



Twelfth sitting

Thursday, 11 June 2015, 5.30 p.m.

President: Ms Jaunzeme

The PRESIDENT

I now give the floor to Ms Eltsova (Deputy Minister of Labour and Social Protection, Russian Federation), who wishes to exercise the right of reply.

Original Russian: Ms ELTSOVA (Government, Russian Federation)

Today this house has heard a series of politicized and unsubstantiated anti-Russian statements from the Ukrainian Minister of Social Policy. The Russian delegation, like other participants in this representative forum, came to the International Labour Conference with the intention of constructively discussing topical issues of work, employment and social policy. In this connection, we are exceedingly disappointed that this respected forum has been used by Ukraine today to make populist anti-Russian statements on issues far beyond the Organization's remit. We categorically deny the accusations levelled against Russia in this house. Our stance on the issues raised by the Ukrainian Minister is well known. We do not believe it necessary to reiterate our position here as the ILO is not the appropriate venue for discussion of the matter in question. We consider such attempts to politicize the work of the ILO and in effect jeopardize the balanced tripartite and politically neutral format of its activity that has developed over the years to be unacceptable.

**SECOND REPORT OF THE SELECTION COMMITTEE:
SUBMISSION AND APPROVAL**

The PRESIDENT

The next item on our agenda is the submission and approval of the second report of the Selection Committee. You will find this report in *Provisional Record* No. 3-3.

I call on the Chairperson of the Committee, Ambassador Majali of Jordan, to introduce the report.

Ms MAJALI (Chairperson of the Selection Committee)

It is an honour to introduce the second report of the Selection Committee, contained in *Provisional Record* No. 3-3, because it deals with an issue of considerable importance to the Organization: a State's request for membership of the ILO. As the Conference is aware, this request has been made by the Cook Islands.

Paragraph 18 of the report contains a resolution through which the Conference will decide whether the Cook Islands should be admitted to membership of the Organization. As I informed the Conference

at its second sitting, because the Cook Islands is not a member of the United Nations, its application must be dealt with under a specific procedure.

The Committee had the task of setting up a tripartite Subcommittee composed of two Government, two Employer and two Worker members to examine the request. The Subcommittee met three times and consulted the members of the tripartite delegation of the Cook Islands, who are present at this session of the Conference as an observer delegation, as well as the Government representative of New Zealand. The report includes a concise account of the Subcommittee's actions and findings, which I shall not repeat. I will simply say that the Subcommittee was impressed by the level of commitment to the values and goals of the ILO that was demonstrated by the members of the tripartite delegation of the Cook Islands and by their understanding of the aims of the Organization and their desire for their country to become a Member. The delegation fully accepted the obligations incumbent on member States under the Constitution of the ILO.

I should point out that the Cook Islands is already a member of a number of UN specialized agencies, including the Food and Agriculture Organization of the United Nations (FAO), the International Civil Aviation Organization (ICAO), the International Fund for Agricultural Development (IFAD), the International Organization for Migration (IOM), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the World Meteorological Organization (WMO) and the World Health Organization (WHO), and that its application for membership of the ILO is strongly supported by the Government of New Zealand, a State with which it enjoys a free association relationship. The Selection Committee was therefore fully satisfied that the country had the international status necessary to enable it to discharge the obligations arising from ILO membership and believed that it could greatly benefit from the development cooperation and support it could receive as an ILO Member.

The Committee and its Subcommittee were honoured to be entrusted with this important issue and I would like to thank the members of the Subcommittee for the care with which they approached their task. The Committee strongly urges all delegations to support the resolution when the vote is held tomorrow morning so that the Cook Islands may be admitted to membership of our Organization as its 186th member State.

Mr HOBBY (Government, New Zealand)

We understand that some delegations have expressed uncertainty about the application for membership of the ILO by the Cook Islands. New Zealand wishes to restate its strong support for the application and our position that the Cook Islands clearly qualifies for membership under article 1(4) of the ILO Constitution. As the Chairperson of the Selection Committee has just noted, the Cook Islands is already a member of many other international organizations, including the FAO, UNESCO, the Universal Postal Union (UPU), the WHO, the WMO and many others, and is a party to the Statute of the International Criminal Court. All of these organizations and their members have agreed that the Cook Islands is a State for the purpose of membership; it maintains formal diplomatic relations with many States and has entered into many treaties under international law in its own right.

The Cook Islands has a free association relationship with New Zealand. This means that it is self-governing, has its own Constitution and makes its own laws. New Zealand does not make laws for it; the Cook Islands Government has full executive powers and full competence in respect of its foreign affairs. Therefore, the Cook Islands would join the ILO in its own right, separately from New Zealand, and would be exclusively responsible for its obligations as an ILO Member.

In summary then, New Zealand's perspective is that the issue of ILO membership is ultimately one for each delegation to consider on the merits. How-

ever, I can confirm that New Zealand fully supports the Cook Islands' application to join the ILO. We believe that membership would be beneficial to the Cook Islands and to the ILO and we wish the Cook Islands every success with its application.

The PRESIDENT

May I take it that the Conference wishes to approve the second report of the Selection Committee? I see no objections.

(The report is approved.)

**ADOPTION OF THE RESOLUTION CONCERNING
THE APPLICATION OF THE COOK ISLANDS
FOR MEMBERSHIP OF THE ILO**

The PRESIDENT

May I now direct your attention to the resolution concerning the Cook Islands' application for membership of the ILO?

Does the Conference adopt this resolution concerning the Cook Islands?

I see no objections.

(The resolution is adopted.)

I would like to thank the Officers and members of the Selection Committee for completing their work in such an efficient manner. If the Conference has run so smoothly in its new and more compact format, it is largely thanks to the care taken by the Committee.

(The Conference adjourned at 6.30 p.m.)

Thirteenth sitting

Friday, 12 June 2015, 10.10 a.m.

President: Ms Jaunzeme

REPORT OF THE COMMITTEE ON THE TRANSITION FROM THE INFORMAL TO THE FORMAL ECONOMY: SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT

Let us start with the report of the Committee on the Transition from the Informal to the Formal Economy. This report has been published in *Provisional Record* No. 10-2.

I now invite the Officers of the Committee to come up to the podium. They are: Mr Seafeld, Chairperson; Mr Frimpong, Employer Vice-Chairperson; Mr Dimitrov, Worker Vice-Chairperson; and Mr Sversut, Reporter. It is my pleasure to give the floor to Mr Sversut to present the report.

Mr SVERSUT (*Reporter of the Committee on the Transition from the Informal to the Formal Economy*)

It is my honour and privilege to present the report of the Committee on the Transition from the Informal to the Formal Economy, and the Recommendation and accompanying resolution for adoption.

In introducing the report and the proposed Recommendation, I would like to give you a short overview of our work in the Committee. Within the framework of the double-discussion standard-setting process, the Committee was tasked with the second and final round of consideration of the proposed Recommendation. The first discussion, held at the 103rd Session of the Conference in 2014, showed the complexity of the challenging task with which our Committee was entrusted. We began our work on 1 June and concluded on 6 June. The deliberations were attended by approximately 119 Government members and 390 Employer and Worker members, as well as the representatives of 47 international non-governmental organizations registered in our Committee.

I would like to thank the President, the Vice-Presidents and the Secretary-General for spending time with our Committee, which allowed them to witness the spirit of dialogue and enthusiasm that prevailed in our discussions. We held 11 formal sittings in plenary and numerous individual, group and informal meetings in order to arrive at mutually agreeable proposals. Thanks to this process of continuous consultation, we reached consensus ahead of schedule. The Committee Drafting Committee held four meetings in order to harmonize the French and English texts and I would like to take this opportunity to thank its members.

We shared a determination to adopt an international labour standard, namely, a Recommendation that would provide relevant and useful guidance for ILO Members in their efforts to facilitate the transition from the informal to the formal economy. This guidance is of strategic significance for the millions of workers and economic units around the world who are working and producing in conditions of informality. According to the Report of the Director-General, this concerns half of the global labour force. We affirmed that the transition from the informal to the formal economy was essential in order to achieve inclusive development and to realize decent work for all. This is a goal shared by countries at different levels of development and across all regions. We firmly believe that this guidance is not only relevant for the tripartite constituency of this Organization, but it is also central to reducing poverty and inequality, to achieving greater inclusiveness and cohesion in our societies, and to the future of work that we want to shape.

In the proposed Recommendation, we recognize that most people enter the informal economy not by choice but as a consequence of a lack of opportunities in the formal economy and in the absence of other means of livelihood. We agree to pursue a three-fold objective: facilitate the transition of workers and economic units who are already in the informal economy; promote the creation, preservation and sustainability of enterprises and decent jobs in the formal economy; and prevent the further informalization of formal economy jobs. Agreement was also reached on 12 guiding principles on facilitating the transition to the formal economy, which set out the fundamental values and rights that we uphold and offer a balanced approach that combines universal relevance with adaptability to diverse national circumstances.

The approaches taken in addressing informality must be tailored and take account of the complexity and diversity of the drivers and characteristics of informality in different countries and local contexts. We have come to a shared understanding of the need to facilitate the transition through an integrated mixture of strategies and policies in order to promote employment and income opportunities and the rights and social protection of the millions involved. This integrated strategy cuts across multiple policy areas and entails action by various institutions.

The proposed Recommendation – and particularly Part III on legal and policy frameworks, Part IV on employment policies, Part V on rights and social protection, and Part VI on incentives, compliance

and enforcement – contains useful approaches and practical guidance for action. In Part VII on freedom of association, social dialogue and role of employers' and workers' organizations, we recognize that those in the informal economy should enjoy freedom of association and the right to collective bargaining and that employers' and workers' organizations should consider extending membership and services to workers and economic units in the informal economy.

Throughout our discussions, we emphasized the key role of tripartism and the need for effective coordination among government bodies and other stakeholders to promote the implementation of this Recommendation.

The report of the Committee's deliberations comprises 708 paragraphs, divided into three sections. The "Introduction" contains the opening statements, which captured the views of all social partners regarding the proposed instrument; the "General discussion" summarizes the discussion on the 84 amendments and the numerous subamendments, subsubamendments and so on; and in the "Closing statements", members acknowledge the constructive spirit of the discussion and call for action and active follow-up to ensure implementation.

The proposed Recommendation is a historic landmark; it is the first ILO instrument to address the informal economy in its entirety and has a broad scope of application that includes wage and non-wage workers and economic units. It comprises a preamble and 42 Paragraphs and is organized into nine parts and an annex. I have highlighted some of the key aspects of the Recommendation and I refer you to the detailed guidance contained therein, which reflects the common understanding of our Committee and offers an array of actions that can be taken to facilitate the transition to the formal economy.

The Recommendation is accompanied by a resolution that seeks to ensure that the ILO will promote the implementation of this Recommendation following its adoption. We expect the Office to support the efforts of all the tripartite constituents to give effect to this instrument. The resolution also invites the Governing Body to request the Director-General to develop a strategy and action plan for promoting and supporting the implementation of the Recommendation. The support of the international community will be fundamental to a concerted effort to facilitate the transition from the informal to the formal economy.

The Committee responded, to the best of its ability, to the task entrusted to it. I believe that we can all be proud of the result that we achieved and the manner in which we achieved it. The decisive factor in our success was the unceasing motivation and commitment of our Chairperson, Mr Seafeld, Government member of South Africa, and our two Vice-Chairpersons: Mr Frimpong, Employer Vice-Chairperson, and Mr Dimitrov, Worker Vice-Chairperson. The invaluable contributions of all our Government members allowed us to capture national perspectives and reach a balanced outcome of universal relevance. I thank all the members of the Committee for their engagement and constructive input in a real spirit of social dialogue and consensus-building.

I would also like to acknowledge the enormous amount of work done by the Office since March 2013, when this standard-setting item was placed on

the agenda of the Conference; the timeliness and quality of the various reports prepared were instrumental to the standard-setting process. Committee members also expressed their appreciation for the Office's efforts to facilitate dialogue after the first discussion, which were crucial in helping the groups to build consensus on some of the more challenging issues. I wish to thank the representative of the Secretary-General, Ms Berar Awad, and the staff of the secretariat for their remarkable competence and dedication.

Lastly, I would like to express my deep appreciation for my Government and delegation, for the group of Latin American and Caribbean countries (GRULAC) countries that nominated me Reporter, and for the Committee's trust in my work as Reporter.

It is now my honour to submit to the Conference for adoption the report of the Committee on the Transition from the Informal to the Formal Economy, together with the Recommendation concerning the transition from the informal to the formal economy and the resolution concerning efforts to facilitate the transition from the informal to the formal economy.

Mr FRIMPONG (*Employer Vice-Chairperson of the Committee on the Transition from the Informal to the Formal Economy*)

On behalf of the Employers' group, it is a great pleasure and privilege to take the floor during the formal presentation of the report of our Committee on the Transition from the Informal to the Formal Economy and, above all, of the Recommendation.

Let me take this opportunity to congratulate the President on her unanimous election as President of this session of the Conference. My congratulations also go to her Vice-Presidents, who have done a tremendous job in steering this fast-format two-week Conference session. I wish also to take this opportunity to congratulate all members of our Committee and especially the Officers for a job well done. Special thanks go to the Chairperson of our Committee who, with his characteristic humour, ably led the Committee to a resounding success.

I say this because our Committee has come very far. When I stood before you during last year's presentation of our work, I expressed a great deal of reservation about the outcome of last year's discussions. A number of important issues were left unresolved and were square bracketed pending further consultations. In its wisdom, the Committee recommended that further informal consultations should be held, particularly by the social partners, on the difficult issues. The Office was also requested to study the conclusions again and propose a coherent and logical format before sending them to member States for further comment. I am pleased to report that if we have been successful in completing our work ahead of schedule it is as a result of those informal consultations, particularly between the leadership of the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC). I wish here to pay special tribute to the former IOE Secretary-General, Mr Wilton, and Ms Burrow of the ITUC, who saw the need to bridge the gap between the Workers' and Employers' groups. Our special thanks go to the Office, led by Ms Berar Awad, for organizing the tripartite informal consultations that took place in April 2015, which facilitated greater understanding of the issues with which we are grappling.

You will recall that the Employers' group suggested that the topic of the transition from the informal to the formal economy be included on the agenda for the 104th Session of the Conference. As the Office indicated in its report, the informal economy absorbs about half of the workforce worldwide, in waged and self-employment across all economic sectors. It accounts for over 65 per cent of the economies of sub-Saharan Africa, 82 per cent of non-agricultural employment in South Asia, and 47 per cent in Latin America. Above all, 91 per cent of SMEs worldwide are informal. In suggesting this topic, the Employers' group was looking for a Recommendation that would provide key policy measures to guide member States on how to facilitate the transition from the informal to the formal economy. The most important questions were: how can we help the many SMEs in the informal economy formalize; how can we grow the size of the formal economy; and, above all, promote formal employment?

