



Sixteenth sitting

Wednesday, 19 June 2013, 10.10 a.m.

President: Mr Katamine

**REPORTS OF THE CREDENTIALS COMMITTEE:
SUBMISSION, NOTING AND APPROVAL
OF THE COMMITTEE'S PROPOSALS**

The PRESIDENT

Before proceeding with the general discussion of the Reports of the Chairperson of the Governing Body and of the Director-General, we will examine the reports of the Credentials Committee, which were published in *Provisional Records* Nos 4B, 4C and 4D.

I invite the Officers of the Committee to come up and join me on the podium: Mr Palai, Chairperson; Mr Potter, Employer Vice-Chairperson; and Mr Veyrier, Worker Vice-Chairperson.

I call on the Chairperson, Mr Palai, to present the reports.

Mr PALAI (*Chairperson of the Credentials Committee*)

It is my honour to present to the Conference the first, second and third reports of the Credentials Committee, to be found in *Provisional Records* Nos 4B, 4C and 4D, respectively. The mandate of the Credentials Committee covers the examination of the credentials, as well as any objections against the credentials of delegates and their advisers, or the failure to deposit the credentials of an Employers' or Workers' delegate. The Committee also examines complaints about non-payment of delegates' travel and subsistence expenses, and determines a quorum for voting. Upon its initial examination of the credentials, the Credentials Committee reports on the composition of the Conference on the basis of the credentials that are received from governments for their tripartite delegations.

Our first report, *Provisional Record* No. 4B, is a standard report on the Conference composition submitted to the Conference every year. It also explains how the quorum for the vote is determined. In this connection, I wish to inform you that the number of participants in the Conference has again reached a new record figure, with more than 4,700 members of the delegations registered as attending.

Our second report, *Provisional Record* No. 4C, concerns one specific aspect of the composition of the Conference: the proportion of women and men in delegations. The Committee has been providing information on this question for the last eight years, but when it noted last year, with deep concern, that the proportion of delegates and advisers was decreasing, it invited the Governing Body of the ILO

to consider concrete measures to improve the situation in this respect. Among the measures the Governing Body adopted, following a debate at its November 2012 session, was an invitation for the Credentials Committee to consider more detailed reporting on the proportion of women and men in delegations. The Committee has taken up this invitation by presenting this report. Apart from figures on the proportion of female delegates and advisers at this session of the Conference, which is 27 per cent, the report also presents figures for the last ten years. This permits the identification of trends for all delegates and advisers together and for the Government, Employers' and Workers' delegates and advisers separately. In brief, quite aside from the peak in women's representation at the 98th Session in 2009, when one item on the agenda was gender equality at the heart of decent work, in which women's representation slightly dropped again, there has been an observable and steady increase. The Committee hopes that progress towards equal representation will be more constant in the coming years.

The Committee's third report, contained in *Provisional Record* No. 4D, contains a summary of the work of the Committee mainly on the objections and complaints received.

Allow me to briefly recall that the work of the Credentials Committee is instrumental in preserving and consolidating the very basis of the work of the ILO – its tripartite structure. Indeed, if the International Labour Conference is to collectively reflect the tripartite nature of the ILO, it is essential that the Employers' and Workers' delegates are the genuine representatives of the workers and employers of their countries. This is why article 3, paragraph 5, of the ILO Constitution stipulates that governments must nominate Workers' and Employers' delegates who are chosen in agreement with the most representative employers' and workers' organizations in their respective countries. Reviewing compliance with this provision in the cases brought to the Committee's attention, through objections, is, therefore, at the very heart of the mandate of the Credentials Committee. But once representative Employers' and Workers' delegates are nominated, they need to travel to Geneva and stay here for the more than two weeks to be able to attend the Conference. In this regard, the ILO Constitution stipulates that the government must pay for the travelling and subsistence expenses of the delegates and advisers nominated. Complaints alleging that this ob-

ligation has not been complied with are also examined by the Credentials Committee.

At this session of the Conference, the Committee has examined 22 cases, 15 being objections, two cases of monitoring situations that had previously given rise to objections, and five complaints on non-payment of travelling and subsistence expenses. The Committee had nine meetings and two hearings. In respect of the monitoring cases, I wish to bring to the attention of the Conference the fact that in one of the cases, namely Djibouti, the Committee has unanimously proposed to renew monetary measures that were adopted at the last session of the Conference. Last year, the Conference requested the Government of Djibouti to submit two reports. An interim report was to be sent to the Director-General of the ILO by the end of 2012, and a detailed report to be submitted together with the credentials for this Conference. Unfortunately, as in previous years, the Government did not submit the reports requested. The Committee deeply regretted this, all the more so as again this year it received a complaint about the Workers' delegation. The Committee contacted the Government. The situation regarding trade union organization in this country continues to be of deep concern, and our Committee deplores, as have other supervisory bodies of the ILO, the absence of cooperation from the government authorities. I therefore draw your attention to paragraph 47 of our third report, and invite you to approve the proposals contained in it for reinforced monitoring.

The other case of monitoring was that of Myanmar. The Committee received information from the Government outlining the developments that had taken place in the country as regards the creation of new workers' organizations and the procedure followed this year for the nomination of the Workers' delegation to the Conference. The Committee is satisfied that this process has resulted in the designation of a Workers' delegation that is truly representative of the workers of the country, and does not, therefore, propose to renew monitoring of the situation. Nevertheless, since almost all the newly created workers' organizations are basic labour organizations at the enterprise level, the Committee hopes that those organizations will, in the near future, be able to establish and join federations and confederations, the most representative of which the Government could, in the future, consult for the purpose of nominating the Workers' delegate to the Conference. The Committee notes that this concludes a long process in which the Credentials Committee has worked in parallel with the ILO supervisory bodies in dealing with the different aspects of the situation in Myanmar. It may thus not be surprising that this conclusion takes place at the same Conference that yesterday adopted a resolution putting an end to the measures under article 33 of the ILO Constitution adopted in 2000 in connection with the question of observance by Myanmar of the Forced Labour Convention, 1930 (No. 29).

Several of the objections we have received this year revolved around internal conflicts within workers' or employers' organizations. While the Committee has always emphasized that it is not within its mandate to deal with such situations, it has nevertheless made certain comments on the way that respective governments have dealt with such situations in connection with the nomination of Employers' and Workers' delegates. With regard to

the treatment of both objections and complaints, the Committee wishes to recall that it has only very limited time to receive and examine them, so it is essential that they are submitted as early as possible and that they contain all the necessary, supporting documentation. Indeed, in order to examine them correctly, the Committee must have all the information it needs and the substance of the problem must be explained clearly. It is also essential for governments to respond quickly and fully to allegations when the Committee so requests. I wish to add that the fact that the Conference has been progressively shortened, without a corresponding reduction of time limits for the submission of objections and complaints, puts considerable pressure on the Committee, which makes a thorough examination of the cases increasingly difficult. Perhaps this issue could be considered in connection with the Governing Body's work on the reform of the Conference. The Committee is aware that, when it receives an objection or a complaint this may have significant consequences, both for the member States concerned, and the social partners involved. It is with this in mind that it seeks to discharge its mission and to find effective solutions to the objections and complaints. In order to do this, it bases its work on the cooperation of governments, employers and workers.

To conclude, I wish to express my deep gratitude to my two colleagues, Mr Yves Veyrier, Worker member from France, and Mr Edward Potter, Employer member from the United States, for the spirit of cooperation and consensus that has characterized our work. Our collective gratitude also goes to the dedicated and professional men and women of our secretariat for serving with distinction.

Finally, I submit these reports for the Conference to take note of them and to approve the proposals contained in paragraph 47 of *Provisional Record* No. 4D.

The PRESIDENT

The Credentials Committee has adopted its three reports unanimously. The Conference is called on to note them, and, in addition, to approve the proposals contained in paragraph 47 of *Provisional Record* No. 4D, which concerns the delegation of Djibouti. If there are no objections, may I take it that the Conference notes the reports and approves these proposals?

(The reports are noted and the proposals are approved.)

Before moving on, I would like to express my gratitude to the Officers of the Credentials Committee for their excellent work. I would also like to extend this gratitude to the secretariat, which has provided valiant and efficient support to the Committee.

**RECORD VOTE ON THE RESOLUTION CONCERNING
THE ADOPTION OF THE PROGRAMME AND BUDGET
FOR 2014–15 AND THE ALLOCATION OF THE
BUDGET OF INCOME AMONG MEMBER STATES**

The PRESIDENT

We shall now proceed to a record vote on the resolution concerning the adoption of the Programme and Budget for 2014–15 and the allocation of the budget of income among member States, which is contained in *Provisional Record* No. 8-2.

(A record vote is taken.)

(The detailed results of the vote will be found at the end of this record.)

The result of the vote is as follows: 391 votes in favour, 9 against, with 2 abstentions. As the quorum was 304 and the required two-thirds majority is 267, the resolution is adopted.

(The resolution is adopted.)

A number of delegates have requested the floor in order to explain their votes.

Mr SHEPARD (*Government, United States*)

The United States would like to underscore the importance it attaches to the work of the ILO. At a time when much of the world is still suffering from the effects of the economic crisis, the relevance and importance of the ILO's efforts to promote decent work cannot be overemphasized.

We welcome the overall direction and substance of the most recent programme and budget proposals. We support the proposed focus on eight areas of critical importance for priority action in which the ILO, with its unique mandate and expertise, can make a real and demonstrable impact. We appreciate that the proposed modest increase of 0.3 per cent reflects the Director-General's mindfulness of the fiscal constraints facing member States. We regret, however, that the serious budget reductions facing the United States federal Government have required us to seek zero nominal growth budgets for all international organizations, including the ILO. We are, thus, unable to vote in support of the proposed Programme and Budget for 2014–15. We will continue to wholeheartedly embrace the ILO's mission. We endorse the ambitious initiatives suggested by the Director-General and look forward to a close working relationship over the coming years.

Original Spanish: Mr VEGA MOLINA (Government, Spain)

I would like to begin by expressing our appreciation to the Office for its efforts in preparing the programme and budget, and for the opportunity we have had in recent months to exchange our views.

Spain has already had the opportunity, at the meeting of the Finance Committee last week in the discussions on the Programme and Budget proposals for 2014–15, to explain its position and express its wish to apply the principle of zero nominal growth with respect to the previous level. This is why we are voting against the proposals.

The Government of Spain supports the application of a zero nominal growth budget across all United Nations agencies, which would appropriately show a clear effort to contain expenditure and would convey a clear message in this regard, which we would have greatly appreciated. The approved programme budget would have provided a great opportunity in this regard and a way of demonstrating our ability to do more with less.

These budgetary policy considerations, which reflect the difficult economic and financial times that

many countries – including Spain – are going through, do not reflect a lack of support for the ILO's objectives or its recent activities.

Spain welcomes the measures that are currently being put into place to improve efficiency and is very much in favour of the decision to focus the Organization's priorities into eight areas of critical importance. Spain would like to reiterate its commitment to the International Labour Organization and its support for the work of the Director-General.

Mr LEWIS (*Government, Canada*)

As recorded, Canada voted "No" on the Programme and Budget for 2014–15. We would like to reiterate that our position on the budget should not be interpreted as a lack of confidence in the Organization. We remain strong supporters of the ILO, of the Director-General and of the proposed programme.

However, Canada has concerns about the level of the budget. Like many other governments, the Government of Canada has made, and continues to make, tough decisions in the wake of challenging economic circumstances. As we have said before, we expect international organizations and agencies to demonstrate the same commitment toward achieving efficiencies and savings.

Canada has a policy of zero nominal growth for international organizations in the UN system. Canada was disappointed that a zero nominal growth budget was not put forward for the 2014–15 biennium. A zero nominal growth budget was possible. Thus, Canada was forced to vote against the budget.

Let me repeat, Canada strongly supports the programme that was just adopted. We simply believe that it was achievable with a zero nominal growth budget. We urge the ILO, as we move to greater implementation of the ILO reform process, that the search for additional efficiencies and savings be a key element in all decision-making, in order that future programme and budget proposals can be put forward at the zero nominal growth level.

Original Portuguese: Mr VALADAS DA SILVA (Government, Portugal)

Allow me first and foremost to reiterate Portugal's firm commitment to the values and objectives of the ILO. We support the reform process launched by the Director-General, which will without a doubt enhance the technical capacity of the Organization, increase the effectiveness of its action and generate gains in efficiency.

As you know, Portugal is still facing serious financial constraints in view of the continuing crisis that is affecting us all.

We recognize the efforts that were made in the preparation of the budget proposals, but we were hoping that a way would have been found to reduce the contributions paid by member States.

In this connection, for the reasons that we have just explained, the Government of Portugal was unable to vote in favour of the budget proposals.

(The Conference adjourned at 12.20 p.m.)

Seventeenth sitting

Wednesday, 19 June 2013, 2.35 p.m.

Presidents: Mr Katamine and Mr Rahman

REPORT OF THE COMMITTEE ON SUSTAINABLE DEVELOPMENT, DECENT WORK AND GREEN JOBS: SUBMISSION, DISCUSSION AND APPROVAL

The PRESIDENT

We shall now proceed to the examination of the report of the Committee on Sustainable Development, Decent Work and Green Jobs, which is contained in *Provisional Record* No. 12.

I invite the Officers of the Committee to come to the podium. They are as follows: Mr Abdalhaleem Mohamad, Chairperson; Ms Cuthbert, Employer Vice-Chairperson; Mr Martínez, Worker Vice-Chairperson; and Ms O'Carroll, Reporter.

I now call on Ms O'Carroll to present the report.

Ms O'CARROLL (Reporter of the Committee on Sustainable Development, Decent Work and Green Jobs)

I consider myself very honoured to address you this afternoon as Reporter of the Committee on Sustainable Development, Decent Work and Green Jobs. It is a topic which is a priority for all of us.

It is, therefore, with great pride that I present to you the outcomes of our discussions in the Committee. The report is a carefully drafted account of the deliberations on the following main points: the relationship between the environment and the world of work in the context of today's major environmental, economic and social challenges; the opportunities for decent work in a more sustainable economy; the challenges we face due to restructuring, climate change and the energy crisis; the policy response and the required institutional roles; and the way forward for us as constituents, and for the ILO as the key international agency, to bring forward our message on decent work, green jobs and sustainable development to the wider world and to future international agendas.

The report also contains our conclusions, entitled "Achieving decent work, green jobs and sustainable development". Those conclusions clearly articulate our common vision, which is underpinned by a set of guiding principles. They propose a set of policies and actions, and institutional arrangements, to enable us to identify and harness the synergies between decent work, green jobs and sustainable development, with a view to ensuring a just transition for all to environmentally sustainable development, which results in strong, inclusive growth and, importantly, which can contribute to poverty eradication. I believe that our conclusions will serve as an important reference document for the ILO and for

its constituents, providing guidance for us all to take immediate and targeted action to make decent green jobs a reality in each country. The resolution invites the Governing Body to take our conclusions into account when planning future work. The conclusions underline the urgency we all feel regarding the need to seize opportunities and tackle challenges in the ongoing move towards sustainable development. I consider our conclusions to be of particular significance, as the unique tripartite structure of this House has given our discussions in the Committee a particular breadth and depth, and thus gives them the unique voice of the world of work. The Committee as a whole considers that the report sets a high bar for future discussions on this highly topical issue of sustainable development, decent work and green jobs. I am confident that it will be followed by a clear framework for action as we seek to achieve the common vision we have set out.

