as older unemployed workers, long-term unemployed persons, certain female workers and workers with disabilities. We need to improve their self worth by giving them decent employment and allowing them to share equally with other workers in the fruits of development.

It should be pointed out that the seriousness of the unemployment problem varies from country to country, which naturally means that the policies for promoting employment vary from country to country. The international community should take into full consideration the diversity in a state of development and system in the countries of the world; improve communication, dialogue, negotiation and cooperation; and show mutual respect for the various means and ways adopted by different countries to realize the goal of decent work and employment.

In 2005, at the ninth international meeting of the IAESCSI, I was appointed with honour as the new president. Thanks to the concerted efforts of all parties, the IAESCSI has continued to make progress for the past year.

To promote the reach of the United Nations Millennium Development Goals worldwide, we worked with related organizations and staged Millennium Development Goals, namely, education and training round-table conferences in Europe, Africa, Latin America, and Asia successively.

We approved new members so that the IAESCSI is thus further developed and strengthened. At present the Russian Federation, Thailand, Viet Nam, the Lao People's Democratic Republic, Mexico, Bolivia, Jordan, Togo and Niger have set up, or are actively preparing to set up, similar organizations and are considering joining the IAESCSI.

We set up two working groups to carefully study major issues of concern to the international community and make comments and suggestions concerning the establishment of an international poverty assistance development fund and the realization of decent work and employment.

The IAESCSI has received a great deal of support and assistance from many international organizations, including the ILO.

The IAESCSI enjoys observer status in the ILO, and the ILO sends a representative to attend the annual meeting of the IAESCSI. I would like to express my sincere gratitude for this. I would like to take this opportunity to tell everyone that, in the newly revised charter of the IAESCSI, the fundamental principles and rights at work approved by the Members of the ILO, have been made part of the working rules of the IAESCSI.

The IAESCSI would like to continue developing extensive and deep exchange and cooperation with the ILO and work together for a harmonious world in which all countries live in harmony, share common development, and all people have ample food and clothing and enjoy a comfortable home and good employment.

I should like, on behalf of the Republic of Kazakhstan, to congratulate the President on the opening of this 95th Session of the International Labour Conference, which allows us to promote stability and development in all countries, and to wish him success in ensuring this social stability, which is certainly the foundation of any government.

Along with the other countries, the Republic of Kazakhstan, in a context of positive changes in socio-economic conditions, the ongoing processes of globalization, and integration into the world economy, is faced with the task of creating an appropriate model for the legal regulation of labour relations. *Changing patterns in the world of work*, the Report of the Director-General, contains information on the very important and topical issue of regulating labour relations. As we all know, relations between workers and employers are sometimes regulated not by contracts of employment, but by agreements for service provision made under civil law, and such agreements are outside the scope of labour legislation. In our view, part of the reason for this is excessive government regulation of labour relations and the huge number of social obligations placed upon employers, which consequently force them to search for other means to strengthen labour relationships. The presence of such factors also leads to a certain legal illiteracy on the part of workers themselves who, when faced with the possibility of immediate earnings, do not pause to think what the consequences of such labour relationships may be. In this way they are being deprived of their legally guaranteed rights.

In the current context, in order to bring the shadow economy out of the shadows, a comprehensive range of economic, budgetary, social and administrative measures will be necessary. One of the measures to resolve this issue is the new draft labour code of the Republic of Kazakhstan, which is currently under examination in Parliament. This draft code contains a clear definition of the areas of labour relations which are subject to government regulation, and it provides more scope for labour relationships to be regulated by contracts. It provides for the strengthening of tripartism and social dialogue, which entails for equal responsibility on the part of all parties. It also provides for clear regulation, or rather definition, of the relationship between employers and workers, as well as the development of programmes for vocational training and additional measures for the social security regime. One of the priorities of employers, while strictly complying with and observing the fundamental rights of workers, is increasing the role of social dialogue in solving industrial and social problems.

We believe that through stimulating workers to be more productive, we will encourage employers and legalize labour relations. I think that, just as employers need continuity in their workforce and workers who care about the fate of the company, so workers need permanent work which gives them an income today and a secure future. What is more, in order to provide for the possibility of inspection, the draft labour code differentiates employment contracts from other types of agreement. The more the sector is legally regulated, the stronger and more effective it will be. We are also introducing new

provisions to provide for the social protection of the disabled and their access to the world of work.

In the Republic of Kazakhstan, unemployment is currently decreasing. It is now 8 per cent and by 2009 our intention is to decrease it to 7 per cent. Increasing the level of social coverage is also a goal of the Republic of Kazakhstan and we are seeing a great increase in the standard of living of the most vulnerable sectors of our population.

We are certain that improving the labour situation is one of the best ways in which to decrease poverty. There is an international audit ongoing in our region on occupational safety and health, which is also one of the guarantors of decent work. The Republic of Kazakhstan is open to continuing deeper cooperation with the ILO in order to introduce a pilot project on decent work. We have ratified the Worst Forms of Child Labour Convention, 1999 (No. 182).

Allow me on behalf of the Government of the Republic of Kazakhstan to express our gratitude to the International Labour Organization which has helped us to achieve these successes in our country. I would like to wish you all the same active support from the ILO as we have experienced in our country in developing social dialogue and concluding useful agreements in labour relations.

Mr. ALI (Government, Bangladesh)

We have noted with interest the comprehensive Report of the Director-General. We appreciate his dedication and sincere efforts in addressing the challenges before us.

Bangladesh is deeply committed to sound industrial relations. As a partner of the ILO, Bangladesh is steadfast in protecting labour rights. We are signatories of the core Conventions that are the guiding principles of ILO activities. The Government has taken major steps to enhance the quality of life of the workers.

Let me elaborate on new programmes. Last year we drafted the Workers' Welfare Foundation Act, designed to help workers in both formal and informal sectors. It is in the final stages of launching. The draft comprehensive Labour Code submitted by the National Labour Commission is now being re-examined by a tripartite review commission. Suggestions from different stakeholders are being incorporated. We expect the draft to be finalized soon.

The ILO's Decent Work Agenda is of special significance to us. The Government has constituted a high-powered social compliance forum through participation of various stakeholders. Under it are two specific task forces. One on occupational safety and the other on labour welfare. The forum and the two task forces are working well.

Let me turn to the Report on *Changing patterns in the world of work*. It is vital that we give due attention to this important topic. The nature of work has changed. No longer do we consider work only in the context of political boundaries of the nationalities of the workers. Millions move across borders in an organized and approved form to work abroad, returning to their countries upon completion of their assignment. We must remember that they are not migrants. They are temporary service providers.

This is not a north-south issue. In it lies immense benefit to both receiving and sending States. I expect such labour mobility to increase rapidly in the near future. We must give greater attention to regu-

lar movements and must stop irregular movements and trafficking.

Perhaps the most significant part of the Report is Chapter E which looks ahead. This section has highlighted issues of the future. For instance, technology and modern methods of work have dramatically changed the manner in which we perceive work. I would urge the ILO to be innovative; to consider how we can position ourselves to benefit from the new opportunities and to face the challenges that will inevitably come up. I would expect substantive research in this area.

I now wish to take up the issue of child labour, another theme for which a Report has been prepared. Like the ILO, I would like to think that the end of child labour is in sight. Bangladesh has ratified the Worst Forms of Child Labour Convention, 1999 (No. 182). We have given high priority to tackling child labour. Our initiatives have led to the end of child labour in agriculture. The ILO Report recommends action on three pillars, covering both the governments and the ILO. If the actions are to be successful, they must be based on rapid economic growth which will enable countries to sustain the policies being adopted.

Finally, I wish to reiterate in the strongest terms, our concern at the situation of workers of the occupied Arab territories, as discussed in the ILO Report. It is our duty as citizens of the world to find a just and durable solution to the problems of such workers.

Our workers must find decent jobs. We must provide them with the opportunity to lift themselves out of the poverty trap. They and their dependent families must be able to lead a respectable life. They also need a social safety net and security if they should lose their jobs. This is the challenge before us. We are committed to doing our utmost to help to achieve these goals. We look forward to close collaboration with the ILO in jointly working for these lofty aims.

Original Turkish: Mr. KILIÇ (Worker, Turkey)

As a Workers' delegate I extend to you the sincere regards of all the workers in my country. I would like to congratulate the Director-General and the ILO on the successful programmes and activities they have carried out in member States within the framework of the four strategic objectives, with the aim of improving and promoting labour standards and the concept of decent work.

As a result of the programmes implemented in cooperation with the ILO, significant improvements have been achieved in my country, particularly in combating child labour. These improvements can serve as a model for many countries. The number of activities and programmes implemented by the ILO must be increased and they should be intensified in order to achieve the four strategic objectives identified by the Organization.