As the Office has recalled, the ILO coined the term "informal sector" in the 1970s, following a mission to Kenya. In Kenya and across East Africa, they use the term *jua kali*, a Swahili expression referring to those who conduct their business in the hot sun. The Employers' group had in mind a number of practical measures to help these people transition from the informal to the formal economy, including: the institution of an inclusive growth strategy that would facilitate the expansion of the formal economy and promote the creation of decent and productive jobs; the development of conducive business and investment environments; greater access to land and property rights; the harnessing and development of the entrepreneurial spirit of informal economy operators; the reduction of barriers to the transition to the formal economy, such as those related to registration, authorization and compliance with laws and regulations; the promotion of MSMEs and incentivizing them to grow; improved access to education, lifelong learning and skills development; better access to financial services, to business development services and to markets; and, above all, enhanced access to infrastructure and technology.

My group is pleased that the Recommendation addresses these issues in Part III on legal and policy frameworks, Part IV on employment policies, and Part VI on incentives, compliance and enforcement. We believe that these are practical measures that each country can take in order to facilitate the transition. The proof of the pudding, they say, is in the eating and we are looking forward to working with Governments and the Workers' group to implement the Recommendation. We are of the view that, because of the regional and national differences in informality, it is important to work together at the national level in order to take into account national contexts and regional specificities.

The Committee adopted a resolution to guide the work of the Office. I would like to say to the Director-General that we are giving the Office more work over and above its existing activities under the area of critical importance of formalization of the informal economy.

We have asked the Office to reconsider mobilizing extra-budgetary resources in order to support member States and workers' and employers' organizations to implement this important instrument. We have called on the ILO to bolster strategic partner-

ships with multilateral agencies such as the World Bank and the UNDP to drive the implementation of the Recommendation. There are a number of opportunities for cooperation with the wider UN system under the post-2015 development agenda, particularly under proposed goal No. 8, which calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

The benefits of transition to the formal economy will be enormous for governments, employers' and workers' organizations, and the global community as a whole. It may lead to phenomenal growth in job creation, availability of cheap capital, acknowledgment of property rights, provision of cheaper goods and services, social inclusiveness, sustainable development and social stability.

Above all, transitioning from the informal to the formal economy is essentially about development. There must be no quick-fix solutions. The transition must be gradual, progressive and with the objective of a long-term transformation taking into account our heterogeneous national circumstances. The transition is a process and not an event.

There have been many times in the history of standard setting by the ILO where the social partners struggled to negotiate and adopt instruments only to face a crisis of application by member States. Will this Recommendation not suffer a similar fate? It is the fervent expectation of the Employers' group that this Recommendation will serve as a signpost and reference point in the transition process. The transitional architecture provided by this instrument gives us hope that, should member States design their respective transition pathways according to these prescriptions, there will be a massive transformation of the global economy. The way this instrument has been negotiated demonstrates that it is possible to find common ground even under difficult circumstances and bring all partners on-board. I invite delegates to vote overwhelmingly for this Recommendation.

I would like to end my remarks by expressing my sincere thanks to the Employers' group for their confidence in me. I also wish to thank the Secretary of the Employers' group in the Committee, Mr Muia, for his support and guidance. My special thanks also go to the team from the Bureau for Employers' Activities (ACT/EMP) composed of Mr Greene, Mr Illingworth and Mr Sanzouango. I would also like to thank the Worker Vice-Chairperson, Mr Dimitrov, for his willingness to give and take during our tough negotiations. I have enjoyed working with Mr Dimitrov in spite of our differences and I have also come to appreciate his commitment to finding common ground. I also would like to thank the many regional government spokespersons who actively participated in the negotiations and made sure that the views of governments were properly reflected in the document. I also wish to address my gratitude to Ms Berar Awad and all members of her team for their efforts.

Lastly, we all have the onerous responsibility of working together to facilitate the transition from the informal to the formal economy. The need for policy coherence and clarity, as well as cogent and robust implementation actions, is not to be downplayed. Let it not be said of this generation that when it had the opportunity to transform the informal economy it could not rise to the occasion. We

must be on the right side of history by voting unanimously for this Recommendation.

Mr DIMITROV (*Worker Vice-Chairperson of the Committee on the Transition from the Informal to the Formal Economy*)

It is a great honour for me to present to the plenary of the Conference the Workers' view on the proposed Recommendation. Workers in the informal economy constitute half of the workforce globally and this Recommendation is a unique instrument, the first to be developed by the ILO with a view to providing guidance to the member States on ways of understanding, planning and effecting transition from the informal to the formal economy.

The Recommendation is a tool to be used in countries primarily by workers in the informal economy, in order to claim their rights, and also in ministries and government departments, in communities, in local municipalities, in unions and employers' organizations, and by international organizations. The aim is to achieve the inclusion of workers and their families in the formal economy, to change and make visible the lives and work of literally hundreds of millions of workers who, until now, have been denied coverage by labour laws, recognition of their work, their rights, their income and social security and, above all, their dignity.

There is a common purpose served by this Recommendation. The aim of the transition from the informal to the formal economy is threefold: to enhance workers' welfare and reduce decent work deficits; to reduce unfair competition between enterprises; and to protect and expand public revenues in order to build national social protection systems. It will be applied universally in extending and enforcing workers' rights and social protection to all in the informal economy and yet it will be of greatest use when its guidance is taken up in developing countries, where the informal economy forms such a large part of the overall economy. The Recommendation rests on the fundamental aim of ensuring decent work for all. In its scope it clearly identifies the actors in the informal economy, the workers and the economic units.

The scope extends to all workers in the informal economy – own-account workers, informal workers working for formal enterprises further down the supply chain, workers in unrecognized or unregulated employment relationships and subsistence farmers, domestic workers and home-based workers. This list covers those in all sectors, public and private, and in all spaces, public and private.

The vast majority of workers who undertake economic activities in the informal economy do so not by choice, but as a survival strategy which they adopt because there are no decent jobs available in the formal economy. The scope links those actors to their places of work, including in global supply chains and across tiers of subcontractors. The global supply chain model concentrates the largest share of profits at the top of the chain. Meanwhile, the growing decent work deficit is accumulating at the bottom, thus the micro- and small economic units, including those in the informal economy, are unfairly pressurized and barely surviving on the edge.

The rapid growth of supply chains can pose a threat to formal work, where subcontracting tiers are numerous and complex. We must ensure that informal work is not incorporated into related production processes. A fairer redistribution of added value, along the supply chain, is the best way to

open fiscal space for those in the informal economy, to recognize their employment relationships and to extend labour and social protection coverage.

The special incentives and reserve quotas proposed under this Recommendation for public procurement for micro- and small economic units would help ensure that the transition to the formal economy was more sustainable. With fairer competition, macroeconomic policy drivers can more effectively generate decent jobs in the formal economy.

The starting point for this process is to secure the engagement of the actors in the informal economy, and for them to give a full picture of the situation, its deficiencies and gaps relevant to the country. The next step is to define and consider the overall legal framework, to identify its gaps and to develop the appropriate economic and social policy mix.

The voice of those in the informal economy needs to be heard through the process of social dialogue. We are beginning to acknowledge that there is a wide range of actors in the formal economy. For wage-earning workers, collective bargaining with their employers or contractors is of fundamental importance. For non-wage-earning workers, collective bargaining with the pertinent local, state or national government authorities, and with other decision makers, buyers and contractors, is the foundation for recognition and for dialogue leading to change. Tripartism is the fundamental principle on which this genuinely representative and inclusive process is predicated.

The Recommendation presents the elements that should be addressed to define an integrated policy framework and that are relevant to the structural transformation of the economy. These elements ensure the coherence of economic, social and environmental policies, including those related to macroeconomics and taxation, development, poverty eradication, industrialization, employment, labour markets, social protection and education, and other social policies designed to create formal jobs. The Recommendation recognizes the importance of integrating these into national development plans and of coordinating the action of governments and authorities at different levels – national, provincial, local and municipal. Many of the regulations and programmes of local governments are of key importance in facilitating and providing capacity for the transition.

In promoting development strategies, the Recommendation recognizes the importance of access to public space and natural resources for subsistence livelihoods, such as those of forest gatherers, salt workers and fishers. A connection is drawn between property rights and income security and specific acknowledgment made of the need to secure existing livelihoods throughout the transition so that the working poor do not lose access to their workplaces or their incomes, as policies for the transition are devised and put into effect. The body of international legal instruments of labour standards and national laws provides the legal framework for these safeguards.

There are many gaps in compliance and enforcement, no matter in which country or at which level of economic development. An effective legal framework, effective enforcement mechanisms and, in particular, labour inspection are therefore crucial. We need to ensure that public procurement rules actively support the formalization of the informal

economy and do not contribute to corruption or shadow economic activities.

The Recommendation outlines a balance of incentives and enforcement measures in order to drive the transition from the informal to the formal economy. Further, that incentives are not used in order to comply with the law. The Recommendation recognizes that the fundamental principles and rights at work are for all workers, regardless of the form of work in which they are engaged. Freedom of association, collective bargaining and other relevant standards on occupational safety and health are recognized as requiring immediate action. Extending social security, social protection and social insurance are all issues addressed in this Recommendation that will change the lives of millions of workers and their families.

This means the extension of social protection, in line with the ILO Social Protection Floors Recommendation, 2012 (No. 202), entailing the establishment of social protection floors where they do not exist. It is particularly important to ensure steady progress towards paid maternity leave for women and access to childcare. The Recommendation alerts us all to the need to attend to those groups most vulnerable to serious decent work deficits, in particular women, young people, migrants, older people, indigenous and tribal peoples, persons with HIV/AIDS, persons with disabilities, domestic workers and subsistence farmers. Gender-based violence also requires special action.

Migrant workers face extraordinary obstacles in their endeavours to secure formal employment and decent work, moving from the informal economy in one country to the formal economy in another. Governments should secure the full range of workers' rights for migrants and reorient enforcement programmes to facilitate the transition to the formal economy.

Improving income security for workers in the informal economy is a key objective of this Recommendation. It has been shown in many countries that measures to establish and increase minimum wages uplift workers from conditions of poverty and support their transition to formality. The principle of a minimum living wage is clearly acknowledged in the ILO Constitution and the Declaration of Philadelphia and is reiterated in the ILO Social Justice Declaration. The Recommendation provides guidance to all countries in their efforts to extend to all workers in the informal economy a minimum wage on which they can live with dignity.

The Recommendation also requires follow-up beyond the national level. We are happy to note that the implementation of the Recommendation will be reported to the ILO Governing Body in General Surveys under the ILO Constitution. Member States, social partners and the ILO itself will report on progress to the Governing Body and also at the four-yearly ILO regional conferences. The ILO will form partnerships with other international organizations and UN agencies to promote and implement this Recommendation.

In closing, allow me to reaffirm our pride that, with this groundbreaking Recommendation, the workers of the world now have at their disposal a new tool which they can apply together with governments and social partners.

Mr SEAFIELD (*Chairperson of the Committee on the Transition from the Informal to the Formal Economy*)

First, allow me to thank my Government, as well as all the African countries, for the trust and confidence they displayed when they recommended my country and myself to chair this very important Committee. It is for the second year in a row that I have had the honour to chair the Committee on the Transition from the Informal to the Formal Economy. You have just heard excellent accounts of our work in the Committee this year from the Reporter, Mr Sversut, Government member of Brazil, and the two Vice-Chairpersons, Mr Frimpong and Mr Dimitrov.

In my capacity as the Chairperson, I wish to make a few observations on the substance of the outcome of our Committee, as well as on the process. First, on the substance. When we started the deliberations last year, we were aware of the immense task at hand, that of preparing a new labour standard; a Recommendation that would address in a meaningful way the serious decent work deficits that affect millions of women and men, young and old, among the most vulnerable in the labour market, and propose a credible pathway to facilitate the transition to the formal economy.

In the first round of discussion, we clearly examined the complexity of the topic and the multifaceted nature of the responses, and we were challenged by the divergence of perspectives among the Government group and social partners. This did not alter, however, our resolve to overcome the differences. Together with the Vice-Chairpersons, we called on the Office to facilitate the preparation of the second discussion, based on the gaps that we had identified. After 12 months of consultations, and at the conclusion of the Committee's discussion, I can proudly say that we are proposing for adoption by the Conference a substantive Recommendation that is the outcome of growing tripartite consensus.

A Recommendation that clearly sets the objective of realizing decent work for all through transition to the formal economy, especially for those whose decent work deficits and vulnerability in the labour market are most pronounced. I do not need to repeat the stylized facts about the realities of informality in Africa, Asia, the Americas and Europe, which we have analysed in detail.

A Recommendation that proposes a value-based framework for the promotion of human rights and respect for the fundamental principles and rights at work, in law and in practice, for all those operating in the informal economy.

A Recommendation that proposes a menu for practical action to facilitate the transition from the informal to the formal economy, encapsulating the good practices and the mutual understanding of the tripartite partners.

A Recommendation that recognizes the need for coherence and coordination across a broad range of policy areas, and identifies these policy areas and the range of approaches that can be applied, according to national circumstances and contexts.

The holistic and integrated perspective in this Recommendation shows multiple pathways to promote job opportunities, income security, rights and social protection, and to promote an enabling environment for upgrading millions of economic units into sustainable enterprises. It provides a balanced

approach to the nexus of incentives, enforcement and compliance.

A Recommendation that acknowledges the need to preserve and expand, during the transition to the formal economy, the livelihoods and income, entrepreneurial potential and innovative capacities of workers and economic units in the informal economy.

The need for broad-based, inclusive dialogue and consultations with all concerned, and the central role of tripartism in facilitating the transition to the formal economy, are acknowledged in the proposed Recommendation. In short, the 42 Paragraphs of this proposed Recommendation provide the strategic and practical guidance that we were tasked to develop.

Let me add a few remarks on the process. I am very proud to report that the Committee's seven days of work have been extremely productive, cordial and constructive. The consultations over the last year and the Committee's deliberations at this session provide vivid proof of the strength of tripartism at its best. Both Vice-Chairpersons, in their concluding remarks on Monday, highlighted this shared desire to reach consensus and the spirit of dialogue that had prevailed. I would like to acknowledge especially the support and collaboration of the Vice-Chairpersons, Mr Frimpong and Mr Dimitrov, during the bumpy journey that we undertook jointly, reaching our destination with a shared sense of fulfilling the Committee's objectives.

I would also like to thank all the members of the Committee Drafting Committee, and the Office of the Legal Adviser, which steered its work. I wish to thank most warmly all Government delegates for their commitment to the common cause, and the constructive will to find solutions. I believe, through our deliberations, we have made the text stronger and more inclusive. The instrument before you is a product of strong tripartite consensus achieved over the last two years.

A special vote of thanks, again, to Mr Sversut, Government member of Brazil, for having taken on the role of Reporter for the Committee, and for his exemplary attention to ensuring clarity of purpose and a true reflection of the rich discussions we have had.

Lastly, I would like to thank the representative of the Secretary-General, Ms Berar Awad, and the entire multidisciplinary team of the secretariat for the exemplary preparation of this second discussion and the excellent technical explanations that were provided, given the vast and complex nature of the topic. I would be remiss if I did not express my special gratitude to Ms Pal for her most effective coordination, and for supporting me throughout the process of amendments.