I would like to thank our Chairperson, Ambassador Mr Abdalhaleem Mohamad of Sudan, for his excellent leadership and professional approach. I would also like to highlight the role and passion of the two Vice-Chairpersons, Mr Gerardo Martínez from Argentina, Worker Vice-Chairperson, and Ms Brenda Cuthbert from Jamaica, Employer Vice-Chairperson, as well as the other spokespersons for the Employers' and Workers' groups, who expressed their opinions in an extremely constructive and convincing manner.

I also wish to express particular thanks to the ILO team assigned to our Committee for their excellent work. I herewith submit the draft report, proposed resolution and proposed conclusions for your adoption.

Ms CUTHBERT (Employer Vice-Chairperson of the Committee on Sustainable Development, Decent Work and Green Jobs)

I have the distinct honour and pleasure to present the Employers' statement and support for adoption of the report of the Committee on Sustainable Development, Decent Work and Green Jobs, which contains the discussion of the Committee based on Report V prepared by the ILO, the resolution and the conclusions.

Firstly, I want to pay tribute to the work of the Committee which, when we engaged in listening mode, was carried out with good cooperation and humour. When we got the balance right, what we lost in compromise, we gained in collaboration.

This is a very timely matter for the Conference to consider, in the context of the outcome of the discussion in Rio de Janeiro last year, and the ongoing

UN discussions on sustainable development goals post-2015 and the Director-General's vision for the ILO for the next six years, which includes an emphasis on work and green jobs.

The conclusions show a strong consensus on the goals, pathways, coherent policies and actions needed for the ILO bodies to complement each other effectively and efficiently to achieve just transitions for all.

Each nation needs to consider the action that it must take and the resources that it can muster to move towards sustainable development and poverty elimination, both in its own context and also as a contribution to the global effort.

We all started at a different level of understanding of the terms "green" and "greening". But I think we have drawn closer during the discussion to appreciating the opportunities for us all to improve environmental performance, create jobs and alleviate poverty, now and in the future.

Employers particularly support the recognition that governments need to provide enabling frameworks for innovation, as well as sustainable enterprise and entrepreneur development, and also a holistic approach to job and enterprise creation. We must recognize that green jobs, green enterprises and green economies are rooted in all jobs, enterprises and the whole economy.

The present challenge is to raise awareness on, and promote, the immediate adoption of resource-efficient processes and services and environmental improvements in all enterprises.

Pre-planning and the development of appropriate skills and knowledge are needed to help develop resilience for all actors to minimize disruption during the transition, so that the diversity of needs and resources for member States and the rapid changes that can occur are accommodated.

We are notably pleased that there is provision for employers' organizations, along with others, to be involved at all levels in determining a just pathway for all. Those who provide us with solutions will have to ensure that what is put in place is practical and sustainable.

The report gives us all something to do – employers' organizations, workers' organizations, governments and the ILO. It is important that our roles are mutually supportive, proportionate, efficient and effective. Employers firmly believe that the good intentions of the texts far outweigh our concerns about its length, or about some elements of duplication and references to some ILO standards that are not widely ratified. In the great spirit of tripartite cooperation, which is the hallmark of the way the ILO works, the Employers commend the report to the Conference and to fellow employers around the world.

We will work with governments and others at the international, national and sector levels to help develop and deliver on the commitments we have crafted over the past couple of weeks. We will provide assistance and share experience where we can.

This being an enjoyable event, I would want to offer some credits. I would firstly like to pay tribute to our Chairperson, Ambassador Mohamad from Sudan. You, sir, have allowed an inclusive and well-explored consensus to develop while sticking to a demanding timetable. I, and all my Employer colleagues, wish to pass on our warm and genuine appreciation for a job very well done.

I would also like to thank very warmly the Worker spokesperson, Mr Gerardo Martínez, his Workers' group, and the workers' team from the Bureau for Workers' Activities (ACTRAV) and the International Trade Union Confederation (ITUC). Your clear arguments for your points of principle and your pragmatic approach have allowed this Committee to work in a spirit of cooperation and good humour.

I also want to thank my Employer colleagues and the team from the International Organisation of Employers (IOE) and the Bureau for Employers' Activities (ACT/EMP), who have supported and contributed to our discussions.

As for the ILO staff, we recognize the work of all the ILO team in getting us to this point where we are now, and the impressive hours that you have put in, both in committee and behind the scenes. You are all too numerous to name individually but know that we thank you and appreciate it.

We also recognize the work of the ILO Enterprises team, that will in future have to integrate its efforts with the main actors, both inside and outside the ILO.

My Government colleagues have been very vital to the success of this process, and I thank you for your constructive input. You will have a very special role, when you get back to your home countries, to work with others to develop your particular countries' frameworks for environmental sustainability, poverty elimination and job creation.

My Employer colleagues have worked diligently to enlighten the discussion on this wide-ranging topic. We recognize that this debate has some way to go to mature and to gain traction in the wider world. So my final thought is that we must not allow problems of communication and our green solutions to become more challenging than attaining sustainable development and eliminating poverty.

Original Spanish: Mr MARTÍNEZ (Worker Vice-Chairperson of the Committee on Sustainable Development, Decent Work and Green Jobs)

The Committee on Sustainable Development, Decent Work and Green Jobs, and especially the Workers' group I chaired at this session of the Conference, held a complex and innovative discussion on a subject that has not been addressed in the ILO for over 23 years.

The discussion focused on the necessary transition to an environmentally sustainable economy in which social dialogue, freedom of association and collective bargaining play a leading role with the framework of a firm state national development policy.

Productive development and economic growth must lead to an improvement of existing social and labour conditions, with due regard to the environment. We know that such periods of transition always have social and environmental implications that inevitably herald change. That is why today we have to play an active part in the process, all of us working together to ensure that the transition is just.

For the transition to be just, therefore, we must look at workers' rights in terms of decent work, and state policy has to reconcile environmentally sustainable growth with social inclusion. Moreover, the State must be proactive in guaranteeing that the administration of the country's resources is both sustainable and equitable, so that workers are not used simply as a variable factor on the road to a more

environmentally friendly model of development and so that their economic and labour rights are properly guaranteed.

Our Committee had to face a number of challenges, and notably to answer the following question: How can we include the concept of sustainability in our discussions on labour rights, employment creation, freedom of association, collective bargaining and fundamental rights in general?

The first challenge was to involve the ILO in the debate on sustainable development, decent work and green jobs. Then we had to come up with an ILO response to the serious and most pressing problems facing us today. Our system of production and consumption is dangerously close to the limits of what the planet can cope with and is threatening the well-being of future generations.

We also face increasing inequalities between countries and within countries and by the lack of decent work in developing and developed countries. Unemployment and precarious employment add to the problem and mean that huge numbers of workers' families cannot live in dignity.

Despite the extent and seriousness of the challenges, however, we refused to be pessimistic and instead decided that we would propose a set of solutions. We know that decent work is fundamental for workers and we are aware that we have to think of tomorrow when we include the concept of green jobs in our agenda.

We have to tackle the environment, employment and development as a single concept. All the sectors of our economies everywhere need to be restructured to make them environmentally sustainable. What the world is looking for is a transition that is just, and for that we workers have a clear message: change is not an option but an imperative.

We are proud to see that the Committee's conclusions reflect the discussions we have held and the consensus we have reached. Throughout the report the Committee recognizes the need for a transition that is fair for all.

A number of Governments and Employers supported us in this. A fair transition addresses macro-economic policies, job creation in environmentally sustainable sectors and a concern for sustainability in every sector.

There is a pressing need for investment in resolving the environmental and employment crises, and the Committee's conclusion reflects the importance of implementing industrial and sectoral policies that are defined in terms of social dialogue and collective bargaining. Active labour market policies have to anticipate the impact that environmental regulation can have on employment.

The Committee's report also addresses the fundamental role of comprehensive social protection systems in the process of transition.

We need to protect workers and communities from the consequences of environmental development and from the impact of environment policies on the world of work. Moreover, within the context of the fair transition that we are advocating, we have made proposals for training and retraining in new occupations and for introducing new materials, processes and technologies, because we are convinced that vocational training must focus on integrated lifelong learning.

The Committee's conclusions recognize that international labour standards have to be at the heart of a transition that is fair. Green jobs must be decent

jobs that respect freedom of association and offer decent pay and occupational health and safety protection for the workers.

For the governance of the transition process, social dialogue, tripartism and collective bargaining must be central to government policies at every level.

Although the document mentions the need for international cooperation to make the transition work, we would have liked to have a stronger commitment from the Governments of developed countries and from the Employers.

We think that a fair transition is also a right for the least developed countries and for that they will need financing and the transfer of technology.

Another objective is to adopt a framework for ILO action in the future, a mandate for its centenary of existence that will give continuity to the discussions we have had during the past two weeks.

We have committed the ILO to a strategic plan of action, linking decent work, the eradication of poverty and green jobs, which will augment its capacity for research in this area and integrate these challenges in the Decent Work Country Programmes (DWCPs).

We express our solidarity with the ILO in carrying out this ambitious mandate, which involves more than just including green jobs with its InFocus Programmes; it involves integrating the concept of sustainable development from now on across the board. With such a positive outcome, the responsibility of all the parties concerned is as clear as it is urgent.

We believe that to be fair the transition must be for everyone and must be governed by existing standards by means of an integrated instrument. The Workers want this new instrument to establish an appropriate framework of standards. The Workers' group will therefore continue to press for its adoption well after the adoption of the conclusions, which are still so far from that goal.

We shall at the national level ask our governments to develop the policies we have committed ourselves to here and we shall call on the employers to join their efforts to ours.

The Governments, Employers and Workers have all defined what we have to do and the time has come to move ahead. At the same time we call on the ILO to assume all the responsibilities conferred on it by this document and to play its part in the world's economic forums and in post-2015 development by promoting a fair transition to environmentally sustainable economies and by mainstreaming these policies throughout the Office. We know now what we have to do and now it is up to us to act.

I would like to thank ACTRAV and the ITUC, as well as all my brothers and sisters who have worked with us and who put their hearts into this Committee, combining their convictions with the search for the best way to present a good report.

The report has also drawn its force from the wisdom and leadership of its very capable Chairperson and his team and from the Office staff, who helped us to work together, to reach consensus and to follow a logical path. This puts us now in a situation where the ILO is "preoccupied", in the sense that we are thinking ahead.

It is indeed an honour for me and for my country, Sudan, to chair the Committee on Sustainable Development, Decent Work and Green Jobs. I am very privileged to address this important audience on the Committee's report.

Environmental sustainability, poverty reduction and decent work for all are three of the defining challenges of the twenty-first century. In my country, and in many other countries in Africa and elsewhere, we have already witnessed the havoc that climate change can cause for workplaces, jobs and livelihoods. It is often the poorest who are hit the hardest. We must tackle these challenges together and in a timely manner.

The conclusions of our Committee echo these concerns. They signal a strong common vision and provide us with very important guiding principles. This is, in fact, the first time in the history of our Organization that governments and social partners have jointly expressed in so much detail how to establish the critical link between environmental sustainability and decent work. It is indeed an achievement.

Before and during the Rio +20 Conference last year, whose outcome was welcomed by our Committee, there has been a lot of talk about the need to reinforce the social dimension of sustainable development so that we can reach the goal of poverty eradication for all. In our work in Committee, we have taken a giant step towards making this clearer and clearer. We have discussed and agreed on how to save jobs, create jobs and improve jobs in the changing context of scarce resources, energy poverty, pollution and climate change. I think we really have put together some very important points for action on how to make that link and keep it working. We must remember that without decent jobs there can be no sustainable development.

We have also underlined the importance of building a strong social consensus and respect for fundamental principles and rights at work. This makes our approach a truly ILO approach, thanks to the impressive contribution and work of Employers and Workers alike.

I would like to thank all members of the Committee and especially Gerardo Martínez and Brenda Cuthbert for their strong commitment and their good spirit in our discussions. Special thanks go to our able Reporter, Ms O'Carroll of Ireland. I would also like to acknowledge the help of the able and dedicated secretariat of our Committee. Despite the long hours, they remained dedicated and available to assist the members of this very important Committee.

Looking ahead, we recognize that we all have to make our conclusions work at home, within the daily realities of our countries and according to the priorities of our population. Only by building a social consensus and using social dialogue as a way to engage the world of work can we make real and rapid progress. We have taken it upon ourselves to translate our good intentions into actual policies that give us the outcome we seek, and we have asked the Office to help us to do that in a much bigger way than it has done in the past. I really hope we can all live up to these expectations in the years to come.

We are determined to take these conclusions back to our countries and tell all our governments and partners about them so that we can translate them into concrete action.

The PRESIDENT

The discussion on the report of the Committee on Sustainable Development, Decent Work and Green Jobs is now open.

Mr MHOTSHA (*Worker, Botswana*)

On behalf of the Workers' group, I wish to state that we align ourselves with the statement presented by the Chairperson of the Committee on Sustainable Development, Decent Work and Green Jobs.

The report comprehensively covers all the work that has been done by the Committee since 5 June 2013.

We further align ourselves with the conclusions of the Committee. Workers, particularly, embrace the vision as set out in the opening paragraphs of the conclusions. We endorse the guiding principles, key points and subjects, and the institutional arrangements for a just transition for all, and the roles of each ILO constituent and the Office.

We note with satisfaction that the vision of the Committee's conclusions makes reference to the Decent Work Agenda with its four pillars of social dialogue, social protection, workers' rights and employment. The vision further points to the positive role that decent work can play in achieving poverty eradication, social inclusion and environmental sustainability.

We are further satisfied that, despite the eminent challenges that may be faced due to a greening of economies and the promotion of green jobs, a just transition is envisioned.

Further to that, the conclusions have taken into consideration the unique circumstances of individual States, calling for policies to be designed in the light of the circumstances in each State. In this vein, international cooperation, including South-South cooperation, becomes of paramount importance.

We wish to note that although greening of economies and the promotion of green jobs is the desired outcome, the transition is never going to be an easy one, particularly for developing countries. These countries face serious challenges in meeting basic needs for their citizens, such as jobs, shelter, food and safe drinking water. Energy challenges also make it difficult for developing countries to focus on lower carbon resources. Developing countries lack the much needed technological advancement to enable them to effectively transit from the current situation into green economies. It will thus be a mammoth task for these countries to ensure that they attract investment into green jobs and out-compete advanced economies. Further to that, developing countries face another challenge, of inadequate skills. For these reasons, we welcome the emphasis on skills development in the Committee's conclusions.

In conclusion, the Workers' group welcomes the role to be played by governments, workers and employers jointly and individually. We also welcome the role the ILO will have to play to assist member States and social partners to discharge their mandates.