The importance and impact of the ILO are even more significant in the context of the globalization process. The ILO's standard-setting activity should therefore be stepped up. Today the global market is dominated by international monopolies, namely the IMF, the World Bank and the World Trade Organization. Attempts to undermine trade union rights and the welfare state have gained pace throughout the globalization process, bringing the era of nation States to an end. Statistics clearly prove that the current unfair income distribution, poverty and un-

employment are rapidly increasing against a backdrop of globalization. Unfair distribution of wealth among countries and regions results in increased malnutrition, disease and mortality rates at birth in poor countries. Oppressive policies causing exploitation must therefore be abandoned and social justice must be extended worldwide.

However, globalization must be formulated on the basis of social justice and democracy, and States should redefine their roles. At this point the international community bears a great responsibility.

Current macroeconomic policies have led Turkey into a downward trend in terms of job creation in the public sector. As a result of the standby agreement signed with the IMF, and of a lack of investment and new recruitment to replace retired workers, the number of workers employed by state-owned enterprises has decreased. At the same time the high unemployment rate has become a chronic problem. The unemployment rate in Turkey stands at 12 per cent. Unemployment not only creates problems for production and income loss, but also causes, and exists in parallel with, social problems, social exclusion and poverty. One of the main problems of the labour market is the high rate of unregistered employment of up to 53 per cent. Unregistered employment also reduces the effectiveness of the social security system, and as a result social security institutions are unable to perform the services which they are expected to provide. Women's participation in the labour force decreased from 34 to 24 per cent over the last decade, so that 65 per cent of the female labour force in my country is not covered by the existing social security system.

A legal framework for the "right to organize and bargain collectively" exists in my country, but the number of dismissals due to trade union organizing activities is increasing gradually. In addition to the obstacles created by employers, the legal deficiencies and relative administrative constraints make it difficult for workers to benefit from social protection, job protection and the right to organize and bargain collectively which are the fundamental prerequisites of a working life. Despite amendments to labour acts, obstacles relating to coverage for job protection, its implementation and effectiveness, are still on our agenda. Although our national legislation on occupational safety and health is sufficient, deficiencies in terms of its implementation are still being experienced.

Within the context of the EU accession process, draft legislation concerning the approval of the European Social Charter is on the agenda of our National Assembly. However, the Government should pay attention to the concerns stated in the progress report of the European Commission and should not insist on its reservations regarding provisions concerning unionization, collective bargaining and the right to strike. The Public Servants' Trades Union Act, No. 4688, still excludes public servants from collective agreements and the right to strike. It is necessary to undertake the required legislative arrangements which will enable public servants' trades unions to be represented more effectively. The relevant national laws must be in line with ILO Conventions.

The developments in Palestine and Iraq are being observed with anxiety. War and terror are the greatest enemies of democracy and human rights. More important is the fact that they are the biggest enemies of labour rights and freedoms. Turkish work-

ers hope that wars across the world, especially those in Palestine and Iraq, will soon come to an end.

I wish you every success throughout the 95th Session of the International Labour Conference, and hope that all member States will ratify the fundamental ILO Conventions and adopt them into their national legislation.

(Mr. Sajda takes the Chair.)

(M. Sajda prend place au fauteuil présidentiel.)

(Asume la presidencia el Sr. Sajda.)

Original portugais: M^{me} TAÍPO (ministre du Travail, Mozambique)

J'aimerais tout d'abord citer les paroles du Secrétaire général de l'Organisation des Nations Unies qui sont reprises dans le rapport du Directeur général du BIT. «Le meilleur programme antipauvreté est l'emploi, et la meilleure garantie du bien-être est le travail décent.» Ces paroles résument clairement les propositions de celles et ceux qui ont la grande responsabilité d'aider les citoyens à garantir un emploi sûr et décent.

Dans le document intitulé *Changements dans le monde du travail*, le Directeur général souligne le rôle de l'emploi dans la vie humaine et met en exergue le rôle de la femme dans la vie de toute la famille, y compris celle de l'homme. Par conséquent, il préconise la création de normes régissant le marché du travail rural.

C'est la thèse que défend aussi le gouvernement du Mozambique. Ainsi, le Président du Mozambique, Armando Emilio Guebuza, donne la priorité dans son programme à un rôle plus important pour le district, le district qui est un pôle fondamental et incontournable dans la lutte contre la pauvreté.

Au Mozambique, les zones rurales constituent un levier pour le développement du pays. A travers la mise en place des conditions de base, c'est-à-dire des routes, un approvisionnement en énergie et en eau et la formation, on pourra garantir que les jeunes restent dans les zones rurales pour relever les défis locaux en évitant un exode rural effréné et, surtout, on pourra assurer la fixation de professionnels qualifiés pour mener le processus de développement.

Il faut donc, de toute urgence, en appeler aux grands partenaires internationaux de la coopération et aux grandes sociétés multinationales, ainsi qu'à d'autres acteurs, pour qu'ils ajustent leurs stratégies d'investissement dans les pays en développement de manière à tenir compte des intérêts nationaux de lutte contre la pauvreté.

Le gouvernement du Mozambique a approuvé cette année la stratégie pour l'emploi et la formation professionnelle, un instrument d'orientation et un instrument visionnaire pour la politique de l'emploi et de la formation professionnelle. Il appartient au peuple du Mozambique et constitue une source d'inspiration collective pour l'Etat, les employeurs et les syndicats dans la lutte contre la pauvreté absolue par le biais de la promotion active de l'emploi, et il est prévu d'ici à 2015 un total de un million de candidats à l'emploi.

Comme le dit le Directeur général dans ses rapports, l'autre problème dont souffre le marché du travail est la pénurie de qualifications. Le marché du travail aujourd'hui exige une main-d'œuvre plus flexible, plus qualifiée et mieux adaptée au changement.

Mon gouvernement a mis sur pied le programme intégré de réforme de l'enseignement professionnel, dont l'objectif consiste à garantir de meilleures qualifications professionnelles aux candidats à l'emploi. De même, le gouvernement a décidé d'inclure dans les programmes scolaires, et cela à compter de 2008, une discipline directement liée à la formation professionnelle. Toutes ces mesures ont pour but d'inculquer de meilleures compétences aux candidats à l'emploi et, en particulier, aux jeunes.

Nous avons adopté une nouvelle loi de base pour la protection sociale et cela en prévoyant trois niveaux de protection sociale, à savoir la protection sociale de base, la protection sociale obligatoire et la protection sociale complémentaire.

Afin d'améliorer les services rendus aux citoyens, le ministère du Travail a adopté un ensemble de mesures à impact immédiat qui visent à assouplir les procédures d'accès aux services mais aussi à rendre le système plus facile à utiliser pour la population.

Nous refusons avec véhémence le travail des enfants. Nous protégeons nos enfants, nous les appelons «la sève de la nation», «les fleurs qui ne se fanent jamais». En 2003, nous avons ratifié les conventions n^{os} 138 et 182, rejoignant ainsi la communauté internationale dans l'abolition du travail des enfants et les 385 pays qui ont déjà ratifié ces textes pendant les sept années écoulées.

Cependant, le phénomène du travail des enfants au Mozambique est une conséquence directe de la pauvreté et de l'incapacité des institutions à y faire face, et cela surtout dans les zones rurales, où de nombreux parents sont obligés de mettre au travail leurs enfants dès l'âge de 7 ans.

Ce qui est encore plus préoccupant avec le fléau du VIH/SIDA, c'est que de très nombreux mineurs orphelins, depuis un très jeune âge, assument la fonction de chef de famille et sont donc obligés de travailler pour subvenir aux besoins de leur famille.

Nous estimons que les difficultés structurelles et conjoncturelles qui ont été identifiées dans le rapport doivent constituer nos priorités, et nous sommes tous logés à la même enseigne de ce point de vue. Il est donc absolument impératif que nous travaillions en collaboration.

Nous avons conclu avec succès le débat sur l'avant-projet de révision de la loi sur le travail au niveau de notre commission consultative du travail, organe tripartite, et nous estimons que d'ici le deuxième semestre de cette année le Parlement aura approuvé cet instrument fondamental.

La future loi du travail sera élaborée en tenant compte de la réalité du marché de l'emploi, et pas seulement au Mozambique, car nous évoluons dans une société de plus en plus mondialisée. Le consensus qu'a obtenu cet organe consultatif a permis de montrer qu'au Mozambique le dialogue tripartite est une conquête qu'il s'agit aujourd'hui de consolider.