I would like to reiterate my thanks to the Director-General and the Office for having organized and conducted the informal briefings and consultations throughout the past year and, in particular, last April. As acknowledged by all members of the Committee, this process of dialogue and informal meetings was instrumental in finding consensus solutions to some of the challenging issues.

I would like to conclude by reaffirming that the proposed Recommendation will be of much significance, not only to ILO constituents, but to all those who are concerned with inclusive development, poverty eradication and reducing inequalities, and who are looking forward to a strong focus on the

goal of decent work for all in the post-2015 development agenda, which will hopefully be adopted in September this year.

This Committee has prepared an instrument that can help change the lives of millions of people in our countries, and I am encouraged by the strong commitment of Governments, Employers and Workers to work jointly towards facilitating the transition of workers and economic units from the informal to the formal economy.

In all modesty, I think that we have done an excellent job in fulfilling the task that the Conference entrusted to the Committee. I am therefore honoured to present to you for adoption the report of the Committee's deliberations, the proposed Recommendation concerning the transition from the informal to the formal economy and the accompanying resolution. I invite you all to show our Organization's common resolve to address the challenges faced by no less than half the global labour force and more than 90 per cent of small and medium businesses around the world by giving your full and unanimous support to the adoption of this Recommendation.

While our work in 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 outcome of the Conference is reflected in national policies and legislation that will help improve the lives of our peoples.

The PRESIDENT

I now open the discussion on the report of the Committee on the Transition from the Informal to the Formal Economy.

Mr MDWABA (*Employer, South Africa*)

Our spokesperson has dealt with all the critical points that we believe should be embraced to achieve a successful and effective transition to formality. The key factors include informal capital, the inextricable link between land and capital, incentives, sustainable development, regulation and its impact, as well as the role of employers' organizations, which, as we know, need much resourcing in the parts of the world that require heightened levels of intervention. I use the words "successful" and "effective" very carefully because, as our spokesperson points out, incentivization is as critical as ensuring sustainable and inclusive development.

Much has been said of the future of work and how far we should be willing to go in terms of thinking, whether that is thinking the previously unthinkable or extending our thinking beyond the previously accepted or embraced boundaries. What will set us apart, though, is: moving beyond theoretical and intellectual indulgence and conjecture by putting our thoughts into action as a matter of urgency; being decisive by setting realistic criteria to define what constitutes consultation and to determine when to end consultations and act, without trivial and pedantic dialogue but with meaningful and impactful social dialogue that translates into action; practising what we preach and ensuring that pragmatism supersedes rhetoric and ideological fixations; demonstrating to the world that we are an Organization that is not only unique in its tripartism, special in its consultative and social dialogue process, but also relevant in how it proves itself able to appreciate and be solution-oriented in tackling the ongoing challenges that we face and that impede job crea-

tion; truly embracing our diversity and the strength that it brings us as workers or employers, as developing or developed countries or as those with previous or current experience of disadvantage.

I raise the points above because, in my intervention last year, I lamented the lost opportunity of not taking advantage of our strengths purely because of our fixations, beliefs and mistrust. The truth of the matter is that we have preconceived ideas about each other and sometimes cannot help ourselves from being patronizing by claiming to understand things that we have never experienced or do not understand.

Informality, as our spokesperson has indicated, affects about 80 per cent of the population in the developing world – a world which will generate the economic growth of the foreseeable future – which, I must hasten to stress, was projected in spite of the informality that exists. Is it too much to ask, therefore, that the weight of consideration in arriving at balanced outcomes and solutions should be skewed towards the people of those regions? Is it too much to ask that we all pause and ponder whether sometimes taking a back seat, in spite of normally being in charge, and listening more, rather than working on theoretical conjecture, could be more beneficial for all of us?

Is it not possible for us to be more trusting in the light of a changed world with its different challenges, allowing ourselves to be guided by those we never previously thought could be leaders? As a cyclist, I always invite colleagues to watch the *Tour de France*, the *Giro d'Italia*, the Amgen tour of California and the *Vuelta a España*, among others, not for the cycling but for the tactics, strategy and leadership. The understanding there is that to lead, one sometimes has to follow and be humble, in the knowledge that there are others on the team who are better qualified to lead in the particular terrain that is being tackled, and are trusting enough to give of themselves to those who will work for the team and the leaders.

In concluding, therefore, I think that we have had a good outcome. Could it have been better? Yes, it can always be better. Was it important to ensure that the pre-Conference deal between the social partners is adhered to? Absolutely. We all have to respect integrity and be principled, transparent, honest and genuine in order to ensure the sustainability of our prized social dialogue. I am certain that the peculiarities of some colleagues could have been dealt with a lot better but, given the tripartism we have all committed to, and the social dialogue that defines us, this is as good as it gets.

Let us be alive to the realities that I have pointed to above. We cannot effectively deal with the challenges and the future of work that we face today without being pragmatic and taking decisive and entrepreneurial chances that could just possibly buoy us into a better world that creates sustainable jobs, sustainable enterprises and sustainable economies, which in turn concomitantly result in a sustainable world. Let us therefore accept that, in transitioning from places of informality, which most of today's world knows very little about, we may have to stretch our thinking so that we can successfully and effectively reach a new job-rich formal economic stratosphere. Lastly, I would like to quote one of the greatest icons of our time, Nelson Mandela, when he said "It always seems impossible until it's done" and when he said, "For to be free is not

merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others."

I thank Mr Seafeld, the Chairperson of the Committee, for doing sterling work, Mr Dimitrov and Mr Frimpong, the two Vice-Chairpersons, and also congratulate Ms Berar Awad and her team.

Ms STEELE (*Worker, South Africa*)

As participants from the Workers' group in the Committee on the Transition from the Informal to the Formal Economy, we are grateful for and appreciate the work done at this 104th Session of the Conference, especially on the Recommendation and the resolution that will help us facilitate the transition from the informal to the formal economy.

When implemented, this will lead to a change in the lives of millions of informal workers throughout the world. The promotion of social dialogue, tripartism and representation are important during transition processes. An enabling environment should be created for workers to exercise their right to organize and to bargain collectively, as well as to participate in all social dialogues during the transition. Informal workers will require freedom of association and effective recognition of the right to collective bargaining.

To our African countries: as the most affected by the informal economy, let us use this Recommendation as a guiding tool to draft our action plans as a priority under the Decent Work Agenda, in order to ensure a smooth transition from the informal to the formal economy. Tripartite structures are to drive the implementation of this Recommendation, meaning the most representative employers' and workers' organizations including in their ranks representatives of membership-based organizations of workers and economic units in the informal economy.

As the scope in the Recommendation clearly guides us, the informal economy covers both workers and economic units, and it further defines who is included in the informal economy. We, therefore, should not have any difficulty going back to our countries and implementing the resolution. We have agreed that informal workers are the most vulnerable and are especially vulnerable to the most serious decent work deficits, and that women are disproportionately represented among informal economy workers. Therefore, we need a special focus on women and migrant workers because they are subjected to severe forms of discrimination and violence. An important part of the guiding principles in this Recommendation is the promotion of gender equality and non-discrimination. The framework clarifies the promotion of equality and the elimination of all forms of discrimination and violence, including gender-based violence at the workplace.

People in the informal economy have no protection whatsoever, particularly women workers in agriculture, street vendors, domestic workers and migrants. The costs of gender-based violence are human, economic and social, and lead to the loss of production.

Studies of lost production show us that gender-based violence lowers the GDP of our countries. For example, 3.7 per cent of GDP is lost through gender-based violence. Health costs are enormous and workdays are lost due to this violence. We cannot continue to waste the lives of women, including during this transition, and therefore discrimination

and gender-based violence will have to be seriously addressed during the transition to formalization.

Mr NGHIMTINA (*Government, Namibia*)

Namibia is proud to have been an active member of the Committee that produced the proposed Recommendation concerning the transition from the informal to the formal economy. The two-year discussion has given the impetus to many governments, including ours, to refocus national efforts to bring labour and social protection to the workers in informal employment and to support the development and the formalization of the informal economy. This is an integral part of Namibia's employment policy and we will begin its implementation.

The Recommendation to be adopted will provide important guidance to us to do much more. We therefore urge its unanimous adoption. We will return to Namibia with much greater insight and renewed vigour to work in a coordinated fashion with all relevant public- and private-sector stakeholders and, particularly, with our social partners, to improve the lives of our people in the informal economy. To support this effort we wish to register our request for technical development assistance from the ILO pursuant to the Recommendation to support research and the national dialogue process on the design, implementation and monitoring of the national integrated policy framework to facilitate the transition to the formal economy.

Mr FINLAY (*Employer, Canada*)

I am pleased to take the floor on behalf of the North American employers, endorsing the acceptance of this Recommendation.

Let me start by commending our social partners for reaching an agreement on such an important issue as the informal economy. While the informal economy is not of the same magnitude in North America as it is in other parts of the world, its negative repercussions are felt around the world. This is even more true than ever because of the intensification of telecommunications and transportation networks, and electronic means of communication available to us, which have made the world we live in much smaller.

Today, we focus on having successfully reached an agreement on a Recommendation that will facilitate the transition from the informal to the formal economy. While the parties may have struggled to get here, this is the house of consensus and this is another stellar example of what this house stands for. I believe the fact that we all agreed on the importance of the issue brought us to where we are today.

There have been two years of challenging work on this Recommendation and, as difficult as last year might have been, it paved the way to this year's successful outcome. It served this Committee well by setting the stage for finding solutions to the issues where disagreement existed. Making the transition away from informality is at the top of the global development agenda. It touches many other historic policy processes currently being negotiated elsewhere in the United Nations, such as the post-2015 sustainable development agenda, including the soon to be proposed sustainable development goals, as well as the Financing for Development Conference to be held in Addis Ababa in only a month's time.

At the core of those discussions is how to mobilize various resource streams to promote sustainable development. With this Recommendation, the ILO has made a timely and significant contribution to this discussion. This Recommendation provides vital guidance to member States on how better to capitalize on, and better to value and protect, their national treasures: their own people and industriousness.

By providing legal recognition to people for what they already have, that is their land, homes and other assets, governments will unleash economic forces that will truly transform their societies. Equally as important, and as a consequence of the transition, the vast majority of micro-, small and medium-sized enterprises that make up many countries' economies will be able to more readily provide decent working conditions for their workers, and governments will be able to extend their labour inspections and social protection floors to more of their citizens in a manner that is sustainable.

The hard work is only beginning; making sure this Recommendation translates into clear actions will require countless and sustained efforts from all Members. However, judging by the will demonstrated by the members of this Committee, we are confident that we can succeed.

I wish to thank Mr Seafield, the Committee Chairperson, for expertly steering this Committee through rough waters during the last two years. We would not be here today without his leadership. The commitment, dedication and willingness of Mr Dimitrov, the Worker Vice-Chairperson, to listen to different viewpoints, played a big part in the success we are celebrating today. Finally, I wish to close these remarks by thanking Mr Frimpong of Ghana, our Employer Vice-Chairperson. His ability to find consensus and willingness to tackle issues head on have earned him widespread respect and admiration.

Original French: Mr AMADOU (Worker, Niger)

I am very happy to see, along with my colleagues in the Committee on the Transition from the Informal to the Formal Economy, the adoption of this very important Recommendation, which will affect the lives of millions of men and women throughout the world.

Every issue which is addressed in this Recommendation is of major importance, but allow me to focus on the areas of subcontracting, supply chains and macroeconomic policies.

As you know, subcontracting and supply chains are features of work in the informal economy and are the modus operandi of the overwhelming majority of multinationals throughout the world. Workers employed by them have been recruited without any respect for normal procedures or the legislation in force. The conditions of work of these men and women are dreadful, including as they do precarious employment, fictitious contracts, derisory wages, poor conditions of occupational safety and health, violence and sexual harassment.

Fortunately, the provisions of the Recommendation that we have before us give valuable guidelines for the transition process, which will lead to notable improvements for workers in this sector. We also expect from member States that they resolutely commit themselves to formulating and implementing integrated macroeconomic policies, which will address the concerns of actors in the informal econ-

omy. These policies should be based on promoting sustainable development, eliminating poverty and ensuring inclusive growth, as well as on the creation of decent jobs.

A particular focus should be to establish an appropriate regulatory and legislative framework, as well as respecting and promoting fundamental principles and rights at work, implementing effective occupational safety and health policies, and ensuring the representation of workers and employers in order to promote social dialogue.

In most countries throughout the world, the informal economy accounts for more than 80 per cent of the active population, but it is here that we also find more poor workers, who are the most exposed to exploitation and even exclusion. We are convinced that this Recommendation will give them the right to recognition and will give them hope; in short, it will give them the right to life.

Original Spanish: Mr RIESCO (Employer, Chile)

It is an honour for me to speak to you and to present to you the Recommendation approved by our Committee, which is the result of the discussion on this important subject. It is a source of particular satisfaction for me because it was a subject proposed by the employers' sector and it is highly relevant in Latin America.

The discussion process was not without difficulties and there have been many lessons learned. Not having a completely finalized conclusions document last year left us with a number of significant issues to be settled, on which there was no consensus initially. Therefore, to solve this, we made use of some informal consultations to make progress on provisional drafting. This could be a good way of preparing work for the next session of the Conference. However, it needs to be well structured in order to allow for appropriate representation and adequate preparation. Otherwise, we run the risk of depriving many organizations of the opportunity to make valuable contributions to the discussion. And we are ready to review these aspects with a view to improving them. Happily, the quality and content of the result of this work enabled the difficulties encountered along the way to be forgotten. We are pleased to say that the Recommendation, on the basis of an analysis of the different realities prevalent in the informal economy, identifies some common features of this diversity and suggests specific measures that bring with them both responsibilities and opportunities for effective and timely action by governments and workers' and employers' organizations. The goal of that action is to facilitate, encourage and achieve formalization for many economic units which up to now have not been in a position to conduct their business in conditions of transparency and protection vis-à-vis the State and the whole community.

This document is based on the concept of entrepreneurship, which is the force behind the welfare of families and small organized economic units and even of an entire country. This needs to be fostered throughout the transition process via incentives towards formalization and the elimination of any related obstacles.

The informal entrepreneur often just sees the cost of formality and not the benefits. The action described above is not just a task for governments, even though they need to take appropriate action; the whole of society needs to be convinced that en-

trepreneurship is good and necessary, which will lead to due recognition for it. This Recommendation, and the exchange of ideas and opinions underpinning it, are a prime resource for achieving this.

The employers' organizations are ready and willing to collaborate in this transition towards the formal economy for many small and large ventures, and to welcome them with open arms as a definitive part of the wider business community, whose objectives of welfare and prosperity are undoubtedly the same as those of our countries. This Recommendation definitely represents an opportunity to join forces and attain significant achievements for the good of all.