The Workers' group thus endorses the report of the Committee on Sustainable Development, Decent Work and Green Jobs and its conclusions. As

Workers, we commit ourselves to be part of the process in the transition to an environmentally sustainable world for the benefit of current and future generations.

Original French: Mr COUTAZ (Worker, France)

Many workers are convinced today that the crisis which has riven the world for almost five years has set the seal on the bankruptcy of a model which is socially unfair, environmentally unsustainable and which does not work in economic terms. The impact of the crisis has underscored the absolute need to strengthen the application of international labour standards.

Having consigned hundreds of millions of workers to unemployment and poverty, and now keeping them there, the crisis has shown how important it is to implement social guarantees and protection in order to cancel out the effect of the crisis. At the same time, however, the search for a sustainable model which makes it possible to better preserve the environment, and to ensure social and human progress, is much further away from us.

The work of the Committee at this 102nd Session of the Conference is thus particularly highlighted. It underscores the importance of the subject, which is a commitment we make to future generations, while stressing the essential role to be played by the ILO in effecting a just transition towards an economic model which respects social and environmental equilibrium.

The report and the resolution submitted for adoption today base this just transition on a number of pillars, first and foremost of which is decent work. We, as the tripartite constituents of the ILO, are called upon to deal with this subject of sustainable development, but not to dissociate it from a whole range of fundamental issues: the building of public and industrial policies, taking account of the training and requalification needs of the labour force; questions of health and safety at work; social protection; eradicating poverty; the content and quality of work; and our rights, freedom of association and collective bargaining.

It is true that just transition is meaningless unless it is based on international standards. Our Committee identified 25 Conventions and half a dozen ILO Recommendations relating to sustainable development. Global discussions on the environment and climate change must involve the ILO, whose basic mandates and expertise are essential to ensure success in this major venture of reconciling the creation of decent jobs, social and human progress, sustainable and equitable growth, and protecting nature. Thus, the voice of the ILO must be heard by the community of nations and multilateral organizations working for the environment.

This year's discussion in the Committee is the first step. Let us give it our firm support to better launch the ensuing stages.

The PRESIDENT

As there are no further speakers, we will now proceed to the approval of the report of the Committee on Sustainable Development, Decent Work and Green Jobs, which is contained in paragraphs 1–575 of *Provisional Record* No. 12, and its appendix indicating the fate of the amendments submitted.

If there are no objections, may I take it that the Conference approves the report of the Committee and its appendix?

(The report – paragraphs 1–575 and the appendix – is approved.)

**CONCLUSIONS – ACHIEVING DECENT WORK,
GREEN JOBS AND SUSTAINABLE DEVELOPMENT:
ADOPTION**

The PRESIDENT

We shall now move on to the adoption of the conclusions: Achieving decent work, green jobs and sustainable development, and the appendix, section by section.

(The conclusions – paragraphs 1–24 and the appendix – are adopted section by section.)

If there are no objections, may I take it that the Conference adopts the conclusions, as a whole?

(The conclusions, as a whole, are adopted.)

**RESOLUTION CONCERNING SUSTAINABLE
DEVELOPMENT, DECENT WORK
AND GREEN JOBS: ADOPTION**

The PRESIDENT

We now move on to the adoption of the resolution concerning sustainable development, decent work and green jobs, also contained in *Provisional Record* No. 12.

If there are no objections, may I take it that the Conference adopts this resolution?

(The resolution is adopted.)

That concludes our examination of the work of the Committee on Sustainable Development, Decent Work and Green Jobs.

On behalf of the Officers, I should like to offer my warmest congratulations to the Committee on the smooth way in which it conducted its work. We are grateful also to the ILO secretariat members who helped to ensure that everything ran smoothly. This was a very topical subject for general discussion, and I feel that the conclusions provide an enormously useful framework for the Organization and the Office to act on.

My thanks to all concerned.

(Mr Rahman takes the Chair.)

**REPORT OF THE COMMITTEE FOR THE RECURRENT
DISCUSSION ON SOCIAL DIALOGUE: SUBMISSION,
DISCUSSION AND APPROVAL**

The PRESIDENT

We will now proceed to the examination of the report of the Committee for the Recurrent Discussion on Social Dialogue, contained in *Provisional Record* No. 11.

I invite the Officers of the Committee to come up to the podium: Mr Maeter, Chairperson; Mr Rønneest, Employer Vice-Chairperson; Ms Fox, Worker Vice-Chairperson; and Mr Espinosa Salas, Reporter.

I now give the floor to Mr Rønneest, the Employer Vice-Chairperson.

Mr RØNNEST (Employer Vice-Chairperson of the Committee for the Recurrent Discussion on Social Dialogue)

On behalf of the Employers' group, I commend to you the report and the conclusions of the Committee for the Recurrent Discussion on Social Dialogue and recommend the adoption of the Committee's

conclusions. You have them before you, and I am happy to say that they are brief, so you will be able to read them while I am speaking.

I would like to thank the secretariat, led by Deputy Director-General Sandra Polaski and Mr Moussa Oumarou, for their excellent support throughout these discussions. Our Chairperson, Mr Pierre-Paul Maeter, deserves special thanks for the constructive, effective and helpful way in which he moved the Committee through its agenda. In particular, I want to thank Ms Sarah Fox, the Worker Vice-Chairperson, for her ongoing collaboration, thoughtfulness, goodwill and problem-solving approach to the discussion.

For the Employers' group, this recurrent discussion was of particular importance because it allows us to ensure that the ILO responds effectively to the needs of constituents with regard to social dialogue and because of the role that social dialogue can play in mitigating the current challenges that many countries are facing with regard to high unemployment and low growth. In the past, in many countries, social dialogue has helped significantly in dealing with the process of major political, economic and social transformation, and in avoiding serious social unrest and crises. It is crucial to recognize that social dialogue is not an end in itself but must deliver and contribute to the competitiveness of companies and to the social stability of societies.

We have the feeling that all the other members of the Committee attached similar importance to the topic, which is why it is not surprising that we have had a very constructive atmosphere in the Committee.

The conclusions of the discussion remind us, in paragraph 1, that "social dialogue has many forms". Indeed, the systems of industrial relations around the world are very diverse. The term "social dialogue" is a broad term and encompasses very different kinds of negotiation, consultation and exchange of information procedures. It is crucial for the Employers that the diversity of social dialogue is fully taken into account when developing projects and initiatives for the promotion of social dialogue. As paragraphs 13 and 15 of the conclusions clearly put it, technical cooperation activities need to be in line with the needs of constituents, and the diversity of systems and national circumstances need to be considered when engaging in capacity building of constituents.

A central message of the conclusions is that the Office should strengthen social partner organizations to enable them to better fulfil their role. Strong social partners are key for the success of social dialogue. The focus of the ILO should be to build the capacity of social partners and governments to assume their responsibilities. As the accompanying evaluation report has shown, the close involvement of the social partners in projects on the other three objectives of the ILO is crucial to strengthen social partner organizations. The conclusions, therefore, call on the Office to "strengthen the engagement of social partners in the design and implementation of DWCPs, technical cooperation agreements and public-private partnerships across all four strategic objectives of the ILO".

Social dialogue must deliver. The ILO European Regional Meeting in Oslo, some months ago, underlined the need for social dialogue to be responsible in order to contribute to recovery and reform. However, to be able to do so, social dialogue needs to be

free, independent and autonomous, which means that employers and employees must select their representatives freely and independently, choose the topics for discussion on their own and then debate them freely, without interference from third parties. The conclusions of the recurrent item discussion therefore call on ILO member States, in paragraph 9, to "renew their commitment to social dialogue and tripartism, based on full respect for freedom of association and the right to collective bargaining, consistent with the ILO Declaration on Fundamental Principles and Rights at Work".

The conclusions give guidance to the ILO on promoting social dialogue over the next seven years. The Employers' group is committed to support the implementation of these conclusions and supports this report without any reservation.

Ms FOX (Worker Vice-Chairperson of the Committee for the Recurrent Discussion on Social Dialogue)

On behalf of the Workers' group, we are very pleased to be considering, this afternoon, the conclusions of the Committee for the Recurrent Discussion on Social Dialogue, as set forth in the report that you have before you.

These conclusions are the end result of nearly two weeks of focused and very constructive discussions and negotiations among the Worker, Employer and Government members of the Committee. These conclusions are not only conclusions about social dialogue; they are the fruits of social dialogue in action.

In adopting these conclusions, we will reaffirm our mutual commitment to social dialogue and tripartism, not only as the ILO's own governance paradigm, but as key methods for achieving social and economic progress. The conclusions recall, once again, that the preconditions for social dialogue are respect for freedom of association and the effective recognition of the right to organize and bargain collectively. The conclusions also reiterate that, while there are many forms of social dialogue, all of which are important in their own right, collective bargaining is at the heart of social dialogue.

It is particularly significant that the conclusions stress the importance of collective bargaining now at a time when, in many parts of the world, collective bargaining institutions are under attack, in many cases with the economic crisis being used as the excuse for dismantling collective bargaining mechanisms that have served as powerful tools for building fair and just societies.

As the Committee's conclusions recall, the Global Jobs Pact, adopted by the Conference in 2009, recognized the crucial role of social dialogue in designing policies to address the crisis and highlighted the role of social dialogue, including collective bargaining, in developing measures to avoid job losses, protect wages, facilitate the adaptability of enterprises and ensure sustainable recovery. However, as our group highlighted at the start of the Conference, in too many countries the strategies adopted in the wake of the crisis instead limited social dialogue, weakened collective bargaining and interfered with collective agreements. The Committee has expressed regret in its conclusions at these developments and we hope that this report will contribute to their reversal.

For social dialogue to be effective there must be strong workers' and employers' organizations. Indeed, without the participation of these social part-

ners, social dialogue does not exist. As stressed in paragraph 207 of the report, the privileged role of employers' and workers' organizations as social partners has long been recognized by the ILO and is enshrined in its Constitution, as well as in various Conventions and Recommendations, including the Collective Bargaining Convention, 1981 (No. 154), which defines collective bargaining as all negotiations between an employer, a group of employers or one or more employers' organizations on the one hand, and one or more workers' organizations on the other. All social dialogue and work that is based on social dialogue should therefore take place with the active participation of workers' and employers' organizations. It is important for me to stress this here, as the conclusions call upon governments to engage with social partners on a range of issues.

We hope that the Committee's conclusions will help to foster better and more effective dialogue at the national level. All policies that have an impact on the world of work can benefit from tripartite social dialogue, and national-level mechanisms should be created to ensure that such dialogue takes place on a regular basis with representatives from workers' organizations; and, as the conclusions note, tripartite consultation should include not just labour ministries but other ministries as well to ensure consistency and policy coherence between the positions taken in the ILO and in other international and regional forums.

We are particularly happy with the comprehensive programme of action for the Office proposed in the conclusions, which reaffirms the importance of social dialogue and collective bargaining at the core of the ILO's work. This will require a substantial strengthening of the ILO's capacity in this area and a corresponding allocation of resources within the ILO, especially in the area of research, policy advice and capacity building for constituents.

Promotion of collective bargaining is at the core of the ILO's mandate, and to fulfil that mandate the ILO must ensure that it is recognized as the leading authority when it comes to providing information and policy advice in this area. We therefore particularly welcome the work programme on research, policy advice, technical assistance and capacity building on collective bargaining and research on the socio-economic impacts of different collective bargaining systems. The call for research on mechanisms to extend collective bargaining coverage to workers falling currently outside the scope of coverage, such as workers in non-standard forms of employment, is of crucial importance.

We are also pleased that this discussion has set the stage for more in-depth discussions on global supply chains and issues relating to cross-border social dialogue: first, by calling for an experts' meeting on cross-border social dialogue to be organized by the Office; and second, by expressing broad support for a Conference discussion on decent work in global supply chains to be put on the agenda no later than 2016. Many developments are taking place in this area, unfortunately including catastrophic ones, like the recent factory collapse in Bangladesh. It is clear that the ILO and its constituents have roles to play in addressing the various aspects of such complex issues, but the ILO can only determine what roles it can usefully play in this area through dialogue. We hope that this discussion and our conclusions have contributed to a new era in which ILO constituents will be able to

engage with multinational companies to discuss the impacts of their operations on the world of work and start to address the challenges and opportunities they pose to all three of the groups. In that regard, we are hopeful that we can use the mechanism for company–union dialogue that was adopted last year in the Governing Body as part of the promotional framework on the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration).

Discussions at the International Labour Conference are never easy, but I think we can safely say that this Committee was a good example of tripartite social dialogue. We addressed many issues, some more difficult than others and some in a more extensive way than others. We have found common ground on all of these in a constructive way.

I would like to thank our Chairperson, Pierre-Paul Maeter, who has conducted our meetings in an unfailingly calm, pleasant and helpful way. I would further like to thank, of course, my counterpart the Employer Vice-Chairperson, Jørgen Rønne, for his positive engagement, his cooperative spirit and his willingness to join with the other members of the Committee in working towards an ambitious set of conclusions that have definitely lifted the importance of social dialogue and collective bargaining. I would also like to thank all the governments that participated actively in this Committee and in the drafting group, and whose contributions were so constructive in helping us achieve meaningful conclusions. And last but not least, let me thank the Office for its tireless efforts on the background report, the draft conclusions and the report of the Committee, and also for the coordination, legal advice and other assistance it provided. And of course, many thanks to the interpreters and translators who try to make us understand each other.

I wish you all safe travels home and hope that you will be able to take the conclusions adopted here today and put them to good use.

Original French: Mr MAETER (Chairperson of the Committee for the Recurrent Discussion on Social Dialogue)

Before turning to the substance of our work, I would like to thank all the members of the Committee, as well as the members of the drafting group, who have worked hard to achieve this consensus. My thanks also go to the Vice-Chairpersons, Ms Fox and Mr Rønne, who firmly defended the interests of their constituents, while maintaining a constructive and cooperative approach. I would like to thank them for their unwavering support and, I might say, for their friendship. It was a great pleasure to work with them. I extend my warm thanks to the members of the secretariat for their commitment, their expertise and their readiness to be of service. Without their human and professional qualities, I would not be presenting these conclusions to you today. I have really enjoyed my collaboration with them. I would also like to give special thanks to the Reporter, who has given such a good account of our work.

I think that the text before you is a very good compromise. It is a substantial document that does not shy away from the issues, but offers solutions and explores avenues for the future. It reflects the will of the Committee as a whole to draft prospective and action-oriented conclusions. I think that I can say that we have achieved the target that we set ourselves at the outset – thinking back to my first

meeting with the Vice-Chairpersons and the secretariat – to draft a short and concise text that would be comprehensible to all.

Turning to the substance of our work: our conclusions aim to establish social dialogue, including collective bargaining, in bipartite relations between the social partners and in tripartite relations with governments. We note that this continues to be a fundamental challenge, firstly because these practices have not spread to all member States, and secondly, because the acquisition of social dialogue cannot be taken for granted, and setbacks are always possible. In order to address these situations, we call on States to ratify and abide by international standards in this area. We stress the importance of ensuring the autonomy of social partners and monitoring compliance with national legislation. We call on governments to extend the coverage of social dialogue, including collective bargaining, to all workers and employers. We also invite governments to guarantee the policy coherence that they promote in various international forums.