Pour conclure, j'aimerais dire que nous vivons dans un village mondial où le rôle de cette Organisation est de plus en plus important pour la garantie des droits fondamentaux des travailleurs, et j'aimerais saisir cette occasion pour encourager l'Organisation internationale du Travail à jouer un rôle plus interventionniste que dans le passé. Nous souhaiterions que les instruments adoptés par l'OIT, notamment la recommandation importante sur la relation de travail prévue pour cette année ainsi que l'instrument sur la santé et la sécurité au travail,

soient appliqués effectivement dans l'intérêt de la dignité du travail et de la personne humaine et pour une culture du travail décent.

**REQUEST BY THE REPUBLIC OF MONTENEGRO
FOR OBSERVER STATUS AT THE 95TH SESSION
OF THE INTERNATIONAL LABOUR CONFERENCE**

**DEMANDE DE STATUT D'OBSERVATEUR
A LA 95^E SESSION DE LA CONFERENCE
INTERNATIONALE DU TRAVAIL PRESENTÉE PAR
LA REPUBLIQUE DU MONTENEGRO**

**SOLICITUD DE CONDICIÓN DE OBSERVADORA EN
LA 95^A REUNIÓN DE LA CONFERENCIA INTERNACIONAL
DEL TRABAJO PRESENTADA POR
LA REPÚBLICA DE MONTENEGRO**

The PRESIDENT

Before we continue the discussion, I have to make an announcement.

As the President of the Conference I have received a letter from Mr. Slavoljub Stijepovic, Minister of Labour and Social Welfare of the Republic of Montenegro, dated 5 June 2006, which was dispatched after he addressed the plenary of this session of the Conference on that date.

In this letter he informs the Conference of the Declaration of Independence of the Republic of Montenegro in accordance with the Constitutional Charter of the State Union of Serbia and Montenegro, the results of a referendum held on 21 May 2006 and a decision by the Parliament of the Republic of Montenegro on 3 June 2006.

I have also been informed by the Legal Adviser of the Conference that the membership of Serbia and Montenegro in the United Nations and other international organizations is continued by the Republic of Serbia. Thus, as of today, Montenegro is not a member State of the ILO.

The letter received from Mr. Stijepovic requested that the Montenegrin delegates from the former common delegation be granted observer status as from 6 June 2006 up to the end of the Conference.

The Officers of the Conference, having considered this request, have decided to invite the Republic of Montenegro to attend the sittings of the 95th Session of the Conference as an observer. This action is taken in accordance with article 2, paragraph 3(e), of the Standing Orders, which provides for persons appointed as observers by a non-member State of the ILO to be permitted to attend the sittings of the Conference.

If there are no objections, may I take it that the Conference agrees to this course of action.

(It is so agreed.)

**REPORTS OF THE CHAIRPERSON OF THE GOVERNING
BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION
(CONT.)**

**RAPPORTS DU PRESIDENT DU CONSEIL
D'ADMINISTRATION ET DU DIRECTEUR GENERAL:
DISCUSSION (SUITE)**

**DISCUSIÓN DEL INFORME DEL PRESIDENTE DEL
CONSEJO DE ADMINISTRACIÓN Y DE LA MEMORIA Y
LOS INFORMES DEL DIRECTOR GENERAL: DISCUSIÓN
(CONT.)**

Original Chinese: Mr. TIAN (Minister of Labour and Social Security, China)

Let me begin by congratulating you, Mr President, on your election. I would also like to thank Mr. Juan Somavia, the Director-General of the ILO, for his Report, *Changing patterns in the world of work*, which is full of rich and realistic insights.

The goals pursued by the tripartite constituents of the ILO have always been to achieve social justice and fairness, to ensure that all workers have equal work opportunities and security. However, poverty, unemployment, unsafe conditions and insecurity at work and a lack of social protection remain universal social problems faced by many developing countries and regions. It is our common responsibility to build a fairer society, to bring work opportunities and basic social protection for all and to ensure all workers and their families feel safe and secure in their lives.

The Chinese Government holds that admitting the great differences in economic development stages in different countries and the corresponding differences in social policies is the key to understanding and judging correctly the changing patterns of the world of work. The international community's assistance to underdeveloped regions and the help and protection of disadvantaged groups by domestic policies are the practical means to translate "a fair globalization" and "equal opportunities" from a slogan into action.

China has the largest pool of labour resources, with a working-age population of 920 million. Over the past five years, China has taken the following measures to implement the Decent Work Agenda.

Adopting active employment policies on the basis of maintaining rapid economic development, we adjust the economic structure so as to enhance the employment promotion effect brought about by economic growth; we rigorously develop the vocational training system so as to improve the employability of workers and their ability to adapt to occupational changes; we enhance the public employment services system so as to provide better services to enterprises and workers; we adopt special supportive policies so as to facilitate the re-employment of vulnerable groups. Between 2001 and 2005, over 18 million laid-off and unemployed workers were re-employed and the number of employed people in China's urban areas increased by 42 million.

To improve the social security system and extend its coverage so far, China has established a social security system consisting of old-age pension insurance, unemployment insurance, medical insurance, work-related injuries insurance and maternity insurance. The social security system is being expanded to cover self-employed and flexibly employed

workers in urban and rural areas and options for a suitable one are also being explored in the rural areas.

To protect the legitimate rights and interests of the workers and maintain harmonious and stable labour relations migrant workers, the laid-off workers from state-owned enterprises and long-term unemployed workers are provided with special policy supports and legal assistance. The labour dispute settlement mechanism has been improved and a tripartite coordination mechanism for labour relations has been established. Now China is stepping up the drafting of the labour contract law, the employment promotion law and the labour dispute settlement law.

Last year, China ratified the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). The application of this Convention in China will definitely promote equal opportunities and social justice for all workers.

Now the ILO has proposed the Decent Work Agenda, the goal of achieving fair globalization, the initiative of creating opportunities for all. It is time for the ILO to take action. The Chinese delegation calls on the tripartite constituents to carry out dialogue and cooperation so as to change the trend of the disadvantaged groups in the world of work. To this end, we would like to put forward the following recommendations concerning social policy priorities and the tasks of the ILO.

First of all, to respond to the point made by the Director-General in the Report that "Work is at the centre of people's lives. It determines the stability of well-being of families and communities", it is necessary to provide employment services and preferential policies for starting up small businesses and to help every family to have at least one person engaged in a job with income. This is the most effective way to lift poor families out of poverty.

Second, to adapt to industrial restructuring and rapid technological development, it is necessary to encourage the social partners to provide more training opportunities which comply with the demand in the labour market and are affordable for jobseekers, so as to enhance the workers' skills and employability and their ability to adapt to occupational changes.

Third, to ensure that the poor have decent work and life, it is necessary to develop a basic social safety network to guarantee people's basic livelihood against old-age, diseases, work-related injuries and unemployment, and to promote social harmony, fairness and stability.

Cooperation is the best way to promote world peace. Dialogue is the only right approach to deepen mutual understanding. The ILO, as the only tripartite international organization, shall understand the concerns of underdeveloped countries and regions and of the disadvantaged in the world of work over basic living conditions and work opportunities. The ILO shall help the member States to address these challenges through technical cooperation and sincere dialogue. China is ready to continue to do its utmost to contribute to world peace and development, social harmony and justice.

Original arabe: M. LOUH (ministre du Travail et de la Sécurité sociale, Algérie)

Permettez-moi de présenter, au nom de la délégation algérienne, nos condoléances au peuple et au gouvernement indonésien, suite à la tragédie qui a frappé ce pays frère.

Je voudrais également remercier Monsieur le Directeur général du BIT pour la qualité des rapports qui nous ont été soumis.

Le rapport portant sur les changements en cours dans le monde du travail, notamment en ce qui concerne la gestion des marchés du travail et de la protection sociale des travailleurs, ainsi que les effets des innovations technologiques et de la mondialisation sur les marchés du travail, introduit le concept de marché du travail mondial en tant que prolongement des marchés nationaux.

L'Algérie a ressenti la nécessité d'une modernisation de la gestion du marché du travail afin de saisir toutes les opportunités d'emplois fournies par les programmes de développement.

Parmi les réformes entreprises dans ce domaine, il importe de signaler la promulgation en 2004 d'une nouvelle loi sur le placement et le contrôle de l'emploi. Dans le même temps, un programme triennal de réhabilitation du service public de l'emploi a été élaboré.

Les mutations que connaît le monde du travail et les relations de travail ne doivent pas occulter le débat sur le chômage, notamment celui des jeunes.

Le phénomène du chômage est devenu l'un des graves problèmes qu'affronte le monde, compte tenu de ses répercussions sur la sécurité mais aussi sur la stabilité mondiale. Ce phénomène est constamment source de tensions internationales en raison de la migration clandestine de la main-d'œuvre du Sud vers le Nord, laquelle, malheureusement, s'accompagne souvent de flagrantes violations des accords et conventions internationaux portant sur les valeurs de la liberté, de la dignité de l'homme et de ses droits.