Original Spanish: Mr ZUCCOTTI (Worker, Argentina)

On behalf of the workers of the Americas, I am proud to have been part of the team involved in the intense discussions that led to this proposed Recommendation concerning the transition from the informal to the formal economy. One of the essential features of the proposed Recommendation is the return to a rights-based approach. That may seem obvious, but on the basis of this instrument, millions of workers in the world will enjoy explicit recognition of rights promoting equal treatment and giving visibility to a group that has often been forgotten and been without a voice.

Minimum wages to ensure a decent life, the extension of social security coverage, health and safety at work, labour inspection and its effective application in the workplace and to all workers are key features which, on the basis of this instrument, can empower workers in the informal economy with rights that facilitate the essential and urgent move to the formal economy. Accordingly, the explicit reference to these rights at work represents an act of justice and support for these workers who have been disadvantaged and neglected.

Since the outset of this discussion process, we said it was unacceptable that there should be double standards regarding workers' rights. Upholding the latter is the way to ensure the most rapid and fair transition to formalization and give full effect to the concept of decent work for all. So it is essential to ensure freedom of association and to facilitate collective bargaining as key elements. The Recommendation shows the way forward so that the social partners will be able to cope with the challenges and needs of the current situation. The challenge starts now. Our commitment, as unions, is to go down this path together with all of our brothers and sisters, endeavouring to strengthen the power of the workers as a whole. This is the time to give effect in our countries to this Recommendation on the informal economy.

Mr BADOVSKIS (Government, Latvia)

On behalf of the European Union and its Member States, I would also like to say a few words on this item. Through our discussions in the Committee, we have reached a common understanding of the necessary actions to be taken by governments and the social partners to address the informal economy and to provide workers in the informal economy with the right voice, dignity and safe working conditions as a part of transition.

We are very glad that the final Recommendation reflects the concerns raised during the Committee's deliberations and that it will help to reach the objective of decent work for all.

We support the proposed Recommendation and we hope it will receive the full support of this plenary.

We would also like to thank all the constituents – Government, Worker and Employer representatives – for the constructive cooperation and discussions during the Committee meeting.

Mr KÄRKKÄINEN (*Employer, Finland*)

I am making this intervention on behalf of the European Employer members of the Committee. We would like to congratulate the Chairpersons of our Committee for their excellent work.

Last year, some issues in the Committee turned out to be highly controversial and, therefore, remained unresolved. Being faithful to the spirit of the ILO, the Committee chose to put the difficult points in brackets instead of voting on them. We had some concerns about the mentioning of supply chains in the Recommendation. Our position was that the right place to discuss this issue would be next year's session of the Conference. Although the Recommendation now makes a mention of supply chains, it is clear that the meaning of these words cannot be determined before the question has been the subject of full tripartite deliberations. This is something that could not have been accomplished in our Committee, which had to deal with an issue that itself is broad, the informal economy. Another thorny issue was the Workers' proposal to include wording that referred to a minimum living wage in the Recommendation. During the discussion no one could provide a clear explanation for the meaning of that concept. However, from the beginning, it was evident that our Recommendation called for a pragmatic approach and clarity in the different measures available to the member States.

The process of formalizing the informal economy has to start from the basics, making available tools to encourage actors within the informal economy to progressively move to the formal economy. Introducing a minimum living wage in the Recommendation would have set a standard that is both too high for its purpose and certainly too elusive to apply properly.

This problem was put aside by borrowing text from the Minimum Wage Fixing Convention, 1970 (No. 131). We would like to point out that the final formulation, in our view, gives room to different national interpretations of how the minimum wage is set. For example, some countries in Europe do not have regulated minimum wages at all; instead they rely on established labour market practices and leave wage setting to collective bargaining by social partners.

Nevertheless, we are confident that the Recommendation helps the ILO shape its initiatives to promote the transition to the formal economy. We would like to emphasize the importance of incentives to enter the formal economy and the need to make the regulatory environment friendly to companies. Especially in Europe, over-regulation and bureaucracy can be an obstacle to exiting the informal sector.

Ms TESIORNA (*Worker, Philippines*)

The Workers call for the social partners' affirmative support for the Recommendation concerning the transition from the informal to the formal economy. Poor conditions of work; increasing poverty; lack of access to social security and insurance, fi-

nancial services, training, technologies, the market; rising social inequities; absence of the informal economy in legislation; if not incoherent policies; statistical invisibility; and poor governance – these are all part of the realities of the new world of work.

With this landscape, together with different political and governance routes, from developing to developed member States, it is not surprising to note that there is a challenge for shared understanding on approaches and strategies for addressing decent work deficits through legislation and the development of social protection floors in the region.

Decent work for all is the battle cry.

The Workers strongly recommend that, of all the interventions that are needed, the first to be dealt with must be addressing the statistical invisibility of the workers in the informal economy and achieving a common understanding of the informal economy and the informal employment framework, which may run parallel to other immediate poverty reduction measures.

Please allow me to share the Philippine experience. Before this was addressed right after the 2002 session of the Conference, our issues as workers were never responded to by legislators. Interventions were all project-based, mitigating, not sustainable, merely cosmetic. They did not address even preventative aspects like work-related diseases and accidents. The 2002 session sustained the voice of the informal economy in my country for social equity, and with support from the UNDP and the ILO, the Government of the Philippines and the social partners did their homework to start what had to be done, addressing statistical invisibility first and foremost. Coherent policies and integrated interventions started to be debated in national planning, and even in academia, regarding how to reduce decent work deficits in this economy. Although we admit that there is a lot more to do, it was a good start at least.

Building social protection floors guarantees that everyone can live a life of dignity. Widespread economic and social distress, fuel volatility and climate change disasters reveal new vulnerabilities, and the poor performance of existing programmes results in the massive loss of jobs and livelihoods, declining income security and increasing poverty, with the consequent demand for social protection floors at the centre of national and international debates. There is enough evidence to show that socially protected workers yield higher productivity, help increase the government's capacity and live a life of dignity.

We call for solidarity among the social partners. We, the workers, call for the social partners' affirmative support for this Recommendation concerning the transition from the informal to the formal economy and for its implementation. Together we can do it all in the new world of work.

Ms MICKEVICA (*Worker, Latvia*)

I would like to stress the vital importance of the universal application of this new instrument to extending and enforcing workers' rights and social protection to all in the informal economy. In particular, we welcome the Recommendation as it directs governments to address deliberate evasion of taxation, labour laws and the avoidance of social contributions. The evasion of taxes and social contributions not only creates unfair competition among businesses; it leads to social dumping, undermines

public revenues and thus deprives workers of accessing social protection. Moreover, it leads to exploitation.

Such conditions can also have long-lasting consequences for workers in the formal economy as, in the cost-competitive environment, wage levels and the quality of working conditions are undermined. Now, importantly, the instrument recognizes the impact of global supply chains and subcontracting in the informal economy.

We Workers strongly believe that, within the context of tripartism, we all have a responsibility to ensure that the enforcement mechanisms provide protection and are extended to often invisible, voiceless and vulnerable workers in supply chains.

Multinationals should view this Recommendation in a positive light. It promotes fair competition, transparency, accountable procurement and tendering, and the protection of workers' interests across all supply chains.

In conclusion, we are looking forward to the effective implementation of this Recommendation and we trade unions are ready to play our part in it.

Original Spanish: Mr DOS SANTOS BARBOSA (Government, Brazil)

Speaking on behalf of our Minister for Labour and the Brazilian delegation, I would like to congratulate the President for her excellent work in presiding over this session of the Conference. I would also like to thank the Director-General of the ILO for the work leading up to the discussion of this vital subject and the whole ILO secretariat for preparing very useful and important documents, which structured our discussions in this working Committee.

In particular, I would like to thank Mr Sversut, the Reporter, who was able to present a detailed report of the work done in the Committee.

We have made significant progress in Brazil in moving from the informal to the formal economy. I am convinced that this document will encourage us to do yet more in a context of tripartite dialogue as we take the necessary steps and measures to continue our progress beyond what we have already accomplished in this very important and strategic area. It is important not just for Brazil, but for our region and the world as a whole. We think that this document will be an important reference as we meet the challenges facing us in this sphere.

The PRESIDENT

As there are no more requests to take the floor, I now propose that the Conference proceeds to adopt the report of the Committee on the Transition from the Informal to the Formal Economy. The report runs from paragraphs 1-708 of *Provisional Record* No. 10-2.

If there are no objections, may I take it that the Conference adopts the report of the Committee, subject to any corrections that may be received?

(The report – paragraphs 1-708 – is adopted.)

**PROPOSED RECOMMENDATION CONCERNING THE
TRANSITION FROM THE INFORMAL TO THE
FORMAL ECONOMY: ADOPTION**

The PRESIDENT

I now propose that we move to the adoption of the draft Recommendation concerning the transition from the informal to the formal economy, which we

will undertake Part by Part. This has been published in *Provisional Record* No. 10-1.

(The proposed Recommendation – Preamble and points 1-42 – and the Annex are adopted.)

If there are no objections, may I take it that the Conference adopts the Recommendation and its Annex as a whole?

(The proposed Recommendation and the Annex are adopted, as a whole.)

**RESOLUTION CONCERNING EFFORTS TO FACILITATE
THE TRANSITION FROM THE INFORMAL TO THE
FORMAL ECONOMY: ADOPTION**

The PRESIDENT

We now move on to the resolution concerning efforts to facilitate the transition from the informal to the formal economy, published in *Provisional Record* No. 10-1.

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

(The resolution is adopted.)

This concludes our examination of the work of the Committee on the Transition from the Informal to the Formal Economy. I understand that the work in this Committee went ahead in an especially efficient and consensual manner, and that there is strong support for the Recommendation across all three groups. I should therefore like to congratulate all members of the Committee and its secretariat on their hard work. After crystallization of this work by the vote, an entirely new range of tasks awaits, with the promotion and implementation of the instruments. I have no doubt that the Governing Body will follow up closely on this.

**RECORD VOTE ON THE APPLICATION BY THE COOK
ISLANDS FOR ADMISSION TO MEMBERSHIP OF THE
INTERNATIONAL LABOUR ORGANIZATION**

The PRESIDENT

Our next task is to have a record vote on the application by the Cook Islands for admission to membership of the ILO. The Conference's Selection Committee was responsible for examining the application of the Cook Islands; it made its recommendations to the Conference in its second report, which is contained in *Provisional Record* No. 3-3. Paragraph 18 of the second report contains a resolution concerning this application for membership.

As the Cook Islands is not a member of the United Nations, the procedure that must be followed is set out in article 1(4) of the ILO Constitution. Under this provision, a two-thirds majority of the delegates present at the session is required, including two-thirds of the Government members present and voting.

Furthermore, article 19(5) of the Standing Orders provides that a record vote must be taken in all cases where a two-thirds majority is required by the Constitution.

(A record vote is taken.)

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

The result of the vote is as follows: 441 votes in favour of the admission of the Cook Islands to the

Organization, three votes against and 25 abstentions.

The majorities required by the Constitution have been attained, as more than two-thirds of the delegates registered, including two-thirds of the voting Government delegates, were in favour.

(The resolution is adopted.)

It therefore gives me great pleasure to announce that the Cook Islands is admitted as the 186th member State of the International Labour Organization.

Many congratulations!

(The speaker continues in Maori.)

Kia manuia!

Ms TUARA DEMMKE (*Government, Cook Islands*)

Kia orana, and greetings on behalf of the Government and people of the Cook Islands. In keeping with the tripartite philosophy of the ILO, each member of our delegation will deliver a part of this brief statement.

We would like to say at the outset that we are honoured and privileged to be welcomed as a Member of the ILO family today. We assure you we are committed to upholding the values, responsibilities and spirit of the ILO charter that this membership entails. As Cook Islanders we are a close people and social dialogue is a premise for all that we do, whether at home, in our community, or in the workplace. It is therefore fitting that we take our place alongside other countries in this most important Organization – an agency that, through its unique tripartite arrangements, upholds the tenets of inclusiveness at its very foundation.

Ms ROSSETTE-CAZEL (*Employer, Cook Islands*)

As the representative of the Employers' Association and the Chamber of Commerce, may I say it is also fitting that this membership of the ILO comes on the 50th anniversary of our Government. We will celebrate that event in August and I invite you all to visit the Cook Islands and celebrate this achievement.

The membership of the ILO thus represents an important milestone for our country and one which reminds us again of our basic and ongoing responsibility to our people, particularly in the workplace.

Mr TURUA (*Worker, Cook Islands*)

In our language we say *kia orana* to everyone.

Once again, on behalf of the Workers' Association, it has been a milestone. It has been over a decade, trying to knock on the door of the ILO, to become a member, to join the family of the ILO.

Once again, we, the people of the Cook Islands, would like to thank you, the ILO, for your confidence in our membership and for your support, and express our gratitude to the International Labour Office for all your kind assistance and arrangements for our delegation here in Geneva.

Let me tell you: we may be very small – we are probably one of the smallest in the ILO family, with only 15,000 people – but our heart is bigger than the universe. So we wish you all the best and *kia orana*.

The PRESIDENT

I see the flag of the Cook Islands is already on the podium. You can admire this great flag. It is a historic moment in the life of the International Labour Organization.

RECORD VOTE ON THE RESOLUTION CONCERNING THE ADOPTION OF THE PROGRAMME AND BUDGET FOR 2016–17 AND THE ALLOCATION OF THE BUDGET OF INCOME AMONG MEMBER STATES

The PRESIDENT

I now propose that the Conference proceeds with voting on the resolution concerning the adoption of the Programme and Budget for 2016–17 and the allocation of the budget of income among member States, contained at the end of *Provisional Record* No. 8-2.

As we are all aware, the Director-General submitted his programme and budget proposals to the Governing Body at its 323rd Session in March 2015. After thorough consideration by the tripartite constituents, the Director-General adjusted his original proposals at their request. These were favourably received on all three benches of the Governing Body, which subsequently decided to propose to this session of the Conference a resolution for the adoption of the programme and budget for the 75th financial period (2016–17).

The Finance Committee, in paragraph 34 of *Provisional Record* No. 8-2, has recommended that the Conference adopt this resolution.

(A record vote is taken.)

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

The result of the vote is as follows: 481 votes in favour, zero against, with seven abstentions. As the quorum is 307 and the required two-thirds majority is 321, the resolution concerning the adoption of the Programme and Budget for 2016–17 and the allocation of the budget of income among member States is adopted.

(The resolution is adopted.)

RECORD VOTE ON THE RECOMMENDATION CONCERNING THE TRANSITION FROM THE INFORMAL TO THE FORMAL ECONOMY

The PRESIDENT

I propose that we now move to the vote on the Recommendation concerning the Transition from the Informal to the Formal Economy.

(A record vote is taken.)

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

The result of the vote is as follows: 484 votes in favour, one against, with five abstentions. As the quorum is 307, and the required two-thirds majority is 324, the new instrument is adopted.

(The Recommendation is adopted.)

(The Conference adjourned at 12.50 p.m.)

Fourteenth sitting

Friday, 12 June 2015, 3.05 p.m.