We request the ILO to support States in developing and consolidating effective social dialogue, and to strengthen governance and compliance with legislation, in particular through effective labour inspection services.

For the ILO, the task at hand is to make social dialogue, and particularly collective bargaining, a core element of DWCPs and of technical cooperation activities, in accordance with the constituents' needs. We also request the ILO to increase its capacity to analyse the changing social dialogue and collective bargaining situation around the world.

Turning to future challenges and opportunities, particularly regarding transnational social dialogue and social dialogue in supply chains, we invite the ILO to strengthen dialogue with other international bodies, particularly with international economic institutions. Making the voice of our institution heard is essential to establishing social dialogue sustainably throughout the world.

These conclusions no doubt contain some imperfections, in the eyes of the Employers, in the Workers' opinion, and in the analyses made by the member States. However, the strength of these conclusions, as in other ILO texts, lies in consensus and in our joint adoption of a plan of action and commitments for the next seven years, in spite of any dissatisfaction.

The challenge for the Governing Body and for the Office is to act on these commitments and this roadmap. Moreover, and I insist on this point, we need to be aware that we will only achieve our objectives if we all pull together in putting these conclusions into action. It is on this basis that we will also be able to benefit from their implementation.

Original Spanish: Mr ESPINOSA SALAS (Reporter of the Committee for the Recurrent Discussion on Social Dialogue)

First of all, greetings from Ecuador and her authorities. Allow me at the outset to say how grateful I am that you appointed me Reporter of the Committee for the Recurrent Discussion on Social Dialogue. It is a great honour for me in this context to inform you that the mandate entrusted to our Committee by the Conference has been fully discharged.

At meetings from 5 to 17 June, we adopted action-oriented conclusions which, over the next few years, will guide the work of the ILO to promote

one aspect which is built into the DNA of this House: social dialogue.

Social dialogue and tripartism set the ILO apart from other UN bodies. These two features are not just lofty aspirations but living reality. They are reflected in the work the Office does with member States and at every workshop, seminar, symposium and conference, which are held throughout the year.

However, we must admit that it is at the International Labour Conference that this particular feature of the ILO produces its best results, because it is in the committees that we can really see dialogue put into practice, that is social dialogue between representatives of Workers, Employers and Governments. All of these, without failing to represent their groups and interests, act democratically and build consensus.

As for the work of the Committee whose report I am now presenting, I am pleased to say that we have witnessed the application in practice of the different meanings the ILO gives to social dialogue: negotiation and consultation or exchange of information and views between tripartite representatives.

Despite its key role, the debate on social dialogue has long been postponed in this House, and it may surprise many delegates to learn that the last discussion on this essential issue was held in 2002, 11 years ago, because since the adoption of the resolution concerning tripartism and social dialogue at the 90th Session there has not been a debate at the Conference focused on social dialogue and tripartism. It was, therefore, excellent that we had discussions on what has been described as a model of governance for the ILO to promote social justice, fair and harmonious relations at the workplace and decent work.

Nevertheless, without prejudice to the above, I must say that we should not be surprised that the Committee for the Recurrent Discussion on Social Dialogue achieved positive results because that was clear from the beginning. It was a great privilege to draw on the technical expertise of more than 160 delegates involved in social dialogue in their various countries, and they will continue to play that role when they go home.

In the course of our exchanges of views we saw a rich range of forms of social dialogue, and it was encouraging to see a consensus on the basis of recognition that each country and region has its own traditions and modalities. However, that diversity, to some extent, meant there was a risk of moving away from the subjects under discussion, and the fact that this did not happen was largely due to the wise guidance of Mr Pierre-Paul Maeter, the Chairperson, who guided our discussions towards concrete results, with the constructive help, of course, of the Worker Vice-Chairperson, Ms Fox, the Employer Vice-Chairperson, Mr Rønne, and my fellow Government representatives.

Let me say that Mr Maeter's work can be described in just one word – consensus – and I think that I reflect the views of members of the Committee when I say how grateful we are for his work, his calm, friendly and open way of listening to everybody on an equal basis which facilitated our dialogue and smoothed the path for conclusions based on genuine consensus.

I would also like to thank the spokespersons of the Workers' and Employers' groups, who firmly defended the positions of their respective groups and, although often expressing diverging views,

always maintained a respectful dialogue among themselves and with other members of the Committee. I also note the attitude of representatives of Governments who, on many occasions, flexibly dropped positions with a view to reaching consensus.

All this allows me to say that the Committee worked in a productive atmosphere. I would also like to inform you of some figures given to me by the secretariat. Out of 48 amendments received, 17 were adopted as presented because we all agreed that they improved the text received from the drafting group, and of course I salute that group's work. Another 16 amendments were withdrawn, many of them as a result of our discussions. Another 15 amendments were further amended, and most of our time was devoted to considering those. Members of the Committee recognized the value of each and every amendment and our collective consideration helped to improve the text.

Let me, however, note that not one of the 48 amendments received was rejected. There was no need to take even one vote, which does not happen very often. This is another result of what social dialogue can produce in practice.

The positive, open way in which we worked is also reflected in the document you have before you. Here, let me say how grateful I am for the work done by the Office, beginning with the report prepared for the Committee, which has been repeatedly commended, and I agree with all those comments. I must say that the in-depth analyses in the report were of considerable benefit to us, and I am sure that this document will continue to be an important source of information in years to come.

With regard to the report on our discussions, I would like to express satisfaction because it gives the reader a summary of a great deal of information which was exchanged during the 23 hours of work in our plenary Committee meetings. Apart from including all our statements, and therefore our different national contexts and positions, the report also captures the constructive, friendly way in which the Committee worked.

I am particularly pleased that a large part of the report reflects the general debate in the first week, which was very helpful, as well as the conclusions and resolution adopted by the Committee. I hope you will take the trouble to go over the results of our discussions and use it to the best possible effect in your daily work.

Let me share one final comment with you. The Committee for the Recurrent Discussion on Social Dialogue developed a text which is not only substantively rich but is also concise. The conclusions are consistent with what many delegates requested in their interventions during the first week: they are action-oriented, they are clear, they are specific.

Section I, Guiding principles and context, lays the foundations for a general overview of measures to promote social dialogue, which is complemented and developed in the framework for action. The framework for action describes how institutions and social dialogue processes can be strengthened, how support can be given to the actors and, what is possibly even more important, how policy coherence can be enhanced. In this context, in particular, the debate of our Committee followed and developed the principles set out in the 2008 ILO Declaration on Social Justice for a Fair Globalization, which led to the discussion of this recurrent item.

The work of the Committee is to be commended. The quality of its reports and conclusions, to some extent, make up for the long time we had to wait for social dialogue to be made the focus of our discussion.

To conclude, I would also like to convey my sincere thanks to the secretariat, interpreters, translators and all the support team which helped to produce this document and so professionally and effectively supported my work as Reporter. I would also like to go off script here and thank the secretariat, which endured some tense moments when I did not show up on time since I had not realized that the meeting had been moved forward a few minutes. I thank them for remaining calm.

Thank you for your kind attention and I submit the report, the resolution and the conclusions to you for adoption.

The PRESIDENT

The discussion on the report of the Committee for the Recurrent Discussion on Social Dialogue is now open.

Mr NTSHALINTSHALI (*Worker, South Africa*)

I would like to add my voice to those of my Worker colleagues in reiterating the values of the conclusions in front of us and the important plan of action for the ILO and its constituents.

I want to reiterate the generally accepted principle which states that people affected by decisions should be able to express their needs, participate in the decision-making process and influence the final decision so that a proper balance of interests is struck by the relevant decision-makers.

This understanding should therefore dictate the involvement of workers, employers and governments in decision-making on employment and workplace issues. It includes all types of negotiations, consultation and exchange of information among representatives of groups on common interests in economic, labour and social policies. This will confirm that social dialogue is both a means to achieve social and economic progress and an objective in itself – it gives people a voice and a stake in their society and workplaces.

Although the conclusions stress the importance of social dialogue and the necessary preconditions under which social dialogue can take place, it is clear that such conditions are often not present in many of our countries, and we struggle on a daily basis against the weakening of social dialogue and collective bargaining, pushed in some instances by some governments and employers.

We do hope that the conclusions do not just reflect the good intentions regarding the importance of social dialogue and collective bargaining, but that they will also be implemented in our countries with the assistance of the ILO. It cannot be stressed enough that freedom of association and the right to organize lie at the basis of social dialogue and collective bargaining. It is also important that the autonomy of trade unions and employers is respected when they enter into collective bargaining, while governments should create a space for collective bargaining and social dialogue and promote its benefits.

I would like to stress the importance of a real commitment to social dialogue and collective bargaining. Employers and governments alike should not just sit at the table for the sake of it, but should

genuinely try to find an agreement and commit to implementing such agreement.

Similarly, a much wider promotion of collective bargaining and the benefits of collective bargaining could help create a commitment to it, as well as a more constructive engagement and a wider coverage of collective agreements. Collective bargaining is the obvious and appropriate way to improve wages and working conditions for workers, to reduce income inequalities and to contribute to substantive development and social dialogue.

Ms VAN EMBDEN ANDRES (*Employer, Netherlands*)

It is with great pleasure that I take the opportunity to give my view on the conclusions we agreed in the recurrent discussion on social dialogue. These negotiations were a tripartite social dialogue process in itself and it went quite constructively and smoothly. Let it be a good example for all those governments, employers and workers that take initiatives to set up new forms of bipartite or tripartite social dialogue.

I come from the Netherlands, a country with a long tradition of social dialogue. Social dialogue in my country has many faces: tripartite and bipartite dialogue at national level; collective bargaining at sectoral and company level; and last but not least, dialogue between management and labour at company level. On average, the stakeholders involved, including the employers, are convinced that concluding a common vision or an agreement that fits all parties is to be preferred above a dictate that would generate resistance.

Listening to the Worker and Employer representatives during this Conference, it has become clear to me that the traditions and experiences in most other ILO member countries are quite different. National, social and economic circumstances diverge enormously. The organization of workers and employers is sometimes weak, and that creates a difficult starting point for constructive social dialogue. I sincerely hope that the support of the ILO will help to overcome these weaknesses.

Based on our experiences of successful social dialogue, the following two conditions are key: first of all that employers' and workers' representatives should have a clear mandate of the constituents concerned; and, secondly, that they are able and willing to compromise. Especially in this crisis period, it is key that all partners take responsibility for the necessary reforms.

Given our very positive experience with social dialogue, including in the EU, I highly appreciate the conclusions of this Committee, which aim to further spread social dialogue in the world. Social dialogue is not a goal in itself. It is a means to reach consensus on social and labour market policies, on the promotion of sustainable enterprises and on appropriate working conditions.

Given the variety of positive experiences with social dialogue, it is evident that there is no "one-size-fits-all" recipe. "Copy paste" of a successful model is not the right approach, and the ILO should refrain from advising such a model. We jointly ask the ILO to carry out research on different forms of social dialogue, its institutions and the factors that play a role in its success. The ILO should become the centre of expertise that social partners and governments can build upon when developing social dialogue at national level.

To conclude, I wish you all luck in developing constructive social dialogue on policies at national,

sectoral, regional or company level that create sustainable enterprises and, maybe most importantly of all, a job for everyone.

Original Spanish: Ms TRIANA (Worker, Colombia)

I would like to highlight a situation faced by a number of delegates who took part in the discussion of the document on social dialogue. We hope that we are the only ones to have a specific problem in Latin America with the term "social partners", but our concern is that an attempt is being made to extend the term to include other stakeholders, particularly in the case of collective bargaining and social dialogue.

It is clear that the term "social partners" encompasses organizations of workers and employers, as highlighted in the Committee's report in paragraph 207.

Nonetheless, the problem lies in the fact that in Latin America and the Caribbean, the expression "social partners" is being used to widen the debate to other stakeholders, in an attempt to exclude trade unions and representatives of employers.

We would like to emphasize that, with regard to tripartite social dialogue, governments have to enter into dialogue with workers' organizations, namely trade unions and organizations of employers. With regard to collective bargaining, employers in any case have to negotiate with trade union organizations.

We would, therefore, call on governments in general, and particularly in our region, to pay due attention to ensuring that the social partners representing workers are the trade unions.

When the ILO carries out activities in the region, we also need to ensure that such activities are conducted with the tripartite stakeholders, namely trade unions, employers' representative bodies and governments.

Lastly, we hope that the conclusions and the action plan will also be implemented in our region by the regional office, particularly in the promotion of collective bargaining and the mechanisms introduced to ensure that this is applied on a wider scale and with better results in the countries of Latin America and the Caribbean.

Mr PARKHOUSE (*Employer, Namibia*)

It gives me pleasure to address this House in support of the conclusions of the Committee for the Recurrent Discussion on Social Dialogue.

Social dialogue is at the heart of the work of the ILO and included in the four strategic objectives. Social dialogue is vital anywhere, but I believe it is even more important in developing countries such as mine.

Social dialogue, whether it be tripartite or bipartite, is vital to address and resolve issues before they get out of hand. It is of note that, during the high-level panel discussion on Monday, all three of the panellists referred at least once to the need for social dialogue.

In addition, in the various reports and discussions at the recent sessions of the Conference, such as the Global Jobs Pact and the Decent Work Agenda, social dialogue is a constantly recurring theme.

Studying the conclusions of the other committees at this Conference, again, the social dialogue theme recurs. We must remember that social dialogue comes in many forms and, although one is collective bargaining, there are several other equally im-

portant areas to consider, for example, the global supply chains and similar cross-border scenarios.

It is also critical that the ILO continues its work of capacity building and technical cooperation in many spheres related to social dialogue. I am talking here with respect to improving labour administration and inspections, strengthening the social partners, and promoting and strengthening dispute resolution processes. We cannot understate the need for international, regional and country-level reinforcement of the process of social dialogue.

I was told many years ago: “Talk, don’t walk.” That adage is as important today as it was some 20 years ago. We must talk to each other.

I trust that the true spirit of these conclusions will be heeded by all delegates at this Conference. The essence of what we delegates must do is to put it into practice back home. We must not just leave it as rhetoric here and go home, put the document on a shelf and forget it. We owe it to our people to give them decent, sustainable work through sustainable enterprises and development of entrepreneurial skills.

It is an honour for me to support these conclusions and to recommend their adoption.

Original French: Mr LAMAS (Worker, Belgium)

I had the honour and the privilege of participating in the Workers’ group in the work of the Committee for the Recurrent Discussion on Social Dialogue, and I think I can say that it was of historic interest.

Firstly, because in the midst of the current crisis, the ILO’s constituents renewed their commitment to social dialogue, tripartism and collective bargaining. Secondly, because the Committee reaffirmed the ILO’s constitutional mandate to examine the economic and social policies of other institutions in the light of their impact on social justice.