Plus grave encore est la possibilité d'exploiter ce phénomène pour renforcer les réseaux de terrorisme international et le crime organisé.

La solution ne peut être seulement d'ordre sécuritaire mais relève plutôt de la question du développement des pays d'origine et ceci constitue un défi pour la communauté internationale dans son ensemble.

Le Directeur général du BIT a annoncé au dernier Forum économique de Davos des chiffres très significatifs et impressionnants qui reflètent l'ampleur du fléau du chômage, particulièrement en Afrique. Il y a 192 millions de chômeurs dans le monde, dont 86 millions sont âgés de 15 à 24 ans et la majorité se trouve en Afrique.

Quelles que soient les recommandations et les obligations internationales, nombre de pays africains continuent à connaître des problèmes d'ordre sécuritaire, mais aussi d'ordre économique et social.

Les formes de partenariat nord-sud auxquelles aspire l'Afrique continuent d'enregistrer malheureusement un important retard. A titre d'illustration, il importe de constater que le niveau de l'aide technique consacrée à l'Afrique dans le cadre de notre Organisation a connu une régression sensible durant les cinq dernières années.

La situation exige donc qu'on accorde un plus grand intérêt aux politiques de l'emploi dans le monde. Les organisations internationales concernées sont à ce titre appelées à jouer un rôle important.

Les deux rapports sur la mise en place du programme de l'Organisation internationale du Travail pour la période 2004-05 présentent des résultats encourageants. Notre espoir est qu'ils puissent ouvrir des perspectives prometteuses dans la mise en

œuvre de l'Agenda du travail décent et dans la lutte pour l'éradication du travail des enfants et notamment des pires formes du travail des enfants.

Dans ce cadre, le travail décent constitue le moyen le mieux approprié pour atteindre l'objectif de réduction de la pauvreté.

D'ailleurs, le Président de la République algérienne, Son Excellence Abdelaziz Bouteflika, invité d'honneur de la 93^e session de notre Conférence, a déclaré, en parlant de nouvelle modernité humaniste – je cite – que celle-ci, à savoir la modernité humaniste «n'a de sens que si tout est mis en œuvre pour assurer le droit à un emploi décent pour toute personne en âge et capable de travailler».

Partant de ce principe, l'Algérie a mis en œuvre depuis le début des années 2000 des programmes de développement qui ont permis une réduction spectaculaire du taux de chômage, qui est passé de 30 pour cent en 1999 à 15 pour cent en 2005. Les projections à l'horizon 2009 prévoient de ramener ce taux à environ 9 pour cent.

L'Algérie a œuvré et œuvre toujours à travers les réformes en cours à lever tous les obstacles qui entraveraient les investissements productifs générateurs d'emplois. A titre d'exemple, un projet de loi visant l'encouragement des employeurs à la création d'emplois à travers un allègement des charges sociales est en cours d'examen au niveau de l'Assemblée nationale. Par ailleurs, une adaptation de la législation du travail aux mutations socioéconomiques est en cours de réalisation, et ce, en concertation avec les partenaires sociaux et dans le respect des obligations internationales de l'Algérie.

A cette occasion, j'ai le plaisir d'annoncer que l'Algérie vient de déposer aujourd'hui les instruments de ratification des quatre conventions dont le Président de la République algérienne, Son Excellence Abdelaziz Bouteflika, avait annoncé la ratification lors de votre 93^e session.

L'Algérie, dans un souci de prévention et de lutte contre le travail des enfants, a consacré dans ses textes fondamentaux le droit à l'éducation gratuite et obligatoire pour tous les enfants jusqu'à l'âge de 15 ans révolus.

De même une commission intersectorielle regroupant plusieurs départements ministériels ainsi que l'Union générale des travailleurs algériens a été mise en place dans un objectif de lutte et de prévention contre le travail des enfants.

Il convient de souligner le paradoxe qui caractérise notre monde d'aujourd'hui. Au moment où la communauté internationale accorde une importance particulière aux questions du respect des droits de l'homme, y compris les droits des travailleurs, les travailleurs palestiniens dans les territoires occupés restent en dehors de cette préoccupation en dépit de leurs souffrances quotidiennes.

D'ailleurs, le fait que le Directeur général dans son rapport sur la situation des travailleurs des territoires arabes occupés a décrit ces pratiques de l'occupation comme étant une discrimination manifeste et un obstacle à l'exercice des droits fondamentaux de l'homme dans les sphères économique et sociale et du travail, confirme ce paradoxe.

Jusqu'à quand la communauté internationale devra-t-elle se limiter à faire de simples constats?

Mr. KIM (*Employer, Republic of Korea*)

As indicated in this year's Report of the Director-General entitled *Changing patterns in the world of work*, the working environment is changing fast and

the types of employment are becoming varied globally.

Korea is no exception to this trend.

Compared to 20 years ago, the percentage of manufacturing industry in total employment dropped from 27 per cent to 18 per cent, while that of services and social overhead capital increased from 50 per cent to 78 per cent. It clearly shows that the economic structure of Korea is getting service centred, diversifying types of employment from regular to non-regular employment.

In my country, however, changes have occurred in the employment structure, not only at industry, but also at enterprise level.

Large companies take on fewer new employees to lessen the labour cost burden in the light of wage increases, thus, deepening the problem of youth unemployment.

Growing wage differences according to company size, however, are attributable to the difference between large and small companies in terms of productivity, payment capability and unionization rate. The issue has even sparked debate about discrimination between regular and non-regular workers in Korea.

Now, the irresistible force of change has brought us to an important crossroads. It can make us move forward or slip backwards. Our choice in this vortex of change will either generate employment opportunities for more people, or exacerbate the unemployment situation, making entry into the labour market impossible in the first place.

At this important juncture, it is timely for the ILO to select as topic for this year's Director-General's Report *Changing patterns in the world of work*.

I would like to make a few suggestions on the direction of our efforts to turn the changes into opportunities.

First of all, we need to recognize that various types of employment, especially those based on work contracts, are inevitable in the world.

Work contracts should be regarded as an agreement concluded by the contracting parties that takes account of the legal consequences of the contracts. Thus, civil, commercial and economic laws which will most effectively protect contracting workers should be applied to employment relations, in addition to applicable labour legislation.

In this regard, a "one size fits all" approach, whereby only one standard will be applied to diverse working relations is not right; nor is it acceptable.

In the same vein, the ILO's standard-setting mechanism must work to embrace changes in the real world of work and guide them to create jobs, rather than impeding development by causing social loss and rigidity.

The ILO's programmes and activities also must focus on urging countries to revise outdated laws based on traditional working relations but not reflecting changes in types of work, such as teleworking, voluntary night work and part-time work, so that a more flexible labour market will be established, and that workers failing to adapt themselves to changes will enter or re-enter the labour market through training and education.

Moreover, we have to be wary of the "good and evil" approach to relations between regular work and non-regular work.

Various types of workers must not be understood as having a substitute relation to regular work. It

would be wrong to think that restricting the use of non-regular jobs will result in an increase of regular jobs.

Through the new types of employment, more people are getting jobs. Especially for the elderly, homemakers, the long-term unemployed and young unemployed persons with difficulties in entering the rigid labour market, flexible jobs are a stepping stone to a decent life.

Therefore, any attempt to regulate non-regular employment by artificially curbing the inevitable worldwide trend of expanding types of employment will certainly, and negatively, result in an inflexible labour market and rising unemployment rates.

Changes in the world of work are irrevocable. Faced with a huge tide of changes, the ILO must do its utmost to help its Members to prepare for that tide.

Furthermore, it must advance itself to minimize the problems changes may bring by accepting changes, rather than just criticizing them.

Mr. ZARB (*Worker, Malta*)

I would like to congratulate the Director-General on his elaborate and enthusiastic Report on the abolition of child labour. It is very pleasing and encouraging to read his remarks that the end of child labour is within reach. However, the challenge is huge and there is still much work to be done and more measures to be taken to make global poverty history.

Child labour in various countries of the world is the product of poverty and hunger. Recent statistics issued by UNICEF reveal that 25 per cent of the world's children have fallen below the level of starvation. This fact is a far cry from what is being said about the problem of global poverty being on the decrease. As a matter of fact, there are situations where young children are still being driven into illicit activities to earn a miserable daily living.

The fact that millions of children around the world are being exploited and forced into labour while not receiving education is of concern to many people. For example, it is still very shocking for us to read that, in India alone, there are at least 17.5 million working children, mostly in the footwear industry, which is also one of the major export-oriented industries.

In combating global child labour, measures must be taken to guarantee the enforcement of compulsory education whereby all school-age children are requested to attend school. I feel sure, as the Report of the Director-General stated, that if concrete measures will continue to be taken to ensure the respect of fundamental rights these will serve also to combat the force of poverty that pulls children out of school.