Presidents: Ms Jaunzeme, Mr Mero, Ms Goldberg and Mr Thibault

The PRESIDENT

The Office has received a request to exercise the right of reply. This request was made by the Employers' delegate from the Bolivarian Republic of Venezuela.

I now give the floor to Ms Pérez, Employers' delegate, Bolivarian Republic of Venezuela, to exercise the right of reply.

Original Spanish: Ms PÉREZ (Employer, Bolivarian Republic of Venezuela)

We have asked for a couple of minutes because we feel bound to respond to the statement made in plenary by the Government delegate of our country on 8 June. FEDECAMARAS categorically rejects the comment that our organization has sought to impose an exclusive and privileged dialogue with the Government. What FEDECAMARAS has done is to request the Government to develop a policy of effective social dialogue in the Bolivarian Republic of Venezuela and to convene the legitimate representatives of the employers and listen to their views. It refers in particular to the Government's claim that FEDECAMARAS is acting on behalf of employers that it does not represent; the truth is that FEDECAMARAS brings together more than 250 chambers and associations of production and commerce and is thus the organization that is most representative of the employers' interests in the Bolivarian Republic of Venezuela. This status has been recognized by the ILO and even by the Government itself at this session of the Conference.

We also reject the argument put forward by the Government delegate that FEDECAMARAS has used the forum of the ILO to defend political interests. FEDECAMARAS is not a political group and does not use the ILO for political purposes; it is an organization that defends the legitimate interests of employers which are recognized in the context of the rule of law and the development of economic rights.

The purpose of these representations to the ILO is to ensure that the Government fulfils the commitments which it entered into in ratifying the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and which were confirmed in the report of the high-level tripartite mission to the country in 2014, and also in ratifying the Minimum Wage-Fixing Machinery Convention, 1928 (No. 26), and the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and thereby re-establish dialogue with

the most representative employers' organization of the Bolivarian Republic of Venezuela.

We also deplore the disparaging comments and unfounded attacks to the effect that FEDECAMARAS is conspiring against the Government. FEDECAMARAS categorically rejects this claim and confirms its due respect for the Constitution of the Bolivarian Republic of Venezuela, as it has publicly stated on several occasions. The sole reason for its presence at the Conference is to defend the employer principles and rights which give it protection, namely freedom of association for employers and entrepreneurial freedom.

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

The PRESIDENT

Let us now move on to the presentation of the two reports of the Credentials Committee, which are contained in *Provisional Records* Nos 5B and 5C.

I invite Mr Djeguedem, Chairperson of the Credentials Committee, and Mr Ohrt, Worker Vice-Chairperson, to join me on the podium. Ms Horvatić, Employer Vice-Chairperson, regrettably cannot be with us today.

Original French: Mr DJEGUEDEM (Chairperson of the Credentials Committee)

It is an honour and a real pleasure for me to present to the Conference the first and second reports of the Credentials Committee, which you will find in *Provisional Records* Nos 5B and 5C.

The mandate of the Credentials Committee covers the examination of credentials and any objections against the credentials of a delegation or its technical advisers, or against the failure to deposit the credentials of an Employers' or Workers' delegate. The Committee is also mandated to examine complaints concerning the non-payment of travel and subsistence expenses for Employers' and Workers' delegates, and any allegations concerning serious and manifest imbalances between the three groups which form a delegation. It is also tasked with determining the quorum required for a vote. Its report details the method used to calculate this quorum.

May I take this opportunity to underscore that the mandate of the Credentials Committee is therefore to guarantee the application of the principle of tripartism in the work of the Conference. For the Conference to be able to incorporate this fundamental principle of the ILO in both its structure and its

functional arrangements, it is essential to ensure the full and active participation of all delegations in the technical committees and in the plenary sittings of the Conference. For that, we need the full commitment of all member States of the ILO. In this respect, the Committee noted that 16 member States were not accredited to the present session of the Conference – four fewer than in 2014. In addition, three member States failed to accredit a full delegation.

The Committee received two objections in this regard. It expressed concern at the continuing high number of delegations that are either not accredited or are incomplete. It strongly urges all governments to comply with their obligation under article 3(1) of the ILO Constitution, to send a complete tripartite delegation to the Conference.

The first report of the Committee, which is contained in *Provisional Record* No. 5B, is a standard report detailing the composition of the Conference. The report notes that 169 out of 185 member States were represented at the Conference this year. Furthermore, the Committee is pleased to note that the number of participants registered at the Conference is the highest it has been for five years, with 4,752 registered delegates.

The Committee would like to stress that, for the first time ever, the proportion of women delegates and technical advisers has been slightly above the 30 per cent target set by the Office. As of 11 June 2015, a total of 892 women delegates and technical advisers had been accredited, representing 30.5 per cent of the total number of delegates. This marks a notable development when we compare it with the 8 per cent registered in 1919 at the First Session of the Conference in 1919. While it welcomes this general upward trend in the percentage of women participants, further highlighted this year by the fact that the President is a woman, the Committee notes that the participation of women is still very uneven, depending on the group or function.

With regard to the groups, the presence of women is significantly more marked in Government delegations (36.1 per cent), than in the delegations of Employers and Workers (26.1 and 23.6 per cent, respectively). With respect to functions, an overwhelming proportion of titular delegates accredited from across the Government, Employer and Worker delegations are men, with figures reaching almost 71 per cent in Government delegations, almost 77 per cent in Employers' delegations and more than 85 per cent in Workers' delegations.

This imbalance in the distribution of functions is highlighted in *Provisional Record* No. 5B. Despite the overall increase in the proportion of women attending the Conference, the Committee considers that the constituents still have a lot of work to do before the goal of 30 per cent of women in *all* leadership and decision-making positions is achieved. The Committee, therefore, calls upon member States to continue their efforts to increase the representation of women. Particular focus should be placed on the issue of access for women to leadership positions in their respective delegations at future ILO meetings, with a view to one day achieving equal representation at all levels.

With regard to the cases which were brought before the Committee this year, the second report by the Committee, to be found in *Provisional Record* No. 5C, contains a summary of the objections and the complaints received and examined during the

course of this session of the Conference. Over its two weeks of work, the Committee considered 18 cases, which is five more than in 2014. It had to examine 13 objections, four complaints and one monitoring case. In order to examine these cases, the Committee held 12 meetings, including a hearing for one government. Considering the increase in the number of cases brought before it, and considering that the duration of the Conference session has been reduced on a trial basis to two weeks, the Committee has stressed that, in order for it to be able to carry out its work properly and in accordance with its mandate, all objections and complaints must be submitted within the established deadlines.

A number of objections concerned the lack of agreement between employers' organizations or workers' organizations on the designation of delegates and technical advisers. The Committee notes that, pursuant to article 3(5) of the ILO Constitution, member States are required to hold informal consultations with the most representative organizations and to actively seek to facilitate agreement between them with regard to the composition of their delegations.

The Committee also dealt with four complaints concerning the non-payment of the travel and subsistence expenses of technical advisers for the Employers' or Workers' groups. The Committee recalled that, while there is no constitutional obligation on a government to nominate technical advisers, it should be recognized that the Conference would not be able to function properly unless a sufficient number of technical advisers were present in all the three groups participating in the Conference.

Furthermore, the ability of the social partners to participate actively in the work of the Conference depends to a large extent on the number of technical advisers that accompany the delegates. To expect these technical advisers to participate in the Conference at their own expense is incompatible with article 13(2)(a) of the ILO Constitution. The Committee trusts that member States will give sufficient budgetary priority to participation in the work of the Conference to enable a sufficient number of technical advisers to attend the Conference, evenly distributed between the three groups in their delegation.

As for the monitoring case, the Committee considered once again the situation in Djibouti. The Committee remains concerned by the situation of the trade union movement in that country, but has taken note of the information supplied by the trade union representatives concerning several objections presented to the Credentials Committee. They have said that they are ready to negotiate with the Government in order to find a solution to the problems that they are facing. The Committee wishes to believe that the Government will shortly confirm its commitment through concrete measures. The Committee unanimously proposes to the Conference that it renew the reinforced monitoring measures concerning Djibouti, in accordance with the relevant provisions of the Standing Orders of the Conference.

I would like to finish by offering my sincere thanks to Ms Horvatić, the Employer Vice-Chairperson, who unfortunately cannot be with us today, and Mr Ohrt, the Worker Vice-Chairperson, for their enormous contribution to the consideration of the cases brought before the Committee and the spirit of cooperation that they openly displayed. I

would also like to thank the secretariat, which was wonderful and spared no effort in facilitating the work of the Committee. My gratitude also goes to the interpreters and translators, without whom we would undoubtedly not have been able to complete our work in the agreed time frame.

(Mr Mero takes the Chair.)

The PRESIDENT

We take note that the Credentials Committee has adopted its two reports unanimously. The Conference is called on to take note of the reports and, in addition, to approve the proposals contained in paragraph 34 of the report in *Provisional Record No. 5C*, which concerns the delegation of Djibouti.

Original French: Mr HOUMED (Government, Djibouti)

I take this opportunity to respond to the report of the Credentials Committee. We have just received this report which appears in *Provisional Record No. 5C*. We would like to express our astonishment at the allegations of a lack of respect shown by the delegation of Djibouti towards the Committee which claims to be shocked. We consider that this reaction is exaggerated to say the least and does not reflect what actually happened. Unfortunately, this has come about in a climate of systematic hostility displayed towards the Government delegation.

We would like to offer the following clarifications. When the delegation of Djibouti was first approached, the Minister was actually making his statement during the plenary. Shortly thereafter, a meeting was scheduled with the Director-General of the ILO, Mr Ryder. The Government assigned two senior officials – the Director of Labour, Employment and Social Security and the Head of the Standards Department – specifically to follow up on this matter, and they were duly authorized to speak on behalf of the Government. So we ask, then, who was showing a lack of respect to whom? Furthermore, we note that unfortunately, yet again, the Committee did not examine the admissibility of the objections that it received, despite a previous observation on the matter and despite the fact that the objections should be duly supported and take into account the Committee's mandate.

We also note that the Government's replies as reflected in the report being examined have been distorted and are presented in a selective way, allowing conclusions to be reached that do not take into account the information that was provided. This is a situation which raises concern and undermines the credibility and serious nature of the Committee. We hope that the information which has been provided will be adequate to put the record straight.

The PRESIDENT

I thank you, sir, for your clarifications. We note that no disrespect whatsoever was intended. If you are satisfied that, in the light of your explanation, the Conference understands this, I would request you to answer in the affirmative so that we can proceed.

Mr HOUMED (Government, Djibouti)

I do not wish to hold up the Conference, but we would like to express our reservations, because the report reflects neither our replies nor the documents that we supplied to the Committee.

The PRESIDENT

In practice, what we usually do in such cases is to take note of the report in its current form, and then the final version of the report will take into account the explanation.

Mr HOUMED (Government, Djibouti)

Thank you for that clarification. We will follow the usual practice, and we will give you in written form the explanation that we have just provided. We would appreciate it if that text could be appended to the report.

The PRESIDENT

Thank you very much for your understanding. So, may I take it that the Conference has taken note of the reports of the Credentials Committee, subject to the amendments requested by the representative of Djibouti, and approves the proposals contained in paragraph 34 of the report in *Provisional Record No. 5C*?

(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 should also like to extend this gratitude to the secretariat, which has provided diligent and efficient support to the Committee.

(Ms Goldberg takes the Chair.)

**REPORT OF THE COMMITTEE ON SMEs AND
EMPLOYMENT CREATION: SUBMISSION,
DISCUSSION AND ADOPTION**

The PRESIDENT

It is my pleasure now to introduce to you the report of the Committee on small and medium-sized enterprises – that is, SMEs – and employment creation, which has been published in *Provisional Record No. 11-2*. I give the floor to Mr Bonilla García, Committee Reporter, to present the report.

Original Spanish: Mr BONILLA GARCÍA (Reporter of the Committee on SMEs and Employment Creation)

I am honoured to present the report on the work of our Committee, the Committee on small and medium-sized enterprises and decent and productive employment creation.

I did not come here to make a speech, but to tell you about the process and results of our work and the spirit behind it.

To set the scene, I would like to recall a saying which relates to dialogue: "If two wise men are to provide advice and are always in agreement, one of them is useless; but if they are never in agreement, then both of them are useless." Tripartite dialogue comes somewhere in the middle of these two extremes: it is not necessarily easy or straightforward, but in most cases, it does lead to agreement. In my opinion, that is the magic of social dialogue and collective efforts.

We started off our collective endeavours with a list of names, which gradually began to translate into faces and individuals, then ideas, deep-seated beliefs, principles, interests and positions.

We also had before us a report, which I would describe as ephemeral and heroic. Ephemeral, because, as with all reports, it must make way to conclusions and a resolution, and those are what will

remain forever. Heroic, because it is not an end in itself, and, despite the talent and the intense work and effort that went into the drafting, it must be scrutinized, questioned and dissected to extract the positive points, identify the points on which we need to do more work in order to determine what we already have and what we are lacking; where we are and where we want to be.

The Office report and the delegates' interventions provided overwhelming evidence indicating that SMEs account for two-thirds of the world's jobs and generate the majority of new jobs, contributing substantially, but with varying degrees of efficiency and productivity, to economic growth. It is therefore clear that the success and the relevance of the Decent Work Agenda in the world rests upon the success and the relevance of decent work in SMEs, which also include micro-enterprises.

Consequently, the conclusions of our Committee not only identify challenges and indicate the roles that the social partners and governments must play, but they also provide the Office with clear guidance on how to face up to the formidable challenge of promoting decent and productive employment in SMEs, taking into consideration their wide heterogeneity and different characteristics, such as age, size, sector and growth potential.

Regarding the future work of the ILO, there was strong support for the Office to maintain its current portfolio, focusing its interventions on enterprise development, rights at work and financial services.

It is also important to take note of the areas of overlap and interrelations and the added value in the work of the various committees of this sitting of the Conference, which must be maintained in future interventions by the Office. The creation of decent and productive employment in SMEs, the transition from the informal to the formal economy, and social protection are clearly complementary subjects which require an integrated approach.

The process followed by the Committee confirmed what Blaise Pascal famously said: "If I had had more time, I would have written a shorter letter." The conclusions that the Committee is presenting are the product of the hard, meticulous work of all the participants. They are the product of almost 30 hours of discussions in plenary and 15 hours of work by the Drafting Group. Yes, they could have been shorter, but we would have needed more time.

That being said, I would like to highlight the fact that all the Committee participants are impressed that we were able to bring our work to a successful conclusion under the new shorter format of the Conference. We recognize that this is testament to the considerable preparatory work by the Governing Body and the Office to ensure that we could successfully complete our work within the new time frame.

In particular, I would like to congratulate the Chairperson of the Committee, Ms Roussinova, the Deputy Minister of Labour and Social Policy of Bulgaria, for her competent leadership of our work. She demonstrated many great qualities, including but not limited to her talent, strength of character, patience, tenacity and, of course, a large dose of humour.