More than the world’s social conscience, the ILO has to be the guardian, the guarantor of international labour standards.

Our Committee decided to explore, to open up and, tomorrow, to occupy new forums for social dialogue, in supply chains and in cross-border co-operation. The excellent report produced by the Office showed us just how vast the task is that lies ahead, painting as it does a gloomy picture of the impact of the industrial relations crisis.

Collective bargaining has been hit especially hard by the crisis. Some governments have adopted austerity measures that impose drastic restrictions on the right to collective bargaining and have attempted to undermine the autonomy of the social partners.

The fact is that the international financial institutions and the European Commission have often gone and done as they pleased, with tragic results for the thousands of families that have had to bear the consequences.

The report cites the example of a European country where the ILO and the International Monetary Fund (IMF) were unable to agree on a common set of recommendations on labour legislation, the minimum wage, and the role of social dialogue and collective bargaining.

The report also stresses that the ILO’s supervisory bodies have expressed clear reservations concerning the impact of these measures and the requirements imposed by the famous Troika in certain European countries as regards compliance with a number of fundamental ILO Conventions.

That is the background against which you must understand the appeal to member States in our conclusions to take steps to ensure the coordination and the consistency of their positions in the ILO and in other institutions.

It is also against that background that we must measure the importance of the appeal we make to the ILO to exercise its mandate and to engage actively in a dialogue with international organizations and institutions such as the IMF, the World Bank, the World Trade Organization (WTO), the G20 and the Organisation for Economic Co-operation and Development (OECD), as well as with regional organizations and regional integration bodies.

The values and principles of the ILO must no longer be presented as if they were problems. On the contrary, they are at the heart of any solution to the crisis, at the heart of all social and economic progress.

In adopting this report, you are making a commitment to social justice. The plan of action to be submitted to the next session of the Governing Body has to be worthy of this commitment and of what the world of labour should expect from the ILO and from its constituents.

Original Spanish: Mr ECHAVARRÍA (Employer, Colombia)

Apart from supporting the views expressed by the Employer Vice-Chairperson in adopting the report, I would also like to highlight two points in the conclusions concerning the recurrent discussion on social dialogue, not only as a Colombian employer but also as a Latin American Employer representative in the Governing Body.

Firstly, sustainable business: in section I (Guiding principles and context) of the conclusions, even though only the concept of decent work is mentioned, it should be understood that social dialogue includes the promotion of business that is sustainable over time, because if businesses were to disappear then there would be no decent work. At the enterprise level, social dialogue, in any of its forms, includes a constructive view by employers and workers as to how to deal with economic challenges to ensure continuity of business and work. Now it might be said that sustainable business and decent work are two sides of the same coin, and that is why I consider that the guidelines and conclusions cover both concepts.

Secondly, the concept of legal certainty: paragraph 9(4) of section II (Measures to promote social dialogue) of the conclusions states that Members, with the support of the ILO, should ensure respect for the rule of law.

As an employer, I believe that in order to ensure investment certainty and stability in business and work, we need legal certainty not only regarding workers’ rights, but also regarding the rights that ensure continuity for private companies. This means that public policies adopted by governments should be established on the basis of the widest possible democratic participation and ensure respect for private property. This is one of the cornerstones of economic and social development.

The PRESIDENT

As there are no more speakers, we will now proceed to the approval of the report of the Committee for the Recurrent Discussion on Social Dialogue, which is contained in paragraphs 1–326 of *Provisional Record* No. 11, and its appendix indicating

the fate of the amendments to the conclusions submitted.

If there are no objections, may I take it that the Conference approves the report of the Committee and its appendix?

(The report – paragraphs 1–326 and the appendix – is approved.)

**CONCLUSIONS CONCERNING THE RECURRENT
DISCUSSION ON SOCIAL DIALOGUE: ADOPTION**

The PRESIDENT

We shall now move on to the adoption of the conclusions of the Committee for the Recurrent Discussion on Social Dialogue, section by section.

(The conclusions – paragraphs 1–15 – are adopted, section by section.)

If there are no objections, may I take it that the Conference adopts the conclusions concerning the recurrent discussion on social dialogue, as a whole?

(The conclusions, as a whole, are adopted.)

**RESOLUTION CONCERNING THE RECURRENT
DISCUSSION ON SOCIAL DIALOGUE: ADOPTION**

The PRESIDENT

We now move on to the adoption of the resolution concerning the recurrent discussion on social dialogue, also contained in *Provisional Record* No. 11.

If there are no objections, may I take it that the Conference adopts this resolution?

(The resolution is adopted.)

That concludes our examination of the work of the Committee for the Recurrent Discussion on Social Dialogue.

The work conducted by this Committee went extremely well, and, on behalf of the Officers, I should like to congratulate everyone involved. I would also like to convey my gratitude to the ILO secretariat members who helped to ensure that everything ran smoothly.

**REPORT OF THE COMMITTEE ON EMPLOYMENT AND
SOCIAL PROTECTION IN THE NEW DEMOGRAPHIC
CONTEXT: SUBMISSION, DISCUSSION AND APPROVAL**

The PRESIDENT

We now turn to the report of the Committee on Employment and Social Protection in the New Demographic Context.

I invite the Officers of the Committee to come up to the podium. They are as follows: Mr Matiza, Chairperson; Ms Cohen, Employer Vice-Chairperson; Ms Del Rio, Worker Vice-Chairperson; and Mr Sversut, Reporter.

I give the floor to Mr Sversut to present the report.

Mr SVERSUT *(Reporter of the Committee on Employment and Social Protection in the New Demographic Context)*

It is with great pride that I present to you this afternoon, for adoption, the report of the Committee on Employment and Social Protection in the New Demographic Context. This report includes a resolution and conclusions.

Allow me to start by saying that I feel profoundly honoured to have been appointed as the Reporter of this Committee, which addresses demographic tran-

sition, an issue of great relevance to all countries, developed and developing, with far-reaching implications for our societies, our economies and the world of work for decades to come.

Population growth, ageing, the youth bulge, urbanization, migration – to name a few – have profound implications for our countries and societies.

As underscored by the Secretary-General in his Report, and in his opening speech to the International Labour Conference about two weeks ago, our Committee examined one of the major drivers transforming the world of work.

We started our work on 5 June; attendance and active engagement in our Committee did not falter through its 11 sittings. We had substantive deliberations on key challenges; we debated extensively on the range of demographic shifts and their implications for employment and social protection. We also examined the policy responses that we need to – and that we can – provide. Our discussions featured the wisdom, knowledge and experience of over 169 tripartite Committee members from 110 countries.

Allow me to share with you some highlights of our discussions and conclusions.

First, we acknowledge that demographic change, including population ageing, is a universal trend that affects all countries and regions, although these transitions may take place at different paces and over different time horizons. Living longer and healthier lives is one of the most important achievements of human development, but we also concur that there is still a lot of work to be done to ensure that everyone benefits.

Countries and regions at different stages of demographic transition face different challenges and, naturally, different levels of urgency are attached to aspects of ageing, youth employment and the impact of HIV/AIDS, for example.

Notwithstanding the range of challenges that we identified – the effects of the global economic crisis, subsequent adjustment measures and the slowdown in growth that continue to impact the labour markets and social security systems, affecting the social fabric and economic sustainability in many countries – we conclude with a positive and forward-looking perspective that, with the right combination of policies and with the commitment and action of relevant stakeholders, demographic transitions not only become manageable and sustainable but can be turned into opportunities and virtuous cycles.

We debated and agreed on the 15-point guiding principles and policies that can provide the framework for action. These include the wide range of ILO standards relevant to demographic change.

We underscore the need for a comprehensive, multidimensional, integrated and innovative policy mix that recognizes the interdependency between demographic shifts, employment, labour migration, social protection and economic development. The policy mix shall be context specific, taking into account the diversity of country situations.

We emphasize that policies need to take a long-term vision that spans the life cycle and promotes personal responsibility, the shared responsibility of the tripartite partners and solidarity among generations and population groups.

We agree that employment and social protection policies need to be developed in such a manner as to reinforce one another. Employment-centred eco-

conomic policies and development strategies are needed to tackle the challenge of generating decent and productive jobs for all working-age groups, a fair distribution of income and an increased overall level of employment. We note that labour force growth will continue to be particularly strong in developing countries where large segments currently work in the informal economy. In contrast, working-age population growth will stagnate, or even decline, in many developed countries.

We concur that comprehensive, adequate and sustainable social security systems should be established and maintained. As a matter of priority, national social protection floors, in accordance with the Social Protection Floors Recommendation, 2012 (No. 202), adopted last year, are needed to guarantee that all persons have access to education, essential health care and basic income security. Higher levels of social security should be progressively ensured to as many people as possible.

In many countries, ageing is leading to increasing pension costs. There is a need to ensure the financial, fiscal and economic sustainability of pension systems through appropriate and well-designed policies, financing mechanisms and enforcement measures. When countries have to face difficult choices among available options to reform social security pension systems, we have highlighted that the best choice for each country will take into account accrued pension-scheme rights, be based on intergenerational fairness and solidarity and be founded on well-informed consultation, substantive dialogue and shared responsibility among social partners.

Policies should also be put in place to prevent and combat age discrimination. They should promote gender equality throughout the life cycle, as well as promote the inclusion of workers with disabilities.

Youth employment remains an absolute priority. We recall with vigour the promotion and implementation of the multi-pronged policy portfolio included in the ILO resolution concerning the youth employment crisis: A call for action, adopted by the Conference in 2012.

We concur that well-managed migration policies taking into account the ILO Multilateral Framework on Labour Migration can also contribute to mitigating labour and skills shortages.

We also acknowledge the need for targeted policies to increase the labour force participation of vulnerable and under-represented groups. Policies to improve productivity; policies to increase life-long learning opportunities; non-discriminatory practices that embrace diversity and sensitivity in relation to age, gender and disabilities; measures that foster preventive health and safety at the workplace; and policies to provide for flexibility in working time and work organization, are among the policy mix that we highlight in the conclusions.

Finally, we debated at length the implications of demographic transitions and the increased demand for the care sector. We emphasize the need to promote this sector and its long-term sustainability. We also urge the Office to develop a research agenda on the care sector.

Most importantly, we conclude that social dialogue in all its forms is necessary for finding effective, equitable and sustainable answers to demographic challenges, and can offer a key contribution to inclusive, sustainable growth and development.

In our conclusions, we agreed that labour markets need to function in a way that allows for adjustments to changing circumstances, through an enabling framework that provides workers the stability and security to engage positively in change and provides employers with the necessary flexibility to be competitive and innovative.

Our conclusions provide guidance for the Office follow-up, underscoring its role to act as a centre of excellence on demographic change and the world of work, promoting strong partnerships in the multilateral system and supporting action by governments and social partners.

The resolution underscores that coherent and integrated employment promotion and social protection policies that build on the virtuous cycle of employment, social protection and development are crucial to address the demographic challenge.

This resolution requests the Director-General of the ILO to take these conclusions into account when preparing future programme and budget proposals and to give effect to them, to the extent possible, when implementing the programme and budget for the 2014–15 biennium.

In presenting the report of our Committee, I would like to emphasize the richness of our discussions and the spirit of constructive dialogue that characterized our deliberations.

We learned from the wealth of national experiences presented in our Committee, which are reflected in the report that is presented to you today.

Given the broad range and complexity of issues examined by the Committee, naturally we did not always agree on all aspects. Even when we enthusiastically voiced our opinions we respected each other's views and remained open to dialogue and committed to our common goal. We did not avoid discussing difficult issues; we debated until we reached a common understanding in the true spirit of tripartism.

In this connection, I would like to thank our Chairperson, Mr James Matiza from the Government of Zimbabwe, for having so skilfully steered the work of the Committee and its drafting group. He kept us on course and facilitated tripartite consensus on our conclusions.

I thank most warmly the two Vice-Chairpersons: Ms Tanya Cohen for the Employers, and Ms Cinzia Del Rio for the Workers, who, with passion and conviction, explained their points of view and remained focused on the outcome. I thank you all.

I would also like to acknowledge the support of the secretariat to our Committee under the guidance of the representative of the Secretary-General, Mr Gilbert Hougbo, and his deputies, Ms Azita Berar Awad and Mr Alejandro Bonilla García, and the most effective coordination by the team of coordinators, led by Ms Karuna Pal. Through them, we voice our thanks to the entire secretariat team. Their dedication, expert support and availability to assist the members of this Committee throughout, helped us to get where we are today, with a report and conclusions that do justice to all our work.

With these remarks I recommend this report, the resolution and conclusions – all 35 paragraphs, which are concise and substantive – on employment and social protection in the new demographic context, for adoption, with the firm belief that they provide a valuable foundation to tackle demographic challenges well into the next century of the ILO's work.

It is for me a great honour to address this plenary session of the Conference for the presentation and adoption of the report and conclusions of the Committee on Employment and Social Protection in the New Demographic Context.

Our Committee had the task of deliberating on the implications of a changing population structure for employment and social protection, and proposing policy options on how to mitigate the ensuing impact.

There are key aspects of the conclusions that we believe require emphasis.

Countries and regions are at very different stages of demographic transition with different challenges. Many industrialized countries face an ageing population which is growing relative to other age groups and placing huge pressure on financing social protection. In contrast, many developing countries have large youth bulges with many in the informal economy. Regardless of where countries are in their demographic transition, they will face increasing pressure as dependency ratios will rise unless the situation is well managed. This raises major implications for social protection and employment.

Our Committee has considered the demographic transition implications for the labour force, labour market dynamics, social security systems, employment and overall economic development.

The Committee agreed that increased formal employment and labour force participation rates are essential to meeting social protection and economic development imperatives. These should not be confined to increasing participation of older workers but should also include much higher participation by vulnerable groups such as women, people with disabilities, those in the informal sector and, most significantly, youth.

The Employers' group has persistently maintained that employment is the best social protection. The Committee agreed with the group that employment-centred economic policies are therefore needed to generate decent and productive jobs for all working-age groups. These policies should include, among others, an enabling environment for sustainable enterprises, skills development, entrepreneurship and active labour market policies.

To address the challenges of demographic change, we need policy frameworks that encourage investment and incentivize opportunities for employment and labour force participation. It is key for employers in this regard to address barriers to employment. Such barriers could be in the form of overly rigid and protective labour market regulation or refusal to embrace new employment relationships as a reality of current day work. All types of decent and productive work, regardless of the type of employment relationship, must be embraced to create the conditions for enterprises to thrive and create jobs in the face of demographic change.

Equally critical for our group was the acknowledgement in the conclusions that flexibility is imperative for enterprises to be competitive and innovative and thereby create jobs. We are also able to acknowledge the importance for workers of security and stability in being able to engage positively in change – which is a critical enabler for sustainable enterprises.

The Committee was unanimous that it was essential to address skills shortages and mismatches. It was also clear that all constituents have a shared responsibility to address skills challenges. The Committee agreed that addressing skills mismatches and shortages can be supported by well-managed and efficient migration policies that take account of labour market needs and the need for the migration of care workers in response to the increased demands of an ageing population.