Mr. President, I will now turn briefly to the situation in my country.

Malta is a very tiny island with a small open economy. Here poverty is supposed to form part of the history books. However, the occurrence of poverty seems to be raising its head once again. Thus, we have a situation where child labour at present is on a very small scale, although we have to see if it is a hidden problem. And as such, statistics in this regard are rare and not available. This itself presents a major obstacle to our efforts to get to know how widespread this problem is on our island. However, experience shows that, in effect, child labour exists

mainly in small family businesses in the informal sector of the economy.

Though it is difficult and hard to grasp the real facts, the General Workers Union is doing all it can to understand the extent of this problem on our shores, firstly because we firmly believe that children's place until the legal age of 16 is at school and secondly to avoid the exploitation of children in the labour market.

However, we are deeply concerned that child labour in Malta could arise due to social and economic burdens that workers' families are constantly made to shoulder through further taxation and other government-induced costs.

We very sincerely hope that we are incorrect in thinking that child labour is a signal that poverty is again on the increase in our country.

As the Director-General himself quite rightly suggested in the Executive summary of his Report, political commitment through the adoption of coherent policies in the areas of poverty reduction, basic education and human rights, is central in combating child labour.

I also urge governments of countries where poverty and child labour are rampant to adhere to the fundamentals of human rights and make child labour history.

M. VANVELTHOVEN (*Ministre de l'Emploi, Belgique*)

La participation à la Conférence internationale du Travail a toujours été ressentie par ma délégation comme un moment important de l'actualité sociale. J'assiste pour la première fois à cette Conférence et je suis impressionné par l'ampleur de la tâche de l'Organisation. Le mandat de l'OIT reste une opportunité historique, une nécessité dans les circonstances actuelles de la globalisation et de l'évolution rapide du marché du travail.

Je voudrais profiter de l'occasion pour délivrer trois messages.

Mon premier message est d'encourager le Bureau à être le pôle d'excellence en ce qui concerne le travail décent, cet élément central de la politique des organisations internationales des Nations Unies en faveur des objectifs du Millénaire. Le travail décent devient un défi pour le BIT qui l'avait lui-même conçu. Nous espérons que, sur les questions d'emploi, de dialogue social, de protection sociale et des droits liés au travail, le BIT réussira à avoir un rôle prépondérant. Il s'agit de convaincre du rôle essentiel des normes fondamentales de l'OIT. Concilier l'économique et le social tant au cœur des politiques de développement que dans nos pays industrialisés, c'est ce que vient de réaffirmer la Commission européenne dans sa récente communication sur le travail décent. Nous serons résolument à ses côtés pour promouvoir ces objectifs au-delà de l'Union européenne. La prochaine session de l'ECOSOC en juillet à Genève offrira une excellente opportunité pour le BIT puisqu'elle doit porter sur la promotion des emplois productifs et du travail décent.

Je voudrais m'arrêter quelques instants sur le rapport concernant le travail des enfants. La situation globale semble s'améliorer, mais il reste encore plus de 200 millions d'enfants au travail dont la moitié dans des activités dangereuses. C'est intolérable et je me rallie aux objectifs de l'OIT en la matière. Pour vaincre le travail des enfants, une vision globale doit être adoptée car ce sont dans les pays pauvres – particulièrement en Afrique subsaharienne –

que ce problème est important. La réduction de la pauvreté y est donc intimement liée. Le programme IPEC a prouvé son efficacité et il est nécessaire d'intégrer cette problématique dans l'Agenda du travail décent et de coordonner les actions des institutions internationales.

Mon deuxième message vise la nécessité d'une action normative, efficace et utile. Je sais que ce n'est pas dans l'air du temps, mais il ne peut être question d'affaiblir l'activité normative et l'action de la Commission de l'application des normes. On ne peut tolérer des cas évidents de violations répétées des droits et principes fondamentaux au travail.

A ce propos, l'inscription de la question du Myanmar à l'ordre du jour des travaux de cette Conférence ainsi que de ceux de l'ECOSOC en juillet est importante. En effet, malgré les efforts répétés de l'OIT pour chercher la coopération des autorités du Myanmar pour abolir le travail forcé dans ce pays, rien n'a abouti et il est temps de trouver d'autres voies d'action. J'apprécie la mise à l'ordre du jour de ce problème et du rapport circonstancié de l'OIT. Je soutiendrai les actions énergiques qui pourraient être prises dans ce dossier. L'Union européenne dispose de plusieurs instruments pour intégrer les droits fondamentaux dans ses politiques et nous la soutiendrons non seulement dans le cas du Myanmar mais également dans celui du Bélarus. Je me réjouis d'ailleurs de l'ouverture d'une représentation du BIT à Bogota.

En matière de normes, le BIT doit proposer des normes sur toutes les grandes questions stratégiques qui encadrent l'emploi, le travail, le dialogue social et la protection sociale, et ce d'autant plus que le monde du travail change rapidement et que la mondialisation est croissante. S'agissant de la norme promotionnelle en matière de santé et de sécurité au travail, je considère comme importante l'incitation qu'elle crée et je soutiendrai l'action concertée de l'Union européenne en la matière.

La discussion sur la relation de travail constitue un enjeu considérable: faute d'une définition claire, tout le droit social national et international issu de l'OIT risque de se diluer sous la pression des évolutions du marché du travail. Ces dernières déstabilisent la relation de travail normale. Pour ces raisons, j'appuie fermement la recommandation qui est aujourd'hui présentée car elle permet de progresser dans la lutte contre les relations de travail déguisées.

Mon troisième et dernier message porte sur l'Agenda pour l'emploi. La lutte contre la pauvreté passe inévitablement par l'accès à un emploi productif et décent et met en relief l'urgence de l'emploi des jeunes. Sans cela, nous pouvons craindre désespoir et violence dans les pays pauvres, sans parler des pressions migratoires. Cela exige de la part de tous de redoubler d'efforts et d'imagination. Il est également grand temps de mettre en évidence la responsabilité sociale des entreprises et le rôle qu'elles ont à remplir dans le domaine de l'emploi. La Déclaration de principes tripartite sur les entreprises multinationales et la politique sociale est le seul instrument qui soit universel en cette matière. Il mérite d'être remis en valeur à l'occasion de son trentième anniversaire en 2007, et la Belgique est prête à offrir son aide au Bureau.

Voici, Monsieur le Président, quelques messages que je voulais délivrer en souhaitant plein succès à la Conférence dans ses travaux.

M. CORTEBEECK (*travailleur, Belgique*)

Les rapports entre les forces vives du développement économique se sont internationalisés. Toutefois, ils ont du mal à se traduire dans nos relations institutionnelles, d'une part, et, d'autre part, ils tentent d'imposer de nouvelles règles du jeu aux relations sociales dans le monde globalisé.

L'OIT risque, dans ce contexte, de ne plus convoquer autour de son mandat tous les acteurs du développement social; et je ne parle pas ici des ONG, mais bien d'acteurs incontournables qui dessinent les axes lourds de notre avenir et qui sont les entreprises multinationales. Ces entreprises transnationales sont à peine représentées par les fédérations nationales d'employeurs ou encore de manière unilatérale à travers la maison mère. Elles pèsent pourtant de plus en plus dans nos débats et disposent souvent des moyens qui dépassent ceux de nos pays.

De nouvelles tendances normatives se mettent en place au sein et à travers ces grands groupes. Le débat sur la responsabilité sociale des entreprises nous est souvent imposé ou présenté comme une alternative par rapport au cadre soit-disant trop universel et trop contraignant des conventions internationales de l'OIT et de son système de supervision. De partout naissent maintenant des instances, pour la plupart des instances privées, qui s'autodéclarent instances normatives et de contrôle de normes et de standards.

La question qui se pose est de savoir: de quel droit? De quel droit moral, certes, mais également et surtout de quel droit légal parlons-nous par rapport à ces systèmes soit disant autorégulateurs et auto-contrôleurs?

Il serait utile que l'OIT s'approprie de manière sérieuse ce débat et examine la possibilité de pouvoir mettre de l'ordre dans le monde du labelling social, des normes de qualité et d'autres critères de bonne conduite autoproclamés.

Ce serait un grand service à la communauté internationale en général et à l'OIT en particulier si certains gouvernements pouvaient mettre les moyens à disposition de l'OIT pour mener à bien un travail de recherche sur ces questions pouvant éventuellement mener à une nouvelle mission de l'OIT dans sa lutte pour une dimension sociale de la globalisation. En même temps, cela pourrait également ramener au bercail ces entreprises globales et dépaysées qui errent socialement désorientées sur notre globe.