We were all very impressed by the work of the Employer and Worker Vice-Chairpersons, who negotiated on behalf of their groups with great eloquence and skill. My congratulations and thanks go to Ms Pineau, of the Employers' group (from

France), and to Mr Belchamber, of the Workers' group (from Australia). They both played a crucial role in the success of the Committee.

I would also like to extend my thanks and congratulations to all the members of the Workers' and Employers' groups, whose contributions in the group meetings were fundamental in providing form and content for their spokespersons' interventions.

I would also like to congratulate all the Government representatives, who played an extremely active and committed role, particularly those who spoke on behalf of their regional groups.

The ILO is a great champion of gender issues and I must highlight that, even though I do not have any statistics to hand, there is clear evidence that the talented contributions from women were in the majority in the discussions of the Committee, which was critical to its success. Our thanks and admiration go to all of them.

Lastly, I would also like to thank and congratulate all the members of the secretariat, who, whether visibly or invisibly, contributed by working long, almost indecent, hours. In particular, I would like to thank Mr Poschen and Mr Hahn, and each of the members of their team, together with the translators and interpreters. Our gratitude also goes to Mr Perin and his team, whose invisible hand reaches the whole Conference, and protected the work of our Committee. The Secretary-General and his Deputy Secretaries-General – Ms Polaski, Mr Vines and Mr Hougbo – can be very proud of their secretariat.

I would personally like to thank all the members of the Committee for the election of Mexico, a member of the active and united group of Latin American and Caribbean States (GRULAC), to act as Reporter.

It was a pleasure to participate in this joint effort, which once again confirmed that the beauty, strength and purpose of social dialogue is not only to find but to build solutions.

According to the world population counter, right now, the world's population stands at 7,174,189,474. I therefore have the pleasure to submit to your consideration the conclusions and corresponding resolution, with 7,174,189,474 reasons why they should be adopted.

Original French: Ms PINEAU (Employer Vice-Chairperson of the Committee on SMEs and Employment Creation)

On behalf of the Employers' group, may I start by thanking our Reporter for his report, and in particular for his comment on how effective the female element was in the work of this Committee. I, too, would like to recommend the adoption of the conclusions and the resolution concerning small and medium-sized enterprises and decent and productive employment creation.

I would like to offer my warmest thanks to the Chairperson of the Committee, Ms Roussinova, for her excellent leadership of the Committee's work, and to all of the Governments for their active and substantive participation in the discussions, both in the plenary and in the Drafting Group.

I would also like to thank the Workers, and in particular their spokesperson, Mr Belchamber, for his ability to achieve consensus.

May I also thank the Employers' group for their trust and support throughout the process, and in particular Mr Thorns from the International Organisation of Employers (IOE) and Mr Gonzalez from ACT/EMP.

Lastly, I would like to thank the Office for the impressive volume of work it carried out before, during and after the Conference. That enabled us to conclude our work on schedule, which contributed to the success of this Conference under the new format. And finally, thank you to our very efficient coordinator, Mr Hahn.

It was the Employers' group that initially proposed that we have a general discussion on small and medium-sized enterprises and the creation of decent and productive jobs, with the goal of achieving a more nuanced understanding of the reality faced by SMEs and their needs and the responses required, particularly from and for the International Labour Organization.

We can say that, for the Employers, these goals have been achieved. We have a short, action-oriented text which is clear and straightforward and offers several important messages for member States and the ILO to be better guided in their implementation of policies which will foster the establishment and growth of SMEs and the creation of jobs.

First, the text recognizes clearly the key part played by SMEs in decent and productive employment creation, because they represent two-thirds of all jobs and also create the majority of new jobs.

The document also analyses the main constraints faced specifically by these enterprises and identifies ways to overcome them to enable SMEs to grow, create jobs, continue to grow and create more quality jobs. In particular, the document stresses the need to establish and improve an enabling environment for promoting SMEs and also stresses the need for States to take into account the specific needs of SMEs. This reference is particularly important for me now that the French Government has just now, on Tuesday, passed its own French-style Small Business Act.

For the Employers, it is of fundamental importance that the ILO should be able to deliver a positive and credible message on the contribution made by SMEs to job creation. But first and foremost it is of fundamental importance that the constituents have succeeded in giving clear guidelines to the ILO on what they expect of it. In this regard, our conclusions convey at least three strong messages.

The first message is the need to take into account the specific characteristics of SMEs and their needs in the definition of the ILO's policies and programmes. For the Employers, it is essential that the ILO evaluate the impact of these policies on the functioning of SMEs.

The second message is the need to strengthen the ILO's programme on evaluating the enabling environment for sustainable enterprises. As the Office said in the report that was submitted to the Committee, "there is very limited value in trying to promote SMEs at the enterprise level in an environment that is hostile to them". The Employers share this view. Promoting an enabling environment is indispensable for SMEs to be able to create jobs and grow. The tool created by the ILO in this regard, the enabling environment for sustainable enterprises (EESA), is extremely promising for the Employers and we would like to broaden and strengthen it, by creating closer links with Decent Work Country Programmes, going beyond assessments to also include development for constituents and to encompass enterprise formalization.

And the third message is the need for the ILO to collect more data and conduct more in-depth research on several subjects: job quality; working conditions in SMEs; productivity in SMEs; sustainability of SMEs; good procurement practices for enterprises in supply chains; and strategies to support SMEs. A better understanding of all of these is a necessary pre-condition in order for the ILO to define appropriate responses and effective policies.

The Employers are proud of these conclusions, we support them, and we undertake to implement them as effectively as possible.

Mr BELCHAMBER (*Worker Vice-Chairperson of the Committee on SMEs and Employment Creation*)

Small and medium enterprise matters, for all of us, in all of our countries. SMEs matter because they are where most jobs exist, where most job creation occurs and, accordingly, where the challenge of overcoming decent work deficits is greatest. The Employers wanted this discussion; they were right to have called it on. We were wary at the outset, but reflecting on the work of our Committee these past two weeks and the robust conclusions we have produced, the Workers are pleased and proud to have been part of it. Our tripartite endeavours have produced something clear, concise and useful.

Like so many things in life – the glass half full or half empty; the wage as a business cost or a worker's living income – what we see when we look at something depends on our vantage point. The Employers look at SMEs and see a glorious cast of entrepreneurs, the risk-taking, innovating heroes of the capitalist adventure, the small things from which big things grow. The Workers look at SMEs and see low wages, poor occupational safety and health records, inadequate capital equipment, scratchy management capability, decent work deficits. Of course, there is some truth in both perspectives. The universe of micro-, small and medium enterprises is large and diverse. We find there both the opportunity-driven, creative enterprise, risking all in pursuit of an exciting idea of developing and taking to market a concept or new product with a view to expansion or prosperity, and we also see the necessity-driven, survivalist enterprise, scratching around to make ends meet and stay afloat because there is simply no decent work to be had, commonly in the informal economy with little or antiquated equipment, no finance, no management skills, getting by on grit and cunning from one day to the next.

Our Committee endorsed the promotion of SMEs as a means to create more and productive employment and decent work for all, not as an end goal in its own right. Sustainable SMEs help overcome decent work deficits. Our conclusions target the creation of productive employment and decent work through effective policies for the growth of sustainable SMEs. There is no magic wand, no universal one-size-fits-all panacea. But it is essential to establish an enabling environment and there is a critical need for more and better data and information especially on the quality of work in SMEs. An enabling environment seeks at once to improve the economic prospects of small and medium enterprise, to overcome decent work deficits for workers, and to ensure that economic activities are environmentally sustainable. No single aspect is more important than any other. Our conclusions identify specific measures to improve the enabling environment and stress the perennial need for consultation between

governments and the most representative organizations of employers and workers in developing programmes and policies.

We agreed that it is essential to think first when reviewing complex regulations. Simple and effective is a good design rule, but not one that overrides the companion rule that protection and working conditions for workers must be ensured. We agreed that packages of interventions to help SMEs are more effective than stand-alone programmes. That clustering and networking regionally or along value chains helps to address the lack of scale and scope as well as lack of finance and financial literacy, and in transitioning to formality. We agreed that clear measures are needed to remove constraints on the exercise of fundamental rights of workers in SMEs. We agreed on public investment in infrastructure, including skills and training, and that this is a critical feature of an enabling environment; and that establishing a preventative safety and health culture to reduce the disproportionate incidence of occupational accidents and health problems in SMEs is highly cost-effective, improves productivity and, above all, prevents human tragedy. Our conclusions build on the 2007 conclusions on sustainable enterprises and on the Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189), and are complemented by the work of two other Committees during this Conference. Both the conclusions of the recurrent discussion on labour protection and the important new Recommendation on the transition from the informal to the formal economy make specific references to micro-, small and medium enterprise, and they all converge to a simple point: that there should be no double standards conferring inferior rights or protection on workers in SMEs.

Our conclusions set out the role of government and social partners in promoting productive employment and decent work in small and medium enterprise. We agreed that both employers' and workers' organizations should increase their representation of SMEs and their workers and assist them with collective bargaining. Importantly, our conclusions provide clear guidance for the future work of this house. We agreed that, in conjunction with social partners, the ILO should systematically integrate into its SME programmes and policies promotion of an enabling environment, sustainability and rights at work. That it should customize its interventions for specific target groups, including women entrepreneurs, young people and high-growth enterprises. It should assess and review the impact of its interventions, including those regarding cooperatives, with a view to expanding them. It should conduct research on the good procurement practices of large-scale enterprises in supply chains and SMEs' strategies in order to inform the discussion on global supply chains and decent work at next year's session of the Conference. That it should provide evidence-based research on the impact of social dialogue and collective bargaining systems on working conditions in small and medium enterprise. That it should collect more and better data and assist and collaborate with other international and regional organizations and institutions on the measurement of decent work in small and medium enterprise.

This Committee worked long and hard and I believe has produced valuable, useful conclusions. At times our discussions were vigorous and testing. I thank our Chairperson, Ms Roussinova, for her firm

and fair exercise of authority. She kept us on track and on target with wit and grace, and it is thanks to her that we finished on time and produced conclusions of quality. I thank all the staff of the Office at the head table and behind the scenes. Their prodigious effort in the lead-up to this Conference gave us substantive material to work with; their long hours of dedicated labour during our discussions distilled an enormous volume of tripartite input into something cogent, succinct and relevant. Peter, Martin, thanks to you and all your team for your patience, understanding and dedication. I thank all of the Governments, all of them, for their input, engagement and good spirit during all sittings of our Committee. And let me put here on record my deep and sincere thanks to Ms Pineau, Employer Vice-Chairperson. Garance, you are formidable and articulate and a resolute advocate for, and defender of, the interests of the Employers' group, with an exceedingly bright future. We have had our difficulties and sharp differences these past two weeks. I thank you and your team, Matthias and Luis, for your frank and fearless engagement. I trust this has been a beginning of a beautiful friendship. To the interpreters, thanks without any reservation; you make it possible for us to talk sense to each other. To my colleagues on the Workers' group, thanks for your support and dedication; you have been fantastic. My drafting committee, our bureau, this document, these conclusions, they are yours. And the support we have received from Jeroen, Yorgos and Pierre has been excellent, unstinting, remarkable. The conclusions are theirs too. Thanks also, Raquel. It has been my great privilege and immense pleasure to work with this wonderful team. I love youse all!

Ms ROUSSINOVA (*Chairperson of the Committee on SMEs and Employment Creation*)

It is very difficult to talk last because almost everything was said. I will start with where Mr Belchamber finished. Quite often in our Committee, instead of using the word consensus, we used "good friendship", and I think this Committee established a good foundation for a very consensus-based dialogue on this very important theme of small and medium enterprises as a main generator of employment all over the world.

As the speakers before me mentioned, we had two very productive weeks. The product of our work is in front of you: the conclusions concerning small and medium-sized enterprises and decent and productive employment creation. The conclusions themselves are brief, concise and innovative, and let me highlight some of the main points.

There is agreement that SMEs are vital to achieving decent and productive employment, given that globally they account for two-thirds of our jobs. But, more importantly, SMEs create the majority of *new* jobs. There was also agreement that in view of the heterogeneity of SMEs, there cannot be one-size-fits-all SME policies. Constraints faced by SMEs vary significantly. To overcome these constraints and to grow and to reduce decent work deficits, an enabling environment is of particular importance for SMEs and their workers. Specific measures to improve the enabling environment should simplify overly complex regulations while ensuring protection of workers, improve access to finance, link SMEs to clusters and global supply chains, address decent work deficits in SMEs, pro-

mote public investment in infrastructure and education and training, and support SME formalization.

The Office report and our discussion provided valuable evidence on what works and what does not. Based on this knowledge, the Committee concluded that future interventions to promote SMEs should provide support in an integrated way. It has been proven that an integrated approach is more effective than stand-alone programmes.

There was also vast agreement that SME policies need to be evidence-based. Attention needs to be given to evaluation of the effectiveness and cost efficiency of SME interventions.

Some of the key tasks of governments in SME development are to: improve the enabling environment; ensure the enforcement of labour and environmental standards; design and implement policies or programmes targeted at SMEs; and collect data on qualitative and quantitative aspects of SME employment.

Employers' and workers' organizations should increase the representation of SMEs and their workers in both types of organizations, improve social dialogue and assist their members with collective bargaining. The social partners should strengthen services that are beneficial to their members in SMEs.

With regard to the future work of the ILO, the Committee recommends that the ILO should maintain its current portfolio. Also, it stressed that the ILO's actions need to be strategic and measurable and generate rigorous analysis on the impact of interventions to orient governments and social partners on SME policies. The ILO in particular should emphasize the following. It should expand and improve measures combining entrepreneurship development, rights at work and financial services. The programme on the EESE should be reviewed with a view to expanding its scope. The ILO should expand its work on proven programmes that aim to facilitate the transition to formalization of informal SMEs. Regarding the improvement of productivity and working conditions in SMEs, the ILO should scale up interventions such as SCORE. The ILO work on global supply chains has high potential for impact and should be scaled up. The Committee asks for new research on good procurement practices of large enterprises when buying from SMEs. And last, but not least, the work on cooperative enterprises should be expanded also.

As my colleagues have already mentioned, the outcome of our work was the commitment of many heads and hands. I want to express my sincere admiration and thanks to the two Vice-Chairpersons representing the Employers' and the Workers' groups, our dear friends, and the representative of the Mexican Government, Mr Bonilla García, for the manner in which he presented the work of our Committee in his report. In our pursuits, we were further assisted by many Government representatives who represented 109 ILO member States. We were one of the groups that almost sat until early Sunday morning. The fact that less than half of the over 80 amendments were adopted or adopted as subamended – in fact, we had only one amendment that was rejected – is one of the demonstrations that we first started with a very high-quality document from the Drafting Group, so thanks to all the staff of the Office and to the very committed participants in the Drafting Group. I am confident that the conclusions will be of great use and importance to member States, and workers and employers, as well as the

Organization in the coming years. The focused portfolio of the ILO SME policies which are outlined therein and which are firmly rooted in clear intervention models and rigorous results measurement will make a difference in promoting decent and productive employment creation in SMEs.