The Committee acknowledged that policies to increase productivity are critical. These should include: education, training and lifelong learning; non-discriminatory policies that embrace age diversity and age sensitivity; and support to innovation. The Committee recommended the need to foster employability and productivity and to cope with skills obsolescence through lifelong training. It also stressed the importance of optimizing technology and being innovative in relation to skills matching and placement to facilitate the necessary skills to drive innovation, productivity, growth and employment.

The Committee agreed that in many countries ageing is leading to increasing pension costs and that there was a need to ensure the financial, fiscal and economic sustainability of pension schemes. The Committee recognized the importance of different national social protection policies and practices: from those based on intergenerational solidarity to those based on capitalized schemes or a combination thereof.

While the primary responsibility for social protection rests with the State, there was general acknowledgement in the conclusions of the principle of shared responsibility between workers, employers and governments and the importance of personal responsibility.

Social protection and employment policies need to be complimentary in order to both stimulate employment and ensure social protection. The Committee agreed that a gradual and flexible transition from active working life to retirement through measures such as phased retirement, part-time work and job sharing was necessary – both for employers to remain competitive and for workers to transition gradually to retirement. As people live longer and lead healthier lives, retaining and increasing the participation of older workers in the labour force will be critical as will be the need to get more people who are traditionally excluded from work to be part of the world of work.

The Committee came to an agreement that demographic transitions increase the demand for the care sector, particularly the provision of care and support for the elderly so that they can live and work actively and age with dignity. The Employers' group supported the shared responsibility between traditional care structures and the State in addressing rising care requirements. The Employers' group also stressed the need for professional delivery of care by promoting investment opportunities, innovation and sustainability for highly efficient and effective care systems. The Committee agreed that the ILO needed to do more research on the care sector in order to understand all its aspects and policy implications for the world of work.

There is no "one-size-fits-all" response to demographic change. In recognition of the fact that situations are different and that countries are not affected in the same way, the Committee agreed that mean-

ingful social dialogue in all its forms is necessary. Such social dialogue is necessary to find effective, equitable and sustainable answers to demographic challenges at national level.

Policy frameworks to address demographic change should take the legitimate interests of each of the tripartite constituents into account if they are to be successful. The Committee agreed that the development of policy frameworks can benefit from improved social dialogue systems and structured tripartite engagements that take place in an atmosphere of mutual trust and respect and, as the Workers said, “productive cooperation”.

With regard to action to be taken by the ILO as a follow-up, the Committee recommended that the Office should provide global leadership and act as a centre of excellence on demographic change and its implications for the world of work. There was an emphasis by the Employers’ group on the need for tailored technical advice that is responsive to particular country contexts and frameworks.

I wish to take this opportunity to thank our Chair, Mr Matiza, for the able and committed manner in which he steered the work of our Committee, the Governments for their constructive participation in the Committee and our Reporter, Mr Sversut for the presentation of the report.

My congratulations to the Worker Vice-Chairperson for her hard work and professionalism. I am sure that Ms Del Rio will agree that we have both been enriched by the experience as part of our own lifelong learning.

I wish to thank my support team from the IOE and ACT/EMP for their invaluable advice, expertise and support, particularly, Mr Roy Chacko for his intellectual rigour, and Mr Fred Muia for his database of valuable information. I also wish to thank the Employers’ group from all over the globe for their very rich contributions and teamwork.

Special thanks to the ILO secretariat, led by Ms Azita Berar Awad and Mr Alejandro Bonilla García. The preparatory work of the report and the role played during the work of the Committee are acknowledged and valued.

Ms DEL RIO (*Worker Vice-Chairperson of the Committee on Employment and Social Protection in the New Demographic Context*)

I am sure that you will get the different approaches of our statements – Employer and Worker.

I have the honour and pleasure to report on behalf of the Workers’ group on the work of the Committee on Employment and Social Protection in the New Demographic Context. It is an honour because my fellow trade unionists have entrusted me with the task of being the Worker Vice-Chairperson of the Committee and it is a pleasure because this general discussion helps to focus our minds on some key policy areas we need to address if we want to manage the demographic transition successfully.

We were faced with a challenging and complex topic that concerns all societies and requires a multifaceted policy response over the lifespan. To quote Theodore Roosevelt, “Old age is like everything else. To make a success of it, you’ve got to start young.” After two weeks of discussions, we agreed on a set of conclusions of a promotional character that map out key policy areas and policy needs to manage the challenges of demographic transition.

Some countries already have a large old-age population, while others face the major challenge of

large cohorts of young people entering the labour market. Therefore, different aspects of demographic change are of different urgency for member States. Nevertheless, there are many similarities in trends and challenges across the globe. However, there is one important message we should not forget: ageing is not a problem, it is an achievement, and we should do whatever is required to ensure that all people can benefit from the positive trend of longevity.

The conclusions put great emphasis on a life-cycle approach. This needs to start with an integrated and coherent approach to education. Access to health care, nutrition and education for all children, girls and boys, is an imperative of successful development. If we fail there, we will fail later. In particular, in the developing countries, investment in education is critical if they are to benefit from the demographic dividend.

The biggest labour market challenge globally is clearly the creation of millions of additional jobs. Nearly all countries face high levels of unemployment and many will have to provide additional jobs for millions of young people entering the labour market. The vast majority of young people will be in the emerging and developing countries. Opening up opportunities for this new generation must be a priority. It would be an inexcusable waste of potential if societies failed to offer young people opportunities for decent work.

The conclusions underline the importance of increasing the overall level of employment and the fair distribution of income. The level of employment is not determined in the labour market but depends on the level of aggregate demand. The current level of inequality has a negative impact on consumption and on real investment, and depresses demand. Therefore, the conclusions recognize that increasing the level of employment will be impossible without pro-employment macroeconomic policies. It will also be impossible without fairer income distribution, and the conclusions make clear that this can be ensured through collective bargaining and minimum wages. Not all countries where trade unions can organize and bargain collectively have achieved an income distribution that is as fair as desirable but, to our knowledge, not a single ILO member State that suppresses trade unions, or has a hostile anti-union environment, has achieved a reasonably equal income distribution.

Collective bargaining may not be sufficient, but it is surely a necessary condition to ensure fairer income distribution. It is time that we all in this House recognize this simple, empirical fact: if we want more inclusive societies, collective bargaining is an indispensable part of the solution.

The Committee for the Recurrent Discussion on Social Dialogue, working in parallel to our Committee, concluded that collective bargaining is at the heart of social dialogue, and in our view this should be the common understanding of our cooperation in the ILO and in all the Conference committees.

In our discussion, the Workers’ group introduced the concept of “dynamic stability”, which is partly captured in point 18 of the conclusions. Working people need stability of income and employment to plan their lives, to raise their children, to engage in their communities. Constant fear and insecurity erodes the quality of life. In particular, the extreme unstable employment situation for the younger generation often makes it extremely difficult to start a

family. On the other hand, enterprises have to be dynamic in a competitive environment.

It is a myth that unprotected workers will be more innovative and productive. In the light of the expected labour shortage in the industrialized countries, we can no longer afford low productivity jobs based on unprotected and precarious forms of employment. High levels of productivity growth are the key variable to address the challenge of ageing and the declining working-age population. We started a discussion on a new and innovative approach of dynamic stability. We look forward to continuing this discussion with governments, employers and the Office and would welcome the new ILO Research Department picking up the challenge and carrying this discussion forward.

We need to meet the employment challenge by creating more, better and stable jobs. The conclusions are not talking about any job, but about jobs that pay a decent salary, provide healthy working conditions and provide full employment rights. There is a need to strengthen efforts to transform informal and other forms of inadequately protected work into formal, regular employment. The provision of quality formal employment is indispensable for the sustainability and extension of social security, as only workers in regular employment can regularly contribute to social security systems.

We also intensively discussed the issue of pension reform and the need for accrued pension scheme rights to be taken into account in any reform process. Pensions are not a charity handout. They are property rights. If reforms have an impact on pensions, it needs to be recognized that this affects the property rights of workers and that there needs to be a due process based on intergenerational fairness and substantive dialogue among social partners.

The conclusions underline the importance of Recommendation No. 202 and Convention No. 102 for the ILO's strategy for the horizontal and vertical extension of social security. A year ago, Workers, Governments and Employers unanimously supported the Recommendation, and this year, regrettably, we are faced with attempts to weaken the agreed text. Guaranteeing essential health and basic income security will make a huge difference to billions of people and here at the ILO we should join forces to promote this.

We also discussed, at length, the challenges of demographic changes for the sustainability of social security systems. Comprehensive policies to enable high labour market participation of the working-age population must be a priority. This requires improved working conditions, and occupational health and safety. Bad working conditions lead to premature ageing that is costly for the individual and also for society at large. Furthermore, we need policies for family support, childcare, old-age care facilities, maternity protection, paternity leave and family responsibility-related leave, to give everybody a new opportunity to enter the labour market.

Our Committee was most innovative in discussing and addressing the challenge of elder care as a new and growing challenge in most societies. With the rapid increase of the very old population, a huge care crisis is looming. Today, the distribution of care responsibilities is uneven, unequal and inefficient. Women carry most of the burden and are often overburdened. This is a constraint to advancing and pursuing a career in the labour market.

Every human being must have the right to age in dignity. Not everyone will need care during her or his life, but every one of us might be fully dependant on care service at some stage. This is the classical case for social insurance, risk-based sharing and solidarity. Strong public systems based on solidarity and burden sharing are essential to allow access to care services for all in need. We need a comprehensive system of universal coverage.

Our conclusions state that the growing care needs require the recognition of the complementary and fundamental roles of family, community and professional care services. The conclusions emphasize the need for the diverse demands for care services and the need to accredit and regulate professional care services in order to ensure that the old people in need of care can rely on quality services. We also recognize the particular need for skills development in this sector and the need to promote the right of care workers to decent work.

On the financing side, we agreed on the need for effective enforcement of tax and contribution obligations, and measures to prevent tax evasion. Without solidarity, sufficient progressive taxation and burden sharing we will not be able to manage the demographic change.

The elder care economy is a growing area of employment and investment, and it is a new field of employment with specific conditions and demands. It is a new territory that raises many new questions. The Workers' group supports the development of ILO advice that provides clear guidance about: protection and rights of elder-care beneficiaries; the quality and structure of care services; the quality of employment; the sharing of care work between families, communities and professional services; and the financing of care needs. Therefore, we welcome the decision of the Committee to request the Office, over the next 12 months, to "develop a research agenda on the care sector, including an evidence-based analysis of the potential gaps in current international labour standards for the consideration of the Governing Body".

Our conclusions concerning the care sector, and in particular elder care, do not offer ready-made comprehensive solutions, but are crucial building blocks. They provide an agenda for future work. There is a need for innovative, diverse solutions strongly based on the values of this Organization: social justice, solidarity and decent work. The Committee agreed on the need for a research agenda on this, which will also inform us about the regulatory gaps within the body of existing international labour standards.

As trade unionists, we are probably more impatient than others and we want to move forward faster because we are close to our members and we hear and see their needs every day. Any good process needs those who push ahead and those who are more cautious. We are fine with this distribution of labour as long as we do move forward to improve the world of work. In this sense, we proudly support the conclusions of the Committee and are waiting for the Office to present a comprehensive research agenda within a year's time. The trade union movement and also ACTRAV look forward to engaging in this process.

Let me also thank the Office for its excellent work. It was a great team under the leadership of Mr Hougbo, Ms Berar and Mr Bonilla. I also want to thank Ms Cohen for her contributions. We both

share the concerns that the challenges of demographic change need a comprehensive policy response. Thanks to Government representatives for their work in our Committee. The management of demographic change is impossible without governments. It is a genuine tripartite topic and no solution can be imagined without the active involvement of governments. Let me also thank our Reporter, Mr Sversut, who not only did an excellent job in presenting the report to this plenary, but was also an outstanding, constructive and creative member of our Committee, whose suggestions were most helpful to find common solutions. I would also like to thank all members of the Workers' group who have been a great support for me during this discussion. Finally, I would like to thank Mr James Matiza, our Committee Chairperson. His firm, competent and friendly stewardship has been outstanding. Thank you to all.

Mr MATIZA (*Chairperson of the Committee on Employment and Social Protection in the New Demographic Context*)

It is my honour, in my capacity as the Chairperson of the Committee on Employment and Social Protection in the New Demographic Context, to present to you some observations on the proceedings of the Committee.

Let me start by recalling that the discussion on this issue was to have taken place in 2009, but owing to the urgent need to provide a response to the economic and financial crisis, the discussion on employment and social protection in the new demographic context was suspended and replaced by a Committee of the Whole on Crisis Responses. However, given its relevance to ILO member States, at its 310th Session in March 2011, the Governing Body of the ILO decided to place this discussion on the new demographic context on the agenda of the present session of the International Labour Conference.

Now, let me highlight a few points to complement the excellent accounts of our work in the Committee that you just heard from the Reporter, Mr Sversut, and the two Vice-Chairpersons, Ms Cohen and Ms Del Rio.

The two weeks of work of the Committee were extremely productive, constructive, sometimes challenging, but always cordial and collaborative. The Committee in plenary worked hard during the 11 sittings. The drafting group of the Committee worked hard over two days, including one night sitting, to prepare a set of draft conclusions, which were then fine-tuned in the Committee's plenary and adopted last Friday by the Committee.

In all modesty, I think that we have done an excellent job in fulfilling the task that we had been entrusted with. The conclusions that we submit to the Conference for adoption are a testament to the excellent work of the Committee. Most importantly, they are vivid proof that it is possible to forge tripartite consensus to address the demographic challenges and their profound and multiple implications for the world of work in the decades to come. And, as Ms Cohen, Employer Vice-Chairperson, indicated in her closing remarks to the Committee, "productive cooperation" reigned in the deliberations of the Committee.

These conclusions provide guidance to member States on the guiding principles and policies to tackle the challenges of demographic transitions, a comprehensive policy mix, the role of tripartism

and social dialogue, and the action of the Office to support governments and social partners. These guiding principles and policies, adapted to our specific country contexts, should provide the practical solutions that we need to effectively tackle the challenges of demographic change. These responses should take an integrated perspective and combine, in a coherent manner, economic, employment promotion, social protection and labour-market policies, to ensure high levels of employment, income security and gender equity over the life cycle.

The challenges of quality job creation and the extension of social protection, income security throughout the life cycle, and for all population groups, in the new demographic context are real. The context of the crisis and global economic slowdown is adding complexity. However, our deliberations and conclusions show with lucidity that these challenges are not insurmountable. Through an integrated vision and action that build on the necessary complementarity and synergies between employment promotion policies and the extension of social protection, on the basis of social dialogue we can provide effective and innovative responses to fast-changing labour markets and societies.

In the President's opening statement, he mentioned that employment and social protection in the new demographic context was a key issue on which the ILO would need to integrate the outcomes into its work programmes, building on the mandate already provided by the Social Protection Floors Recommendation, 2012 (No. 202), which was adopted last year.