La Belgique a eu une longue vocation sociale et ce n'est pas par hasard qu'elle a mis ses épaules sous les projets de STEP et de PRODIAP qui sont des projets sur la sécurité sociale et le dialogue social. C'est notre vocation, mais c'est aussi ce avec quoi nous pouvons faire la différence par rapport à d'autres partenaires. Nous plaçons ici pour que cette vocation sociale de la Belgique puisse se renforcer davantage. Nous voudrions éviter que sa spécificité et celle de l'OIT se diluent dans la grande mer de l'aide au développement trop souvent axé sur les effets du mal-développement plutôt que sur des politiques proactives et sociales de développement.

Dans cette foulée, je lance ici un appel urgent à la communauté internationale et à l'OIT en particulier pour la reconstruction sociale de la République démocratique du Congo après les élections libres de cet été. Cela ne saurait être en aucun cas l'affaire exclusive des institutions de Bretton Woods ou de consortia de bailleurs de fonds occasionnels.

Nous plaidons pour que, dès à présent, l'OIT se donne les moyens pour prendre les devants et devenir «leading agency» pour le redressement social de la République démocratique du Congo.

Finalmente, permettez-moi de me joindre à tous ceux qui ont demandé une attention particulière pour le sort des travailleurs palestiniens. Il incombe à l'OIT, ici aussi, de voir plus loin que les intérêts politiques et de rechercher des solutions qui répondent aux attentes de justice sociale des travailleurs et travailleuses de ce peuple par trop maltraité et humilié.

Sr. MENDEZ (*empleador, Argentina*)

Es para mí un gran honor volver a dirigirme a ustedes en mi carácter de representante de los empresarios de la Argentina.

Sean mis primeras palabras para congratularme de su designación como Presidente de esta magna asamblea y a la vez señalar hoy la coincidencia de que el Presidente del Consejo de Administración y el Vicepresidente empleador del mismo, tienen en común su procedencia: la nacionalidad argentina, testimonio del grado de compromiso y la larga historia de vinculación con la OIT.

Señor Presidente, vale la pena rescatar que, entre las muchas dificultades que nuestro país ha debido afrontar en su historia, hay sin embargo ciertos elementos comunes: el respeto a los principios y derechos fundamentales en el trabajo, la libertad de iniciativa privada y el diálogo social.

Me permito señalar esto porque, en cualquier reflexión referida a política e instituciones para la creación del trabajo decente en un contexto de transformación tecnológica y cambios en el mundo a partir de la globalización, es menester conocer los valores a los cuales está particularmente ligada la comunidad.

La Argentina ha tenido muchos movimientos pendulares, tanto en lo político, entre democracia y autoritarismo, como en lo económico, en cuyo plano se alternaron políticas de diversa naturaleza u orientación ideológica, pero en todo caso, no lograron modelar un perfil que permitiera un desarrollo sustentable.

Hoy venimos a esta Conferencia con una experiencia diferente y con una esperanza compartida. Después de una crisis gravísima, de consecuencias imprevisibles en el plano político, económico y social, estamos creciendo en forma sostenida a una tasa del 9 por ciento anual. Se han robustecido las instituciones políticas y las perspectivas económicas y sociales son alentadoras, tanto en el campo del crecimiento del producto bruto interno, de la disminución de la pobreza, del aumento de la ocupación y del volumen de nuestras exportaciones.

Fuimos precursores durante el flujo migratorio de principios del siglo XX, al recibir generosamente el aporte de emigrantes europeos que bajan del Norte en busca de paz, trabajo y oportunidad en el Sur. Ese aluvión migratorio produjo el notable fenómeno en virtud del cual de cada cuatro trabajadores existentes entonces en nuestro país, sólo uno era argentino. En dicho contexto creció la Argentina y su gente, nacionales o extranjeros. Recibieron la protección de la ley y la Constitución por igual, sin distinciones de razas o de credos.

Hoy estamos en el camino del crecimiento. No es un camino fácil, pues no sólo la crisis reciente, sino la larga secuencia ya aludida, demoraron el trazado consistente de un sendero de desarrollo sustentable.

Hoy la globalización es un desafío complejo y la OIT está estratégicamente ubicada en el contexto de las Naciones Unidas para dar respuestas pertinentes en el campo del desarrollo de la empresa y del empleo, allí donde puede abrir sus debates y transferir sus conocimientos, tanto en el plano del diálogo social como a través de sus diversos medios de acción, en sus objetivos estratégicos pero poniendo foco en lo local, es decir, en lo nacional.

En particular, debe tenerse en cuenta que pertenecemos a una región donde hoy, la mitad del empleo es prácticamente no protegido y no registrado como resultado de la informalidad. Pero esa informalidad no es sólo la consecuencia de la perversidad o de la tendencia a la anomia de los emprendedores o de los autoempleados, sino a la lamentable contrapartida de redes burocráticas y sistemas fiscales y laborales que agobian, en particular, al micro y pequeño emprendedor.

No podríamos afrontar exitosamente el desafío de la globalización con la pesada carga de estas rémoras que, so pretexto de defender a quienes tienen trabajo, olvidan o marginan a los desempleados, los desocupados y los informales en general.

No estamos a favor de la dualización de los mercados de trabajo, sino de la cohesión social que sólo se gesta a partir de un Estado eficaz en su gestión, una economía de mercado eficiente y competitiva en un sistema sociolaboral moderno y realista.

Estamos convencidos de que el diálogo social puede constituir el medio idóneo, no sólo para aliviar las tensiones de la coyuntura, sino para proyectar al país en una hacienda común de progreso, donde haya inversión genuina y productiva y no cualquier inversión; donde haya trabajo productivo y decente y no la precariedad resultante, la informalidad o el desempleo, que revelan un mercado de trabajo segmentado y excluyente; una educación que vuelva a ser vehículo de inclusión y desarrollo personal y social, y una seguridad social que contenga al desempleado o al incapacitado y lo reinserte de manera útil para sí mismo y para la sociedad a la que pertenece.

Todos estos enunciados se deben transformar en estrategias concretas, y en el plano laboral creemos que la OIT puede cooperar eficazmente para ayudar a definir leyes que protejan, y no meros privilegios; normas que puedan cumplirse y no catálogos de deseos, es decir, instrumentos idóneos para la tarea común de crear empresas y empleo en el marco de un proyecto que, reconociendo la diversidad de intereses, permita articular los mismos como requisito indispensable para concretar una sociedad más justa y más libre.

Mr. BENGTTSSON (*Worker, Sweden*)

In 1919 when the ILO was founded in Paris, the basic idea was to build societies without any social gaps to avoid social conflicts and, in the worst case, war. This noble goal is still valid, but today ongoing globalization has many faces: millions of people are leaving the burden of poverty, but, at the same time, even more people are living under the poverty line; trade is increasing; countries, particularly in Africa, are delinked from a progressive economic development; liberal labour market actors become stronger at the expense of weaker governments; human rights at work are violated, and so forth. Our conclusion is that the ILO's original objectives adopted in 1919 are still valid and are today needed as a guide more than ever before.

The Swedish trade unions welcome the Director-General's Report to this session of the Conference and the overall objective to strengthen the implementation of decent work and a decent life for workers. To achieve this goal, there is a need for tremendous engagement from all involved parts, not least governments, which have the responsibility to guarantee implementation at the national level of the decisions they have taken at the ILO level. Furthermore, it is necessary for governments, the ILO, other United Nations organizations and multilateral organizations, such as the World Trade Organization, to adopt a coherent approach to make the Decent Work Agenda a reality. We, the Swedish trade unions, are of the opinion that the objectives of the Decent Work Agenda should be added to the Millennium Development Goals.

Swedish trade unions also support and believe in free trade and an open labour market. At the same time, we are convinced that governments have to strengthen their role vis-à-vis international capital to offer their citizens social security, and education and to guarantee human rights. In our struggle for the creation of decent work, we have to widen our horizon. That means that governments have to realize their basic responsibilities for ensuring sustainable development when it comes to the environment, human rights – not least human rights in working life – well-trained labour and social security between jobs. Governments require the courage to face the challenge of structural reforms and, at the same time, need to respect their people's basic rights. To be able to implement the Decent Work Agenda, governments have to secure themselves income from taxes and other sources.

We are happy to learn from the Director-General's Report, *The end of child labour: Within reach*, that the ILO campaign against child labour has been successful and resulted in a decrease in exploited children. We strongly believe that this is a result of the great engagement of trade unions, employers and governments and the adoption of a coherent approach including political areas such as education for all and working opportunities for adults. But still more than 218 million child workers are prevented from having an education and childhood and, even worse, are involved in trafficking. The ILO and all its Members have the responsibility, together with the social partners in all nations, to continue the fight to abolish the existence of child labour.