The PRESIDENT

I am now going to open the discussion on the report of the Committee on SMEs and Employment Creation.

Ms LARYEA-DJAN (*Worker, Ghana*)

First, let me congratulate everybody on the Committee for their constructive spirits, particularly the Chairperson and the Vice-Chairpersons, for their excellent work during the Committee sittings and discussions.

Our societies face an immense challenge in dealing with the constraints on economic prosperity by improving the productivity of SMEs and the working conditions of their workers.

Our discussions made it clear that we need a balanced approach: SMEs need help to reach markets, upgrade their activities; and workers need the capacity to exercise their right to be able to share in the benefits. In the process, we believe in the strategies that bring together the economic and social actors to develop common approaches to solve their problems. This is why we are glad to see our Committee has called on the ILO to prioritize work on value chains and cooperatives.

Improving productivity is a most important development, but being able to capture a fair share of the value created is also needed. In our globalized world, cooperative leaders in global supply chains need to demonstrate more respect for SMEs in their procurement practices and for working conditions in those enterprises. It is for this reason that we are looking forward to the ILO conducting research in these areas and promoting credible and substantial information for next year's discussions on the topic.

On behalf of the Workers, I would therefore like to call on this plenary to support the conclusions of our Committee.

Original German: Mr CONZEMIUS (Employer, Germany)

The conclusions on SMEs which are before us for adoption today are the outcome of constructive discussions between governments, unions and employers – discussions which were characterized by the common understanding that SMEs are the backbone of our economies. They are the basis of innovation, competition and job creation. All of these things are in the interests of employers as well as employees.

In order to stimulate growth, SMEs need an appropriate framework which gives them the air they need to breathe, because it is SMEs that are the first to be adversely affected by excessive red tape and overly rigid labour regulations. If we want to support the creation of jobs in SMEs, creating an enabling environment for enterprises as a whole – an environment in which enterprises can flourish and grow – is a top priority. For that, we need a variety of concrete measures to strengthen entrepreneurial spirit, improve legislation and reduce red tape, to mention only a few.

As Employers, it was therefore important for us that the conclusions of the Committee should do more than merely pay lip service to the importance of SMEs, but rather should define specific measures and instruments which will allow the ILO to pro-

vide concrete support to its constituents in improving the enabling environment. The reference in the conclusions to an expansion of the ILO programmes, EESE and SCORE, which have already been successfully implemented, will allow the Office to contribute actively to improving productivity and working conditions in SMEs. But, beyond these programmes, the ILO must subject all its proposed measures to an “SME test”, which means in concrete terms that all new rules and regulations must be designed in such a way that they do not run counter to the aim of strengthening SMEs. This is the real test of whether the commitment to SMEs extends beyond mere lip service.

In conclusion, let me thank our spokesperson, Ms Pineau, for her commitment, dedication and indeed endurance. She played a significant role in enabling us to produce clear, concrete and action-oriented conclusions, which we may adopt today.

Ms RASMUSSEN (*Worker, Norway*)

I would like to speak in favour of the adoption of this report. This house, the ILO, is about decent work for all, and going into this discussion about SMEs, our focus was not really on how to overcome the decent work deficits that we typically find in those types of enterprises. We are glad to report that our Committee has been able to generate what we believe are balanced conclusions: conclusions that take into account both the challenges faced by SMEs and those faced by workers in those enterprises. Our deliberations have also made it clear that much more needs to be learned about the quality of work in SMEs, as well as the means to address the deficiencies in this area.

More knowledge is needed and the ILO has a crucial contribution to make. Notably, our Committee has called for more research to be done on the impact of industrial relations systems and the quality of work in SMEs. This is welcome, as our experience from Norway and the Nordic countries shows that extending collective bargaining to SMEs is key to securing decent work for all workers, even in small enterprises. Indeed, a well-functioning tripartite system has allowed us to define an economic development path that combines economic prosperity and decent work.

We are particularly proud of the fact that our Committee resisted the worn-out notion that labour regulations are an obstacle to SME prosperity. Our Committee work focused on concrete measures to help entrepreneurs and SMEs to improve productivity, better exploit the potential of value chains and be innovative. This is the definition of the high road to economic development, and we hope this spirit will be the one that will inspire ILO work with SMEs and workers in SMEs.

Mr FUNG (*Employer, Indonesia*)

I am pleased to take the floor on behalf of Indonesian and South-East Asian employers. Let me first start by thanking the members of our Committee on SMEs and employment creation for finalizing the conclusions of the report on SMEs and decent and productive employment creation together. It is the spirit of such tripartite collaboration that we hope will be the essence of promoting decent work and productive employment in SMEs. It is also our hope that all of us, as stakeholders of our collective future and those of our children, will work together to continue to create an environment that enables SMEs to

survive and grow in the long term and thus contribute to both new job creation and maintaining existing labour absorption rates.

The output of SMEs impacts all of us and is much more felt in developing nations, as our SMEs are also still developing. However, they touch all aspects of the supply chain and often are the lifelines that keep economies afloat during economic crises.

There is a rich variety of reasons why SMEs exist, such as supplementing income from a worker's full-time job, pursuit of a dream or passion, or simply enjoying the freedom to determine one's own fate. Then, there are SME entrepreneurs who start a business because of a lack of decent work in their area. Many such entrepreneurs are often helped by relatives and friends to get their business running, as financial supporters and as labourers. They are neither in pre-start-up, start-up or post-start-up growth stages, but have a “just start” mentality. It is our sincere hope that the ILO, along with partners in government, business, workers and other social partners, are mindful of the challenges and struggles both SME employers and employees face and will help to collect data and design guidelines that will help the rainbow of all entrepreneur types to start, grow and maintain SMEs the right way.

My experience in the Drafting Group showed me that a group of people from diverse backgrounds and interests can come together in a meaningful way that helps our societies to evolve in a positive and civilized manner. Let us continue to do this after this Conference ends. Together, we can do more.

Original Spanish: Mr BUSTOS (Employer, Chile)

As the Employer Vice-Chairperson so clearly said, I think that we have a very pragmatic, well-balanced document, based on the broadest possible consensus. It is nevertheless very much focused on action: by the social partners, the Employers' and Workers' groups, and by States and, in particular, it contains a section on the Office's interventions on SMEs.

We were provided with various figures: in particular, that SMEs provide and generate 66 per cent of employment worldwide. In my country, the figure is even higher, exceeding 80 per cent. However, even though they are the real drivers of the economy, SMEs still face constant challenges, such as lack of access to innovation and financing, making them less productive than large companies. Those are the challenges, and that is why this action-focused document provides some avenues to explore, in particular, developing ways to access financing and technologies and, no less importantly, establishing a method to measure the quality of employment in SMEs, for which we currently have no data.

Consequently, I invite you to approve this document. I think that it is a first step towards envisioning the future of SMEs as drivers of our national economies.

The PRESIDENT

I now propose that the Conference proceeds to adopt the report of the Committee on SMEs and Employment Creation. This report runs from paragraphs 1–478, in *Provisional Record* No. 11-2, and includes one Appendix.

We propose to adopt the Conference report in its entirety, subject to any corrections which may be received.

Are there any objections? I see none.

(The report – paragraphs 1–478 – and the Appendix are adopted.)

CONCLUSIONS CONCERNING SMES AND DECENT AND PRODUCTIVE EMPLOYMENT CREATION: ADOPTION

The PRESIDENT

We are now called on to adopt the conclusions, which are contained in *Provisional Record* No. 11-1, and which we are going to take section by section.

(The conclusions – paragraphs 1–24 – are adopted, section by section.)

In light of this, may I take it that the Conference adopts the conclusions as a whole?

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

RESOLUTION CONCERNING SMES AND DECENT AND PRODUCTIVE EMPLOYMENT CREATION: ADOPTION

The PRESIDENT

We now move on to the adoption of the resolution. It is the resolution concerning small and medium-sized enterprises and decent and productive employment creation. This is also contained in *Provisional Record* No. 11-1.

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

(The resolution is adopted.)

Before moving on, I should like to thank the members of the Committee, and indeed the secretariat, for all the hard work put into these two reports. As we have heard, the conclusions are short, concise and easy to read. I am sure that they will provide clear guidance for the ILO and for constituents on this very important topic.

(Mr Thibault takes the Chair.)

Original French: The PRESIDENT

I should like to issue a clarification regarding the statements made during the presentation of the report of the Credentials Committee. The report cannot be modified and therefore is approved as presented. However, the statements and objections that were made will be reflected in the record of the proceedings. They will hence be reflected in the official records but the report will not be modified. I hope that you will understand this important clarification.

REPORT OF THE COMMITTEE FOR THE RECURRENT DISCUSSION ON SOCIAL PROTECTION (LABOUR PROTECTION): SUBMISSION, DISCUSSION AND ADOPTION

Original French: The PRESIDENT

So, without further ado, we shall continue our work and consider the report of the Committee for the Recurrent Discussion on Social Protection (Labour Protection), contained in *Provisional Record* No. 12-2.

Before beginning, I give the floor to the Clerk of the Conference for an announcement.

Original French: The CLERK OF THE CONFERENCE

I wish to inform you that we have noticed an error in the Spanish version of the conclusions. In paragraph 21(e) of the text of the conclusions, part of

the sentence is missing. I will read the corrected version of the sentence.

(The speaker continues in Spanish.)

“Políticas de contratación pública. Promover la protección de los trabajadores mediante prácticas de contratación pública responsables y mediante la promoción de la ratificación.”

Original French: The PRESIDENT

The Committee Officers, Ms Pitt (Chairperson of the Committee), Ms Giulietti (Employer Vice-Chairperson), Ms Passchier (Worker Vice-Chairperson) and Mr Chikova (Reporter), are already here at the podium.

I therefore have the pleasure of giving the floor to Mr Chikova to present the report of the Committee.

Mr CHIKOVA (Reporter of the Committee for the Recurrent Discussion on Social Protection (Labour Protection))

It is a great honour for me to report today to you on the work of the Committee for the Recurrent Discussion on Social Protection (Labour Protection). The Committee has covered four policy areas of labour protection, as guided by the Governing Body. These are: wage policies; working time; occupational safety and health; and maternity protection. This was the first time that the Organization's efforts to afford labour protection in these four interrelated areas were discussed. It is my belief that the discussions that took place in the Committee and the conclusions proposed have successfully met the expectations raised by the ILO Declaration on Social Justice for a Fair Globalization, 2008.

The Committee completed its deliberations in nine sittings. These deliberations were guided by the findings of Report VI that was presented to the 104th Session of the ILC, *Labour protection in a transforming world of work*. The first five sittings were devoted to general discussions, based on the four points for discussion adopted by the Committee. The Governments as well as the Employers' and Workers' groups shared the progress made in the four policy areas, their own experiences and some of the challenges faced.

I would like to take this opportunity to thank them very much for their contributions. In particular, I would like to thank the Government members of our Committee for their extremely enriching and candid interventions. Their level of engagement and commitment to taking the discussions forward and to finding common ground was exemplary. On Friday and Saturday of last week, the Drafting Group met to provide the Committee with a set of draft conclusions of our general discussions based on a tentative text provided by the Office. I attended both days of the Drafting Group and I would also like to thank the members for their hard work and for sacrificing their free time to move our work forward.

Discussions in the Drafting Group were lively with some points of contention as expected. Nevertheless, they were concluded in a constructive spirit with a joint commitment to arriving at meaningful outcomes. In efforts to reach a common understanding we had extended sittings on both days. Despite its hard work and commitment, the Drafting Group only managed to discuss two parts of the tentative conclusions: Part I on labour protection in a transforming world of work, and Part III on identifying priorities for ILO action towards more inclusive and

effective labour protection. They did not have the opportunity to discuss Part II, entitled “Towards inclusive and effective labour protection”, which was submitted directly to the Committee unchanged. Amendments were received on the entire text of the draft conclusions on Monday of this week, that is on 8 June, and the Committee met again on Tuesday and Wednesday of this week to discuss the amendments and to modify the draft conclusions accordingly. The secretariat received 93 amendments which, I am told, is not excessive. A good number were subsequently withdrawn by their sponsors or became redundant as a result of previously adopted amendments.

On many occasions, having considered the proposed amendments, members of the Committee preferred to revert to the original text. I am sure that the Committee’s conclusions will be an important reference document for the Organization as well as, of course, its tripartite constituents in understanding their roles in defending the promotion of inclusive and effective labour protection.

I am very satisfied with the report. It provides the reader with an overview of the wealth of experiences, policies and practices that we shared in the Committee through our statements, subsequent discussions and the lively amendment process. The report thus features the combined experiences of close to 200 Committee members from over 100 countries. I also remind delegates from our Committee that they can submit corrections to their own statements appearing in the report until tomorrow, Saturday, 13 June, at noon, the end of the ILC.

The Committee achieved many “firsts”. This was the first time that the Organization’s contribution in the area of labour protection was discussed. This was also the first committee in the history of the ILO to be led by women. I would sincerely like to thank our Chairperson for having fostered a constructive and friendly atmosphere throughout the sittings of the Committee and the Drafting Group. She was very impressive in her capacity to lead us tenaciously towards consensus in front and behind the scenes and to remind us time and again of the important responsibility resting on our shoulders to address issues of global importance. I should also underline the role of the Worker and Employer Vice-Chairpersons. My speech would not adequately capture the drafting procedures if I did not give them a special mention. The Worker Vice-Chairperson had a linguistic dexterity and expressiveness which ensured that the proceedings of the Committee were never a boring affair. The Employer Vice-Chairperson was notable for the steadfastness with which she executed business and her contributions always introduced by the Spanish word *nosotros*, underlining the seriousness of the collective responsibility that the Committee carried. With regard to the Governments, I will single out the Government member of Latvia with his trademark introductory line, “on behalf of the European Union and its Member States”, which always gave stability to the proceedings. The collaboration of all three social partners and their willingness to compromise ultimately resulted in our Committee finalizing its work.

I would like to acknowledge the interpreters who endured long hours together with us, and I would also like to thank all Governments, Employers and Workers who contributed to the Committee in their collective and individual capacities. Given the con-

sensual way in which the Committee has developed its conclusions, they will be of great importance in guiding the Governing Body, the Office and all of us, the ILO constituents, in our efforts to strengthen labour protection in the four areas discussed in a mutually reinforcing manner in the years to come.

I hereby submit the report, resolution and conclusions for your adoption.

Original Spanish: Ms GIULIETTI (Employer Vice-Chairperson of the Committee for the Recurrent Discussion on Social Protection (Labour Protection))

With the approach of its centenary in four years’ time, the ILO has begun to revitalize itself. The first and most important step is to recognize that the world of work is transitioning to a new way of working. In his Report to this session of the Conference, the Director-General of the International Labour Office, Mr Ryder, said that this change is taking place at such a speed and on such a scale as to constitute a transformation of the world of work. The drivers of change include globalization, technological progress, migration patterns and demographic trends, which, as the Director-General indicated in his Report, are transforming economies, industries, companies and jobs. These forces are creating enormous new opportunities but, for everyone to benefit from these, it is imperative that we work hard to develop the new skills required to meet the demand that these changes will generate.