The Committee has followed his advice and can confirm that the conclusions do request a dialogue to support member States in implementing Recommendation No. 202, and also to implement the ILO call for action on the youth employment crisis 2012, adopted last year. The discussion of the new demographic context emphasized the relevance and urgency of these frameworks.

I would like to thank the Office, in particular the team of the secretariat, the Employment Policy Department and the Social Protection Department, for the excellent preparation and the smooth and cheerful support during the work of the Committee.

While our work at this Conference has almost come to an end, our real work has only just begun. We need to go back to our countries and make sure that the outcomes of the Conference are reflected in national policies and legislation that will help to improve the lives of our peoples for the better.

I am therefore very honoured to present to you the outcome of the Committee's deliberations.

The PRESIDENT

I now open the discussion on the report of the Committee on Employment and Social Protection in the New Demographic Context.

Mr POTTER (*Employer, United States*)

As a baby boomer who has spent half his life coming to the International Labour Conference, I am particularly sensitive to the importance of the topic that we have before us.

I am giving this statement on behalf of Kent McVay, who was the US Employer Adviser on this general discussion. These are his words.

Let me first thank the Chairperson and the two Vice-Chairpersons of the Committee on the New Demographic Context for leading an engaging dis-

cussion on this very important topic. We thank the ILO for beginning to build capacity among the social partners in this important area and are encouraged by the ILO's stated objective of becoming the centre of excellence for all things related to the world of work.

The US Employers' delegation supports the conclusions of the Committee on the New Demographic Context. We believe the best social protection is employment. Consequently, we support an agenda that promotes competitive employment growth. Let me be clear: the centrepiece of any solution related to the new demographic context must foster substantial and sustainable employment growth. To compensate for the lack of skills due to ageing populations, there should be flexible policy frameworks that allow employers to recruit and retain older workers. This notion includes, among other things: removing disincentives to employing older workers; a need for innovative approaches to lifelong learning; and the transfer of knowledge between generations at work. Migration policies can also mitigate misalignment of labour supply across geographic boundaries. Additionally, we must look at different approaches to retirement age and retirement benefit arrangements to meet this challenge. While taking into account the need for business and operational continuity, policy-makers should consider, among other things, flexitime, part-time and job-sharing arrangements to meet this challenge.

Original French: Mr TRICOCHÉ (Worker, France)

The world's population is increasing and ageing. By 2050, it is expected to pass the figure of 9 billion people. The ageing trend is visible in all countries and regions. The fact that people are living longer and are in better health is one of the major achievements of human development, but much remains to be done to enable everybody to benefit from this.

The new demographic context is impacting the working-age population and also the dynamics of the labour market, along with our social security systems, employment and economic development. Employment figures vary considerably according to age group, but it is young people and older workers who have the lowest employment rates. Youth employment figures have dropped significantly everywhere over the last few decades. In developed regions, particularly in Europe, the employment figures for older workers, particularly women, are among the lowest in the world.

In many countries, the world economic crisis resulting from the deregulation of finance and the adjustments implemented to respond to the crisis have contributed to a slowdown of growth and indeed an economic recession. Social security systems are threatened, the social fabric has become frayed, inequalities are increasing and social dialogue has been weakened in certain countries. Unemployment is on the rise and for young people it is reaching unacceptable levels. In Europe, rates vary from 20 to as much as 60 per cent, depending on the country. The crisis is affecting finance and the public debt. The climate is increasingly uncertain for companies. It undermines the progress made in the field of social protection and complicates the reforms that need to be undertaken.

In view of these changes, the conclusions of the Committee on the New Demographic Context show that it is essential to improve the rates of decent

employment in order to satisfy social protection and economic development needs.

Effective policies are necessary to face the challenges inherent in demographic change. Policies must be guided by the ILO fundamental principles and rights at work. They must take into account the diversity of national situations in terms of demography, economic development, legal frameworks, labour markets, social security systems and fiscal space. They must be aimed at providing decent work at all stages of life, and they should be formulated and implemented on the basis of social dialogue and collective bargaining.

Section IV of the Committee's conclusions reminds us of the fundamental importance of the tripartite approach and of social dialogue, which are at the very core of the ILO's mission. Social dialogue is necessary for finding effective, fair and sustainable solutions to the demographic challenges facing us, and it can make an invaluable contribution to growth, and inclusive and sustainable development.

Collective bargaining based on freedom of association and the right to organize, and on trust and mutual respect, is an important tool for concluding collective agreements as a means of facing the challenges of demographic change at different levels.

In my country, France, faced with the high youth unemployment rate and the problems faced by older people in staying in work until retirement age, the Government and the social partners have drawn up the "intergenerational solidarity contract". This is a good example of what tripartite dialogue and collective bargaining can achieve.

In October 2012, following negotiations, the workers' and the employers' organizations signed a national interoccupational agreement concerning the "intergenerational solidarity contract", and in the aftermath the Government submitted a bill to Parliament. The Act governing the "intergenerational solidarity contract" was adopted in March 2013. This contract, which is expected to apply to half a million young people and as many older workers by 2014, has a triple goal: to improve access to stable employment for young people, to keep older workers in a job and to pass on skills and know-how within enterprises.

Within the framework of an active employment policy, the enterprises concerned will be able to receive aid in accordance with their size, further to the signature of a collective agreement, if the workforce numbers between 50 and 300 employees. Companies with more than 300 employees will be obliged to conclude a collective agreement or draw up an action plan for the employment of young persons and older workers. The "intergenerational solidarity contract" will include training and personal development as proposed in the conclusions of the Committee with the setting up of teams of people of all ages, the older colleagues mentoring the younger ones.

These conclusions place special emphasis on the essential role of education, training and lifelong learning to promote employability and productivity, while making sure that skills do not become outdated. In Europe, qualification levels play a key role in employment, and in all age groups the employment figures are much higher for people who have an advanced level of education and training.

In short, the conclusions of the Committee on the New Demographic Context are a good toolkit for the ILO's constituents, faced as they are with

demographic changes that threaten to exacerbate inequality and poverty.

I would like to thank all the members of the Committee, the Chairperson, Mr Matiza, and the two Vice-Chairpersons, Ms Del Rio and Ms Cohen, for the quality of their work and the spirit of tripartite negotiation which inspired it, and I would invite the delegates to adopt the conclusions unanimously.

In Antoine de Saint-Exupéry's book *Night flight*, he says that there are no solutions in life; there are forces in motion: we must shape them and the solutions will follow.

Once they have been adopted, these conclusions can contribute along with the forces of tripartism and social dialogue to creating solutions which will foster sustainable economic development, coupled with enhanced social justice in our regions and in our countries.

Mr WAMUNDILA (*Employer, Zambia*)

It is my singular honour and privilege, as Employer representative from Zambia on the Committee on the New Demographic Context, to speak at this important plenary gathering of the 102nd Session of the International Labour Conference, which has been ably organized under the theme "Building a future with decent work".

Allow me to start by congratulating the President and his team on their election as Officers of the 102nd Session of the Conference.

As a member of the Employers' delegation in the Committee on the New Demographic Context, I wish to support the deliberations before this Conference on the topical subject of employment and social protection in the new demographic context. But before I stress my points, allow me to sincerely thank our Vice-Chairperson, Ms Tanya Cohen, for her resilience, decisiveness, wisdom and, above all, ability to direct and also support the deliberations on the matter in the various groupings we have had in the last two weeks.

As has already been reported, by the year 2050 it is expected that the over-60 population will have tripled and that the majority will be in developing countries, to which Zambia belongs. It therefore should be emphasized that the timely placement of this matter of demographic challenges for discussion should be highly commended.

The impact of the predicted demographic transformation will, in one way or the other, find its way across the globe. We have, therefore, noted, with much goodwill, the mood, spirit and general environment in which this Conference has deliberated on the matter. Through mutual tripartite consensus, the deliberations have culminated in tangible hope-giving solutions on how the world can tackle the demographic transformational challenges.

We particularly appreciate the identification of the need to make, review and formulate laws and policies and design approaches which would be country-specific, having noted that the challenge cannot be addressed with a "one-size-fits-all" solution. Indeed, such consensus on matters that affect the global community gives hope to the world of work that, although we shall labour when the day is still young, our labour shall not be in vain at dusk, when failure to respond to the call of duty shall naturally befall us. Instead, at such a limiting time, each one of us shall benefit from sustainable pension schemes and what we have earned for ourselves.

The resolutions made on this matter are an encouragement to the global workforce to increase productivity, which will be achieved through delayed retirement of older workers and capacity building of younger workers. In line with this acknowledgement, we therefore wish to reiterate the call for setting up social security systems that would take into account accrued pension scheme rights, and would also be based on intergenerational fairness. However, based on specific situations, countries must choose between the capitalized system and the pay-as-you-go system, which all have their own merits and challenges.

We would like to encourage the Director-General's future programmes to be alive to the resolutions made by the Committee on the New Demographic Context regarding the actualization of proposed approaches for tackling demographic transformational challenges. Thus, identified actions for the International Labour Office must be supported in order to reach our desired aspirations in tackling the demographic wave brought to the shore.

We therefore wish to support the resolution of the Committee on the New Demographic Context for adoption.

Original Spanish: Mr CARMONA (Worker, Chile)

It was a great pleasure to take part in the important debate on demographic change. This complex issue affects many aspects of labour markets, institutions and the framework of social dialogue.

I would like to highlight the specific aspect of the discussion which most impressed me: namely, the concept of dynamic stability. This concept was put forward by the Workers in the discussions of the Committee. I think that it is something which should be developed and given a place in the future work of the ILO and in political discussion within our countries.

In a world threatened by the global economic crisis, where the European economy has entered a recession, there has been less growth in the last six months than in the period after the Great Depression from 1929 to 1935. We are faced with record unemployment, with an ageing world population which is progressing at different speeds. The developed world seems to have succumbed to defeatism, whereas countries such as Japan are showing us a way to boost growth which is far removed from the neoclassical economic approach.

Against this international background, the concept of dynamic stability is increasingly important, the key notion being that of institutions being set up on the basis of stable labour relations but in a dynamic manner. In order to increase dynamic stability, workers have to be paid fair wages for their work, they need secure jobs that eliminate uncertainty and a system of social security which strengthens labour. These characteristics are necessary, especially in times of crisis.

In this labour policy context, we have to provide employers with adequate tools to adapt to changing circumstances and rapid growth, where production is stimulated by aggregate demand created on the basis of the labour policies described.

Finally, States have to be able to adapt monetary and fiscal stimuli in order to bolster the development of our societies. We need a State which creates a virtuous circle where social expenditure and state investment lead to a strengthening of aggre-

gate demand, with full employment and price stability.

The application of this concept of dynamic stability would lead to a galvanizing of social and economic development as opposed to growth without a sense of direction. All of this would lead to an improvement in the distribution of income, a reduction in the wage gap and it would move the majority of our societies towards the development that results from working together.

The most important requirement is a positive and honest dialogue where collective bargaining and tripartism play a key role. Employers and workers need to have a suitable platform for debating and exchanging points of view, needs and concerns. This has to be provided for and guaranteed by governments. It is the fundamental prerequisite for this approach.

We know that speedy and sensible solutions are only possible with comprehensive and sustainable social security systems, where intergenerational solidarity is key. This is required to meet short-term and medium-term challenges, such as those resulting from the economic crisis, and even more for long-term challenges, such as those arising from demographic change.

Collective dialogue has to happen at different levels in order to function as described. The collective debates on the level of jobs are very important, there is no doubt of that. Nevertheless, when more general questions, specific labour legislation or general economic policy are under discussion, tripartite dialogue has to have a place at the highest levels of public policy-making.

Unfortunately, in our Committee, the Employers were not prepared to debate this new concept but it runs through the document on demographic change and I hope that it will be a part of further debates and be incorporated into the work of the Office.

I am very grateful for the enriching intellectual debates which were conducted in the course of the Conference and I will take that experience home with me. Let us move forward with all the force of history.

Mr MATSUI (Employer, Japan)

It is my great honour to speak on behalf of the Japanese employers.

We have learned from our discussions during the past two weeks that demographic change has a major impact on labour markets. It was a timely moment to have a general discussion on this issue, particularly from the viewpoint of Japanese employers, who have already encountered many demographic challenges posed by an ageing population and a declining birth rate.

We note that conditions differ from country to country, for example, in terms of cultural background, customs and practices, legislation, including labour laws, employment policy, social security and the welfare system. Therefore, measures to tackle this issue also vary from country to country.

We believe strongly that there is no "one-size-fits-all" solution on this issue, but that it is essential for all three constituents to be actively involved in formulating policy and implementing programmes, moving forward in the right direction based on their own conditions and needs. In this regard, we believe that the mere promotion, ratification or implementation of related ILO standards does not make sense to us. We believe that the ultimate measure to over-

come many challenges is to keep as many people as possible in the labour market for as long as possible, rather than relying on upgrading the social protection floor, for example, national pensions and nursing care services.

We would like to reiterate the two points which we believe are the most important from the standpoint of Japanese employers. Firstly, all the ILO's constituents need to play their own role to tackle the many challenges before us. Specific policy on vocational training and the maintenance of healthy conditions for workers is essential in order to upgrade the employability of aged workers. Secondly, the state of health and needs of older workers vary, and it is therefore essential to ensure flexibility of working arrangements.

Having said that, we strongly support the conclusions and the resolution before us.

Original French: Ms MEDOR (Worker, Senegal)

The discussion that we have had in the last three weeks has been extremely enriching. Right from the start we said very clearly that demographic change had various facets and that there were various issues at stake in different countries and different regions. In my region, Africa, in the coming decades demographic change will mean that large numbers of young people will enter the labour market. They will be looking for a decent job in order to live their life and build a family and a future in a state of security. And we have to see to it that these young people are not left aside, that they will have the chances everyone has the right to have. The active engagement of these young people in the labour market is of crucial importance in order to build fair, democratic and inclusive societies in the future. This means an enormous amount is at stake.

The impact of HIV/AIDS and climate change works against us, but that is no excuse for not trying to achieve what we can for future generations. The creation of decent jobs is of crucial importance, as we saw in the discussion on youth employment last year. However, if there is little disagreement on the urgency of job creation, we are still without real action in most countries and internationally. In Africa, we need a renewed effort to expand our industrial sector and the processing activities that add value in the primary sector of the economy. This, in turn, calls for a more intensive industrial policy and support for business. Economic development, decent employment and the reduction of inequalities must go hand in hand. Most young people who are unable to obtain formal employment find themselves in the informal sector and are in a highly precarious situation. Strengthened social protection and effective mechanisms to ensure a minimum wage can help to make the informal sector formal.

It is with great satisfaction that we see that the important topic of the informal economy has been placed high on the agenda of the International Labour Conference for next year, but I would like to take this opportunity to urge the ILO to strengthen its efforts to develop social security systems. Last year's Recommendation was a great achievement that was welcomed by the workers in my region. However, what matters is implementation on the ground. I would like to see the ILO stand up to other international organizations, and make itself credible through action. The ILO has a major role to play, by showing that even less-developed countries can afford an effective social protection floor.