The Report, *The situation of workers of the occupied Arab territories*, gives a very dark picture of the present situation and the future. The labour market and trade that should be the engine for real development in Palestine are destroyed by the activities of the Israeli occupation. Instead, we observe increasing unemployment and poverty. Some months ago, I had the opportunity to visit the town Qalqilya on the West Bank. The whole town is surrounded by the wall and fences preventing the local people from accessing their workplaces, and farmers from reaching their fields. In the space of a few months, unemployment in the town increased by 25,000 people. This is only one of many examples.

Lastly, the Director-General's Report outlines possible solutions to the situation. One is increased social dialogue. We strongly support that position, but we also would like to underline the need for the ILO to call attention to the fact that the present situation is a result of the occupation and the occu-

pier's unwillingness to fulfil its responsibilities according to international law. A first step to improve the situation would be to remove the wall, built on Palestinian ground.

Original Chinese: Mr. CHEN (*Employer, China*)

We are delighted to see that the Report submitted by the Director-General to the Conference contains an in-depth analysis of the changes in the world of work brought about by economic globalization and explains to us the challenges and tasks we are facing to realize the Decent Work Agenda, thus laying a good foundation for discussion at this Conference. We are convinced that so long as we actually understand and handle the changes in the world of work well, define our responsibilities and missions clearly and make concerted efforts, we will effectively facilitate the early attainment of our global strategic objective of making decent work a global goal and contribute to building a peaceful, prosperous and harmonious world.

Just as the Director-General has rightly pointed out in his Report, concerted economic globalization has provided countries with new opportunities in their social and economic development, yet we should note that the old international political and economic order which is unfair and unreasonable, has remained unchanged, and that uneven global development and problems such as the widening gap between rich and poor and north and south and the resulting environmental degradation remain to be resolved. The uncertainty in the labour market is more keenly felt, and identifying ways to make working men and women worldwide to see changes more as an opportunity and less than a risk has become a serious issue facing the ILO and its membership. We appreciate the Director-General's words affirming that there are no rights at work if there is no work and that the road to decent work goes through economic growth, investment and enterprise development. We hope that the ILO can bring into play fully the advantages of its long history and expertise in dealing with labour issues and provide more guidance and assistance to countries when it comes to developing their labour markets and expanding employment. In particular, we hope that the ILO will strengthen the capacity of employers' organizations in developing countries, so that they can play their due role in the changing world of work.

China is a developing country with the largest population and the most abundant labour resources. The issue of employment is much heavier, more complicated and more urgent than in any other country. The China Enterprise Confederation (CEC) has always regarded it its unshakable duty and obligation to promote the reform and development of enterprises, enhance their innovation capability and competitiveness and expand employment and re-employment. In response to the guiding principles set by the Chinese Government that workers choose their jobs automatically, the market adjusts employment, and the government promotes employment, and taking economic development as the basic solution to the problem of unemployment, we are making concerted efforts to improve a sound tripartite mechanism for coordinating labour relations so as to build a harmonious enterprise and a harmonious society. In order to better promote the development, utilization and flow of labour resources from a legal perspective, CEC has been ac-

tively participating in the discussion and revision of laws concerning labour, employment, safe production, etc., thus providing a favourable legal environment for enhancing enterprise competitiveness and attainment of the goal of decent work. It is worth mentioning that the 11th five-year plan for social and economic development of China, adopted by the Fourth Session of the Tenth National People's Congress in March this year, has included for the first time a provision for the establishment of a sound tripartite mechanism to coordinate labour relations, which will significantly promote the development of the tripartite mechanism and democratic consultation in China. We hope to strengthen the cooperation with the ILO and employers' organizations in other countries to promote economic and social development and achieve the goal of full employment and decent work.

Original Russian: Ms. LEVITSKAYA (Government, Russian Federation)

I should like to join with the preceding speakers and note the very high quality of the reports which have been presented at this Conference and I should like especially to note the Director-General's Report, *Changing patterns in the world of work*, which touches upon some of the most important aspects of labour relations in the context of the new challenges posed by globalization.

We share the concern expressed in the Report that the current level of employment across the world is not sufficient for global economic growth, either in terms of quality or of quantity. Growing labour migration brings with it both undoubted advantages for the development of national economies and also problems related to the very complex issues of regulating labour markets. The working conditions experienced by half the global labour force present a very serious obstacle in the quest for decent work.

The Report quite rightly raises a number of issues which undoubtedly deserve to be the subject of broad global discussion. Rapid processes of development of new technologies, the exchange of information and the rapidly changing frameworks of economic relations require companies as well as national economic and legal systems to adapt to the new challenges of globalization.

Labour relations in these conditions are not only undergoing significant change but, in our view, are also evolving into entirely new and previously unknown forms, and this requires governments to find adequate mechanisms of legal regulation and to formulate new methods to ensure the social protection of workers. A prime example of this is provided by the proposed Recommendation discussed at this Conference on the employment relationship.

In connection with globalization, we believe that competition for qualified workers will increase. Negative demographic trends which have been noted in developed countries will lead to an increased demand for labour. In this connection, the gap between supply and demand on the global labour market must not be allowed to widen. These trends are also reflected in the situation in the Russian Federation. This compels us to seek radically new approaches to solving these problems.

The Government of the Russian Federation supports the efforts of the ILO to create conditions for decent work around the world and to ensure the application of fundamental principles and rights at work. It is precisely these approaches and principles

that receive full consideration by the Russian Government as it defines its priorities in labour market policy and in policy in the area of social and labour relations. Our current priorities are as follows: making more effective use of human resources and potential from the point of view of meeting the economic and social interests of each worker as well as those of the economy and society as a whole; improving systems of vocational training in order to achieve a balance between supply and demand on the labour market; and reforming the system of remuneration, increasing employment and creating safe working conditions. These are, in other words, all of the issues which are the very foundation of the concept of decent work.

Currently, the Russian Government, together with its social partners, is preparing a white paper on labour market policy. This document encompasses the whole range of social and labour relations. We are also preparing a national programme for 2007-10, entitled "Safe labour", intended to decrease mortality, accidents and occupational diseases at work.

Finally, we have proposed a large number of relevant initiatives to be included in our cooperation programme with the ILO for the period 2006-09, which was signed today.

Ladies and gentlemen, we are convinced that our joint efforts as well as the contributions made by the Director-General will allow us to create the necessary conditions for effective and decent work.

Mr. ATWOLI (Worker, Kenya)

We wish to commend the Director-General of the ILO for presenting to this session of the Conference a comprehensive report on programme implementation which covers the third biennium since the commencement of the ILO programme and budget implementation through the results-based performance measurement system.

As workers' representatives we greatly appreciate the Report, as it provides useful information necessary to review the work of the Office in delivering services to constituents and the Organization as a whole.

We note with appreciation that the Report concludes the period of the strategic policy framework for 2002-05 whose main objective was the consolidation of the Decent Work Agenda. As a result of its implementation, decent work is now recognized worldwide as a basis for coherent and workable local national and global policies.

Coming to the actual delivery of services to the constituents in the biennium under review, the Kenyan workers are happy to note that the Organization has managed to achieve at least two-thirds of the overall targets set for all the strategic objectives and cross-cutting issues, which is a clear sign of the effective and efficient utilization of available resources.

As noted in the Report, however, the workers' fraternity in Kenya would in future like to see a review of indicators and targets, particularly in areas where less tangible results are being measured.

We wish to commend the Organization for helping many member States to ratify fundamental Conventions, during the biennium. In most of these cases, it was observed that technical cooperation played a significant role in laying the necessary ground for ratification and implementation of the Conventions, and we therefore wish to call for the

continued increase of such cooperation, especially in member States which are experiencing difficulties in ratifying and implementing these core Conventions.

We concur, however, with the Report's observation emanating from the Committee of Experts that with the increased number of ratifications the capacity of the supervisory process has tended to be overstretched, and hence there is a need to ensure that adequate capacity is put in place to facilitate full application of the processes.

In Kenya, although the Government has recognized employment as the main route out of poverty, as outlined in its policy paper "Economic Recovery Strategy through Employment and Wealth Creation", there has not been much consultation with the workers' fraternity in Kenya, particularly from the key Ministries of Finance and National Planning, which are charged with responsibility for developing policies on economic development. We note, however, that this is partly due to inadequate frameworks for consultation with such governmental agencies, which therefore calls for technical assistance from the Organization to build institutions and capacities to realize sustained and constructive engagement by tripartite partners. We also note from experience that in order to eradicate poverty in Africa, the member States of that continent must encourage and develop home-made economic policies relevant to their needs and situations.