I am speaking on behalf of the Employer members from the Nordic countries, Sweden, Finland, Denmark, Iceland and Norway, who have taken part in the discussions of the Committee on Employment and Social Protection in the New Demographic Context.

Let me first thank all the members, the Chairperson and the two Vice-Chairpersons of the Committee for our interesting and constructive discussion and for a good report and conclusions, which can serve as guidelines for future discussions on the consequences of demographic changes in the world.

Allow me a few comments from the Nordic standpoint. It is quite obvious that different parts of the world have different levels of development and we realize that the challenges posed differ a great deal. It is therefore necessary to take into account the fact that the same solutions do not suit every country and that there is no "one-size-fits-all" in this context, as has already been said by many other speakers.

The proportion of older people is increasing in most countries. At the same time, some countries face a shrinking workforce, and this will have major consequences for the sustainability of their social system and the ability of enterprises to find enough qualified workers. This is the situation in some European countries and especially in the Nordic countries. For us, as employers, it is therefore of great importance that the States in Europe have an active migration policy that can give enterprises access to a sufficiently qualified workforce to secure growth and prosperity in our region.

We also want to point out that we, as employers, need to focus on developing an effective employment policy that helps people outside the labour market to find employment again. This means that there has to be more flexibility in the labour market and more reforms. The best social policy for employees is to have a job whenever this is possible, to earn their own money and to get out of the so-called social trap. The Nordic countries have introduced some reforms in the social system over the past years, but the process will have to continue in the years to come.

A consequence of the growing proportion of older people is that there will have to be more focus on effective and cost-efficient care systems. In the Nordic countries, the basic infrastructure for older people is publicly financed. Employees in the care sector have collective agreements and are paid according to those agreements, as are other employees in the labour market. Jobs in the care sectors are normal jobs and we do not want more regulation in this area. We employers would like to see the care sector even more effective and make it possible for private enterprises to take a greater role in it. The objective for all, of course, is to provide the best possible service for our older people.

Another consequence of demographic change is the challenge of devising more sustainable pension systems. The whole workforce must stay in the labour market longer in order to ensure the sustainability of pensions in the future. Employers in the Nordic countries support the reforms that are necessary to reach that goal. However, we also want to stress that there is more than one way to a sustainable pension system. Some countries have a "pay-as-you-go" system; others have funded pension sys-

tems financed out of contributions from employers and employees. Most of the Nordic countries now have a funded system. It is true that in such systems it is not easy to predict the level of pensions in the future, but funded systems are sustainable and may be the best way to guarantee future pensions.

We look forward to the follow-up to these conclusions and to further action by the ILO and its tripartite constituents.

Original Spanish: Mr CHEN CASTILLO (Employer, Panama)

Before informing you of the conclusions both sectors have reached through dialogue in the Committee on Employment and Social Protection in the New Demographic Context, let me say that we are starting from a principle without which we would not be celebrating having finalized this joint document today. That principle is: without workers, there would be no entrepreneurs, and each entrepreneur is, at the same time, a worker.

That natural symbiosis forms the basis for the right to social protection which all employers, in conjunction with government entities, should provide for their workers. During their working lives, workers and their families can therefore feel that they are under the protection of a system which provides decent health coverage and a decent pension, based on their contributions. This facilitates the natural transition from one generation to another that should exist within the production economy and the right to modern work.

As a delegate from Latin America (Panama), I would like to briefly highlight the most important elements of the consensus document.

The constituents (Workers, Employers and Governments) have understood that the active working population in most countries is ageing. This is problematic in terms of the principle of intergenerational solidarity, which is the basis of most of the world's social security systems, and is now economically unsustainable. As a result, both sectors have concluded that a social protection system based on individual accounts needs to be part of a modern social security system in countries where that is the demographic reality.

The constituents have understood that governments worldwide need to have a broad migration policy in terms of labour in order to fill job vacancies through labour migration, where the local population cannot fill the posts. Emphasis should be placed on the need for workers who wish to migrate to comply with the migration laws of each State.

The constituents have understood that the only way to establish social protection policies for decent work and sustainable businesses is through tripartism and social dialogue.

The Workers, the Employers and the Governments have understood that without a proper social protection system, it is impossible to have productive workers who have a sense of belonging and attachment to sustainable enterprises.

The constituents have understood that there should be no age-based discrimination in businesses. Instead, workers close to retirement age should be encouraged to set an example and mentor younger generations. This is to correct the erroneous notion that businesses are indifferent to workers who are worn out owing to their age and their job, when in fact businesses are a means of achieving a dignified, fair retirement, in line with the added value the worker has generated for the employer.

The constituents have understood that workers in the informal sector need to move to the formal sector as quickly as possible and be integrated into the social protection system. All governments should facilitate standards for entrepreneurship as the main source of job creation.

These are, we believe, the most important aspects and should serve as a frame of reference for each country worldwide to ensure that labour and business in each country have a robust social security system that is in line with demographic and social realities.

Let me conclude by thanking the delegates of Argentina, Australia, Chile, Japan, Norway, United States and Uruguay for their contributions. I would particularly like us to applaud our two Vice-Chairpersons, Ms Del Rio and Ms Cohen, who have defended the positions of each sector with great tenacity, while not forgetting the value the world of work will reap from the document we have agreed on today, which has our support.

Mr MDWABI (*Employer, South Africa*)

I would like to start by taking this opportunity to congratulate the President on his unanimous election to preside over the 102nd Session of the International Labour Conference. The same goes for the Vice-Presidents.

I had the privilege of participating in this inaugural and pioneering discussion in our House, and would like to congratulate both Cinzia Del Rio and her team and our proudly South African and African Tanya Cohen, for doing a splendid job in getting us to this point. Ms Cohen's leadership was outstanding and a demonstration of the talent that Africa has in abundance when given an opportunity.

Let me also hasten to thank the Governments for keeping a very balanced and consistent approach in ensuring that all the constituents of the ILO – its three legs – are strengthened. We implore the Governments to focus on implementation, including our African governments who do not have an immediate demographic challenge, but need to ensure that a demographic dividend is guaranteed for Africa.

The Office was very precise and helpful in its support of the Officers, and we thank it for that.

However, we need to be candid, self-critical and introspective on how we approach these kinds of discussions, given the seriousness of the challenges and the realities we face as a global family that has an ever-increasing crisis because of a lack of jobs.

We are just not winning; we continue to focus our energies on unhelpful ideological rhetoric, disguised as social dialogue, instead of adopting mature approaches that call things what they are and focus on us rolling up our sleeves and making things happen.

We need to create jobs in abundance. We need to ensure that we have less regulation and red tape, more regulatory impact assessments, and an environment that is friendly to the creation of entrepreneurs in large numbers, which, as we have said ad nauseam, concomitantly yields the enterprises we need for the sustainability of our economies and job-rich growth, for this is the only way we will win this battle.

Hiding behind ideological jargon purely to outwit and obfuscate reality is not the way to go. A good example of this is when we come up with constructions that may sound very good, and research and thesis topics that we want to pursue for our own intellectual stimulation but that are not known to the

House, not because they are innovative and will take a solution-oriented approach, but purely out of a need to avoid accepted and useful terminology that forms part of the tapestry that constitutes the richness of the content that we have in this tripartite House and our Conventions.

So, concepts such as, for instance, the obscure, rather opaque and inappropriately juxtaposed “dynamic stability” can never be a substitute for “flexibility”. Flexibility is flexibility. Innovation is innovation. Creativity is creativity, and these are urgently needed to create jobs which we are looking for in the rejuvenation of the source of its creation. Jobs create stability.

I would like to quote from the Director-General's Report, *Towards the ILO centenary: Realities, renewal and tripartite commitment*. In paragraph 71 under the subtitle “The changing character of production and employment”, he states the following: “Today about half of the global workforce is engaged in waged employment, but many do not work full time for a single employer. The supposedly ‘atypical’ has become typical; the ‘standard’ has become the exception. Views are strongly divided about whether and how this matters for the attainment of decent work for all and, if so, what if anything should be done about it.” Now, this is dealing with realities on the ground; addressing matters of work and how pedantically obsessing on labels and ideology takes us nowhere – and as a result we end up in a static state. As employers, we can tell you what happens when you are standing still – you get hit and you become a statistic.

Importantly, we need to build on our social dialogue and tripartism in a constructive and respectful manner that yields the intended outcomes: jobs and more jobs.

The conclusions concerning the recurrent discussion on social dialogue that we heard earlier state that social dialogue – which includes, but is not exclusive to, collective bargaining – and tripartism are key methods for facilitating consensus on economic and social policies and advancing sustainable development. The social partners are the primary actors in the real economy and their engagement in bipartite and tripartite processes is important in times of crisis, to save jobs and maintain pay levels.

So, we are all for social dialogue being utilized to advance sustainable development, but we must never lose sight of the objective in looking for ways to get our way, and we must never be inadvertently destructive.

In conclusion, collective bargaining is very cool with employers, but it must be in accordance with national realities, never forgetting our call for sustainable enterprises in large numbers for the creation of jobs, because the best form of social protection according to us is jobs, and growing economies so that they can afford the attendant and necessary costs of the same.

Thank you, and as we say in Zulu, *siyabonga* [thank you], long live tripartism.

The PRESIDENT

As there are no further speakers, we will now proceed to the approval of the report of the Committee on Employment and Social Protection in the New Demographic Context, which is contained in paragraphs 1–542 of *Provisional Record* No. 13.

If there are no objections, may I take it that the Conference approves the report of the Committee?

(The report – paragraphs 1–542 – is approved.)

**CONCLUSIONS ON EMPLOYMENT AND SOCIAL
PROTECTION IN THE NEW DEMOGRAPHIC CONTEXT:
ADOPTION**

The PRESIDENT

We shall now move to the adoption of the conclusions on employment and social protection in the new demographic context, section by section.

(The conclusions – paragraphs 1–35 – are adopted, section by section.)

If there are no objections, may I take it that the Conference adopts the conclusions on employment and social protection in the new demographic context, as a whole?

(The conclusions, as a whole, are adopted.)

**RESOLUTION CONCERNING EMPLOYMENT AND
SOCIAL PROTECTION IN THE NEW DEMOGRAPHIC
CONTEXT: ADOPTION**

The PRESIDENT

We shall now proceed to the adoption of the resolution concerning employment and social protection in the new demographic context.

If there are no objections, may I take it that the Conference adopts this resolution?

(The resolution is adopted.)

That concludes our examination of the report of the Committee on Employment and Social Protection in the New Demographic Context. On behalf of the Conference, I should like to congratulate the Officers of the Committee, its members, and the ILO secretariat, which facilitated its work. I think that you have produced clear and strong conclusions that will provide guidance to constituents and to the ILO in this critical area.

Many thanks for all your hard work.

(The Conference adjourned at 6.20 p.m.)



Vote par appel nominal sur la résolution concernant l'adoption du
Programme et Budget
pour 2014-15 et la répartition du budget des recettes entre les Etats
Membres

Record vote on the resolution concerning the adoption of the
Programme and Budget
for 2014-15 and the allocation of the budget of income among member
States

Votación nominal sobre la resolución relativa a la adopción del
Programa y Presupuesto
para 2014-15 y al prorrateo del presupuesto de ingresos entre los
Estados Miembros

Pour/For/En Pro: 391

Contre/Against/En contra: 9

Abstentions/Abstentions/Abstenciones: 2

Quorum: 304

Maj./May.: 267

Pour/For/En Pro: 391

Afghanistan/Afganistán

HAMRAH, Mr (G)
NIRU, Mr (G)
QADERI, Mr(T/W)

Afrique du Sud/South Africa/Sudáfrica

SKHOSANA, Mr (G)
KETTLEDAS, Mr (G)
MDWABA, Mr (E)
NTSHALINTSHALI, Mr(T/W)

Algérie/Algeria/Argelia

ZAIDI, M. (G)
BOUKADOUM, M. (G)
MEGATELI, M. (E)
SIDI SAID, M.(T/W)

Allemagne/Germany/Alemania

SCHOLZ, Mr (G)
ZILCH, Mr (G)
KÜHL, Ms(T/W)

Angola

DA SILVA, M. (G)
N'GOVE LUSSOKE, M. (G)
TONDELA, M. (E)
FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia
Saudita*

ALYAHYA, Mr (G)
ALFAHEID, Mr (G)
ALSULAIMAN, Mrs (E)
ALMOGHRABI, Mr(T/W)

Argentine/Argentina

ROSALES, Sr. (G)
ALVAREZ WAGNER, Sr. (G)
FUNES DE RIOJA, Sr. (E)
MARTINEZ, Sr.(T/W)

Arménie/Armenia

TUMASYAN, Mr(T/W)

Australie/Australia

GARNER, Mr (G)
GROZIER, Mr (E)
BELCHAMBER, Mr(T/W)

Autriche/Austria

ZWERENZ, Mr (G)
DEMBSHER, Ms (G)
BÖGNER, Ms(T/W)

Bahamas

HAMILTON, Ms (G)
BROWN, Mr (G)

Bahreïn/Bahrain/Bahrein

MOHAMED, Mr (G)
ALAMER, Mr (E)
ABDULLA, Mr(T/W)

Bangladesh

RAHMAN, Mr (E)

Barbade/Barbados

COX, Mr (G)
WALCOTT, Mr (E)
DE PEIZA, Mr(T/W)

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Niger/Níger

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**Contre/Against/En
contra: 9**

Canada/Canadá

ROBINSON, Ms (G)

LEWIS, Mr (G)

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VEGA MOLINA, Sr. (G)

CANO, Sr. (G)

*Etats-Unis/United States/Estados
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Portugal

VALADAS DA SILVA, Mr (G)

DA COSTA FERNADES, Mrs (G)

**Abstentions/Abstentions/
Abstenciones: 2**

Canada/Canadá

LAMY, Mr (E)

*ex-Rép. Yougosl. de Macédoine/The
former Yug. Rep. Macedonia/ex Rep.*

Yugoslava de Macedonia

UZUNOVSKI, Mr (G)

CONTENTS

Page

Sixteenth sitting

Reports of the Credentials Committee: Submission, noting and approval of the Committee's proposals	1
Record vote on the resolution concerning the adoption of the Programme and Budget for 2014–15 and the allocation of the budget of income among member States	2

Seventeenth sitting

Report of the Committee on Sustainable Development, Decent Work and Green Jobs: Submission, discussion and approval	4
Conclusions – Achieving decent work, green jobs and sustainable development: Adoption	8
Resolution concerning sustainable development, decent work and green jobs: Adoption	8
Report of the Committee for the Recurrent Discussion on Social Dialogue: Submission, discussion and approval	8
Conclusions concerning the recurrent discussion on social dialogue: Adoption	15
Resolution concerning the recurrent discussion on social dialogue: Adoption	15
Report of the Committee on Employment and Social Protection in the New Demographic Context: Submission, discussion and approval	15
Conclusions on employment and social protection in the new demographic context: Adoption	26
Resolution concerning employment and social protection in the new demographic context: Adoption	26
Record vote on the resolution concerning the adoption of the Programme and Budget for 2014–15 and the allocation of the budget of income among member States: Results	27

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