The report by the World Commission on the Social Dimension of Globalization, *Fair globalization: Creating opportunities for all*, echoed the Organization's response to the effects of globalization and particularly in developing countries like Kenya. While we note that the ILO's efforts in internationalizing the report as observed from the outcomes of the September 2005 United Nations Summit, the September 2004 African Union Extraordinary Summit, and the 2005 Summits of the Americas and the European Union, we are disturbed by the activities of some multinationals operating in the tea sector in Kenya which seem to be hell-bent on sacrificing jobs at the altar of profits under the guise of competitiveness.

It is on record that the ILO has always advocated labour-intensive technologies, which guarantee increased employment opportunities and protection of existing ones. As Kenyan workers, we therefore call upon the Organization to direct greater focus on finding the best solution in balancing investors' need for competitiveness and the workers' need for increased employment opportunities and job security.

In conclusion, we would like to record our agreement with the Report's analysis of the lessons learned from the biennium under review, and encourage the Organization to implement the suggested recommendations on the way forward during the current biennium.

Ms. LUCERO (*representative, Brotherhood of Asian Trade Unions*)

As you may know, the Brotherhood of Asian Trade Unions (BATU) has been an ardent supporter of ILO principles and programmes for the past four decades, having consultative status with the ILO and being a consistent participant at this annual Conference.

We congratulate our respected Director-General on his Report, *ILO programme implementation*

2004-05, for its substantive and comprehensive detail, as well as well-meaning performance measurements based on strategic objectives and results. The four strategic objectives truly encompass to a great extent the present realities that need to be addressed in the world of work under the challenges and opportunities of a global economy.

Indeed, it is worth noting that the propagation and practice of the values and principles of the ILO, as embodied in the international labour standards and reflected in the Decent Work Agenda, has strengthened the ideals of more democratic societies, safer work and living environments and more dignified life for humanity.

We therefore urge the delegates to this year's Conference to take into serious consideration the present agenda on occupational health and safety. More specifically, the proposed Convention and Recommendation, as drafted following prior consultations among the stakeholders on the development of a new instrument which would establish a promotional framework for occupational safety and health.

As we deliberate on this safety Convention and Recommendation, let us dedicate them to the thousands of workers who lost their lives and those permanently disabled and injured in a series of tragic events. More recently, to the textile workers in Dhaka and Chittagong, Bangladesh, due to the collapse of buildings, fire and a panic stampede, in the span of less than a year. Let us bear in mind the precarious working conditions of the birds' nest collectors of North Jakarta who bring soup to the developed countries. Let us consider the absence of safety and security measures for the diamond workers in India and the textile workers of Cambodia; the workers in the export processing zones and the migrant workers, as well as the informal sector workers in Asia (mainly women who toil for less than \$2 per day for the lucrative businesses of the world).

It is somehow sad to ponder that, while machines used in businesses are piously given annual preventative maintenance at the cost of the enterprise, labour and manpower are sometimes deprived of regular yearly medical check-ups and preventive safety gadgets and training.

As I stated in this same forum last year, I wish to reiterate the gratitude of our workers in Asia to those who have contributed to the promulgation of national policies, systems and programmes with the ultimate goal of reducing or eliminating occupational hazards and diseases affecting workers who are the backbone of our societies' progress.

The experiences of the governments, employers and workers of these countries, in a genuine spirit of consultation and social dialogue, in promulgating, implementing and continuously monitoring their occupational safety and health programmes, have contributed to the development of the new instruments.

With high hopes, we in BATU will extend our utmost efforts and cooperation to work together to make work safe for all.

Mr. SHRESTHA (*Employer, Nepal*)

I am privileged to make my short remarks to this 95th Session of the International Labour Conference. This is a very important forum, which brings together all stakeholders to discuss various socio-

economic issues specifically related to the world of work.

We have experienced quick changes on the socio-economic fronts. These changes also have influenced business opportunities and employment relations. One of the major challenges is to respond to the changed context. The experience shared in this regard will be relevant and crucial for the ILO to tackle the issues in a practical manner.

The Report of the Director-General of the ILO submitted to the International Labour Conference 2006 has documented its activities, achievements and problems/hindrances faced by business around the world. Also, the Report has highlighted issues such as employment relations, poverty reduction, employment generation, promotion of decent work, child labour, HIV/AIDS, the environment, corporate social responsibility, enterprise development and so on.

The Report also summarizes the obstacles faced, while addressing the highlighted issues in a desirable manner. The Report also states problems and factors that differ between economies and geographic locations. Based on these lessons learnt, the ILO should devote more attention and focus to dealing with particular issues.

The policy programme and activities undertaken by the ILO, which are universally designed, are not found adequate and appropriate in many cases, especially in developing countries. Developing countries, which are struggling with so many socio-economic issues, need more support with country-specific programmes.

Economies from both developed and developing countries are facing new challenges. Economic globalization has had a multifaceted impact on businesses. There has been a shift in employment relations. There is no alternative than to accept this hard fact. There should be no disagreement on the need for new employment patterns, so the focus should be on how it can be achieved by ensuring a balance of interest, labour rights and promoting the concept of decent work.

At present, workers are more aware of rights and unionization which has strengthened their position in collective bargaining on issues such as wage benefits and employment patterns. Now, the challenges for business are not limited to dealing with traditional issues of workers' rights, but also imply dealing with issues of productivity, increased competition, environment and social responsibility.

It is globally opined that labour flexibility is required to respond to the changing business environment, ensuring industrial growth and social security, attracting new investments, generating employment and reducing poverty.

In the Nepalese context, with the realization of a need for legislative reforms, the process of labour law reform is under way to facilitate business and respond to new issues and challenges brought by globalization. There has been increasing social dialogue at bipartite and tripartite levels. These dialogues have contributed to developing and formulating labour and employment policies, action programmes on decent work, a masterplan on child labour, and a national policy on HIV/AIDS.

The programmes and activities implemented by the employers' organization of Nepal with the support of ILO-IPEC to combat the problem of child labour have become very successful and have had a positive impact among the employers. The con-

tinuation of ILO support in this area is highly needed.

The debate and discussion during the Conference will help the ILO to make future plans and reshape its programmes in order to achieve its objectives and serve the need of its constituents across the globe.

Mr. YOVEL (*representative, International Young Christian Workers*)

Today, in many workplaces, workers are hired as part-time workers, occasional workers, subcontractors, interim workers, autonomous workers and workers from job experience programmes. These types of work arrangements deny access to the same social benefits as permanent workers. In some countries, labour laws encourage individual workplace bargaining, forcing individual workers to bargain directly with their employers for payment and working conditions, leaving young workers vulnerable. With no guarantee or right to permanent work, many workers are forced to accept temporary employment for an indefinite time.

A growing number of young people are forced into a situation of long-term unemployment and they end up in the informal economy to make a living. In many countries the unemployed young people do not have any hope of getting jobs because of privatization, labour flexibility, outsourcing and reduction of the workforce. The types of work activities in the informal economy have very little or inadequate protection against any form of exploitation.

Young women workers are mostly the victims of violence, abuse and discrimination in workplaces. Often these violations and discriminations are not properly handled by the authorities and the perpetrator behind such incidents goes free of any punishment.

In many workplaces the workers face threats so that they fear to join or create their own trade unions. As this session of the International Labour Conference discusses the issue of employment relationship, we bring to your attention that many countries have yet to ratify the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

In all these cases, workers have very little or no protection from the existing labour laws for decent working conditions, good salary and benefits.

Workers in the free trade zones are discouraged and often harassed from joining trade unions in a number of countries.

We call on all the member States to enact laws and policies that promote more permanent, decent and sustainable employment; apply the ILO Conventions No. 87 and No. 89 on freedom of association and the right to collective bargaining in all workplaces, including the free trade zones, irrespective of the status of employment; regulate the private interim job agencies to avoid exploitation and ensure the governments take the responsibility to create decent working conditions in all workplaces; provide financial and technical support to develop the skills of the young workers in temporary, interim and contract jobs, so that they get more access to permanent employment.

We call on the employers to respect the labour laws and the ILO Declaration on Fundamental Principles and Rights at Work; provide training for the

workers in the temporary and interim jobs to develop their capacity to enter into permanent employment; guarantee occupational health and safety in the workplace to have a healthy and decent working environment.

We call on the trade unions to organize the workers in temporary work and the informal economy under trade unions and lobby for their social protection; create workers' associations and trade unions where the trade unions and workers' organizations do not exist.

We call on the ILO to create a definition of fair employment relationship and clarify the obligation of the parties involved with specific Conventions and Recommendations safeguarding the rights of

the workers; urge the governments to ratify and implement the core labour standards to achieve decent work objectives.

Finally, the International Young Christian Workers calls on the tripartite partners of the ILO to promote decent and sustainable work for all.

(The Conference adjourned at 6.30 p.m.)

(La séance est levée à 18 h 30.)

(Se levanta la sesión a las 18 h.30.)

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