The Committee for the Recurrent Discussion on Social Protection (Labour Protection) worked towards the objective of responding to challenging questions on a variety of topics under the overall heading of labour protection, including wage policies, working time, occupational health and safety, and maternity protection.

The Committee’s proposed conclusions examined the reasons for gaps in labour protection in today’s society from three angles in particular: coverage, level of protection and compliance.

Labour protection is granted to people according to their needs, and not exclusively on the basis of permanent employment contracts. In fact, coverage could be considerably broadened if protection were not tied to permanent, open-ended contracts, which make the employer liable for all associated costs. In that regard, one of the recommendations made by the proposed conclusions was that governments should work with social partners to identify and close gaps in statutory protection.

Furthermore, in order for workers in non-standard forms of employment to be protected, we need to develop new forms of adapted protection, rather than trying to extend current forms of protection designed for workers in traditional employment relationships. An extension of these forms of labour protection, traditionally linked to standard forms of employment, is not feasible or sustainable in the long term. There is, therefore, a need to address these challenges using new and innovative measures.

The level at which labour protection measures are set should be negotiated tripartitely, as reflected in the proposed conclusions. The approach to setting the level through negotiation should be designed to help constituents understand the benefits provided in different contexts so that they can make an informed decision as to what the level should be. In particular, the level of protection should not exces-

sively increase the cost of employment since to do so is likely to restrict flexibility and affect employment levels.

Non-compliance with the legislation and collective agreements undermines effective labour protection, which hurts workers, law-abiding enterprises, communities and the economy in general.

The primary responsibility for law enforcement lies with governments but employers and workers, and their organizations, have a role to play to promote and guarantee law enforcement. As the proposed conclusions correctly point out, flexibility can be mutually beneficial when it meets the legitimate needs of enterprises and workers. Taking steps to promote flexible working-time arrangements enables more people to have access to income opportunities. In order to promote flexibility in the labour market and to ensure the adequate protection of workers, regulatory authorities and policy-makers need to adopt a combination of measures rather than one single approach. For that reason, it is very useful that our conclusions acknowledge the need to tackle these challenges through an approach that takes into consideration multiple realities and needs, varying in their characteristics, intensity and urgency across countries. In order to fully embody the spirit of the ILO Declaration on Social Justice for a Fair Globalization, 2008, which aims to better understand the different realities and needs of ILO constituents with respect to labour protection, so as to respond to them comprehensively, it is important to acknowledge that there is no one-size-fits-all approach.

Although we acknowledge and recognize that constituents have managed to resolve a number of controversial questions in a very constructive and even creative spirit, in order for us to move forward, this outcome must result in more effective ILO action and must help constituents to improve labour protection. This needs to be based on a practical and realistic approach as called for by the Social Justice Declaration.

The purpose of recurrent item discussions, initiated as follow-up to the Social Justice Declaration, is to evaluate the success of ILO action, based on the experiences of both the Office and constituents, with a view to building on achievements or learning lessons to improve future action. The goal is not to position ourselves on the variety of topics which fall under the concept of social protection, and neither is it intended to be a general policy discussion. The essential purpose is to review the work done by the ILO and its constituents to promote decent work.

Unfortunately, this year we again felt that the proposed conclusions were not a reflection of the intended purpose of the discussion. We nevertheless consider that it is of utmost importance to concentrate on addressing the challenges to provide adequate labour protection to those who need it, and to do so in a way that is appropriate and adapted to each situation. In particular, we should focus on how the Office and the tripartite constituents can improve their action to ensure labour protection through new and innovative measures.

Before future work can really start, it is very important that there should be a review of all the means of action available to the Organization, with a particular focus on existing standards. Accordingly, we are glad to note that the ILO will shortly be launching its Standards Review Mechanism (SRM).

In the future, we should always stick to the aim of recurrent item discussions and not attempt to use them as a platform for a general policy discussion.

Finally, I should like to emphasize the importance of these last words of my closing statement. One of our main messages must be to recall the need to undertake parallel and effective action to promote the creation of income opportunities as a key tool to ensure effective labour protection.

On behalf of the Employers, I would like to congratulate all the members of our Committee, and especially its Officers, for a job very well done. Particular thanks go to the Chairperson of our Committee, Ms Pitt, who, through her calm and impressive leadership, helped us to achieve this positive outcome.

Ms PASSCHIER (*Worker Vice-Chairperson of the Committee for the Recurrent Discussion on Social Protection (Labour Protection)*)

It is a great pleasure and honour to present our proposed conclusions on behalf of the Workers' group. We had two weeks of intense work, and this work has not been in vain. We are now setting an agenda for the ILO, the Office and the member States to improve labour protection for all workers. I am speaking now to an almost empty room, but we are certainly addressing the concerns of billions of workers out there in the changing world of work.

Labour protection is at the heart of the ILO and of its Decent Work Agenda. Everything may indeed be changing but not the basic need to protect workers. Workers do not just need any kind of job but jobs that are decent, healthy and safe, adequately paid and that provide them with sufficient hours of work to earn a proper income without excessively long hours.

We discussed four key areas of labour protection: wages; working time; occupational health and safety; and maternity protection. These areas are closely interlinked and mutually reinforcing. Poverty wages often force people to work excessive hours, occupational accidents and diseases increase with long working hours, low wages do not allow women to take maternity leave, and the health of the mother and her unborn child are often endangered by unsafe and unsuitable workplaces.

The purpose of recurrent item discussions is to debate how member States can achieve decent work and greater social justice and how the Office can best support these efforts. We think that our proposed conclusions are helpful in this respect.

To agree on joint conclusions is not always easy but it is possible if we have the right understanding of what it means to reach tripartite agreement. Reaching agreement in the ILO means arguing our case passionately, listening to each other's concerns, trying to adapt to major issues raised by one of the other groups in the house, and, in the end, being able to accept having failed to convince the others and recognize when there is a clear majority that wants to move forward. Only on that basis can the ILO properly function. Our Committee has shown that this can still be done and that the results of this can be acceptable to all. When all constituents have been included and are able to contribute in an open, transparent and balanced way, the results will also be more sustainable.

In the Committee discussions, it became very clear that labour protection requires comprehensive regulation and effective labour market institutions.

Governments cannot leave the world of work solely to market forces.

The Declaration of Philadelphia, appended to the ILO Constitution, states the very important principle that “labour is not a commodity”.

At a time when workers all over the world are increasingly faced with the commodification of their labour, turning them into a mere product or service that can be easily traded and discarded, it is of key importance to recall that the essence of labour protection lies in making this aspiration a reality, reflecting the fact that labour is about human beings and that they not only live to work, but work to live.

Setting labour standards is a never-ending task in a transforming world of work. In every society and at the international level, the changing world of work creates a constant need to modernize and adapt labour regulations in order to ensure that economic and technological improvements go hand-in-hand with improvements in labour protection and the well-being of workers. And these are again drivers to improve economic growth and development. Our proposed conclusions provide guidance on how to move forward in this respect, looking at the challenges of raising the level of protection and extending its coverage to all workers, and at the necessary measures to ensure full compliance. The specific challenges depend on national circumstances, but there is no country in the world that cannot and should not improve its labour protection.

Developing labour protection depends crucially on the ability of workers to organize and to represent their interests collectively, not only vis-à-vis employers but also in policy debates and in society and in deliberations with governments. There is a very simple correlation: where trade unions are weak, labour protection is also poor. Not only the level of labour protection and its coverage but, in particular, compliance with labour protection measures is much better where workers are organized. That is why our proposed conclusions identify the need for an “enabling environment for labour protection” as a key area of future work.

The ability of workers to organize in practice depends not only on the guarantees made to them in terms of freedom of association, but also on the legal framework protecting them against discrimination; stopping the abuse of non-standard forms of work that deny workers their basic rights; setting and enforcing minimum standards for wages, working time and other working conditions; and supporting collective bargaining as an important and flexible tool to address the needs of those workers and enterprises. The mechanism, which exists in some countries, of extending collective bargaining coverage to all workers and enterprises in a given sector, is an interesting tool to provide workers with labour protection and enterprises with a level playing field in terms of competition.

We request that the Office conduct major research on innovative and inclusive approaches to collective bargaining, and provide member States with better knowledge of how best to promote collective bargaining and ensure that it contributes to the extension of labour protection to all workers in need of such protection.

To improve gender equality, to meet the challenges of demographic change, and to ensure that new technologies also meet the needs of workers, we need a discussion about innovative approaches to achieving a better balance between work, family

and private life. Long, irregular and unpredictable working hours, but also insufficient hours of work are incompatible with work–life balance. Accordingly, our proposed conclusions call on the Office to organize a meeting of experts to discuss the various developments and challenges in this respect and to come up with recommendations for further work by the ILO. The preparations for this would very much benefit from conducting a General Survey on these matters.

In order to achieve sustainable and effective improvement of labour protection, appropriate protection must be afforded to all workers without distinction and discrimination. No worker should be discriminated against because of gender, ethnicity, disability, for being a migrant worker, or because of any particular contractual arrangement.

One particular and growing concern identified in our proposed conclusions is the proliferation of non-standard forms of employment. Nowadays, the most vulnerable groups of workers at the lower end of our labour market, who most need the protection of the ILO’s minimum standards, are not covered in law or in practice by the most basic forms of protection. This is a disgrace and urgent measures are necessary to address this challenge. We therefore suggest that the Governing Body evaluate, possibly through a meeting of experts, the need for additional labour standards and especially address temporary contracts, including fixed-term contracts, as well as discrimination based on employment status.

The most important contribution the ILO can make to labour protection is to promote existing labour standards, to revise them where necessary and to set new standards where new regulatory needs arise. This is why the ILO was founded, but promoting, reviewing and setting new standards are parallel processes and doing the one should not stop us from doing the other. We were therefore a bit puzzled by attempts by other constituents in our Committee to introduce references to the upcoming SRM at this stage. In our view, the way in which the Committee has addressed this leaves no room for misunderstanding about what we mean: the ILO needs to analyse whether there are gaps in its standards or instruments that do not correspond to the contemporary world of work and the SRM is just one of many methods that can be used for this purpose. According to the Committee, specific action is needed to evaluate the need for additional standards with regard to non-standard forms of employment. For us the message is very clear: a proper SRM can only be put in place and function properly on the basis of mutual trust, as we have also said in the Governing Body.

In our proposed conclusions, we underline the importance of technical cooperation and capacity building for constituents. The ILO is uniquely placed to provide governments with advice on drafting labour laws and building labour market institutions that ensure labour protection for all who need it.

Trade unions face the constant challenge of training workers’ representatives on all aspects of labour protection. Our Committee agrees that the Office should expand publications and research that can help constituents to improve labour protection.

The ILO Declaration on Social Justice for a Fair Globalization envisages that our deliberations will result in high-quality, innovative and needs-oriented follow-up activities by member States, constituents

and the Office. We have agreed on a number of these steps, including the ratification and effective implementation of international labour standards on labour protection and other relevant standards, for instance on public procurement.

We also want the Office to facilitate exchanges of best practice and to undertake innovative research on labour protection to ensure that the ILO is a centre of excellence that produces cutting-edge knowledge about new trends and needs in labour protection. We call for meetings of experts to transform this knowledge into agreed proposals for policy solutions. These findings should result in policy guidance, including modern international labour standards, to help member States to provide labour protection for all workers.

We will evaluate the impact of the ILO Declaration on Social Justice for a Fair Globalization and recurrent item discussions at the 105th Session of the ILC in 2016. For us, a key question will be whether today's proposed conclusions will have been translated into action by then.

These have been two very intensive weeks of work and we would like to thank the Office for its excellent work in preparing a good report as the basis of our work and in facilitating our discussions, through day and night sittings, for better and sometimes for worse. We often take it for granted that there is a well-oiled conference machine at the ILC, ensuring translation, interpretation, provisional records, legal advice and technical support, among others. But this is not a machine; it is an incredible team of committed human beings that makes this happen, in this case under the inspired and tireless leadership of Ms Tomei.

One remark on gender equality, which was a recurrent topic in our debates: I was told that this is the first committee ever to have an all-female leadership on all sides. The work of the Committee certainly benefited from this and, to be honest, we also had a lot of fun. A big thank you to our Chairperson, Ms Pitt, for steering us through this process with competence, determination, patience and grace. Thank you also to my Employer colleague, Ms Giuliatti, who so passionately pursued the Employers' agenda and was flexible enough to change approach when necessary to ensure that the Committee was able to finish its work effectively and in a good tripartite spirit. Thanks to the many Government representatives who actively and constructively engaged in the debates, even when they had to wait quite a while for other people in the room to have their private discussions, and who very often played a very helpful role in finding solutions.

A particular word of gratitude goes to my group, the many dedicated trade unionists who came from all over the world with their stories and their experiences to engage in this discussion and who gave me tremendous support; and, of course, to my great support team from the ITUC and ACTRAV, Ms King, Mr Hoffer, and Ms Guseva, as well as my Dutch adviser, Ms Boonstra. Thank you all, and we wish the ILO well.

Ms PITT (*Chairperson of the Committee for the Recurrent Discussion on Social Protection (Labour Protection)*)

My fellow Officers have already provided a picture of the work of the Committee and I just wish to bring focus to a few points that I believe are particularly important.

The ILO Declaration on Social Justice for a Fair Globalization directed the Office to introduce a scheme of recurrent item discussions at the International Labour Conference, taking up each of the four strategic objectives, in order to both understand the diverse realities and needs of Members with respect to each of the strategic objectives, and to respond more effectively to them.

This recurrent item discussion on labour protection was the first time that the issue of labour protection had been addressed and, in my opinion, the deliberations on the issues and the proposed conclusions that we have worked our way to developing in our Committee are a source of great pride.

The focus of our Committee's work was on the four policy areas that are central to protecting workers from unacceptable conditions of work and to improving the overall standards of living – issues that are at the very heart of the Organization's mandate. These areas are wage policies, working-time arrangements, occupational safety and health, and maternity protection, which, at the end of the day, are all interlinked.

Important progress has been made in advancing labour protection among ILO member States, and transformations in the world of work do open up opportunities, but the Committee also agreed that there have been some negative trends. Too many workers do not benefit from the progress made, as they are either excluded from the scope of the law, the law is not applied to them, or the level of protection is inadequate.

In particular, the growth in non-standard forms of employment and in subcontracting, together with the decline in collective bargaining, has created challenges with respect to providing effective labour protection for workers, particularly the most vulnerable groups. The Committee agreed that regulations and institutions that govern labour protection need to keep pace with the transformations in the world of work.

The Committee identified a set of priorities for ILO action which include, among others, the promotion of the ratification and application of the relevant labour standards regarding wages, working time, occupational health and safety, and maternity protection, and the analysis of where there are gaps in these standards.

We looked at the development of methods to assist employers and workers in responding to changes in work organization and working conditions that are causing problems like psychosocial risks and violence at work, as well as stress and mental health problems related to work.

The Office has been requested to carry out more research and analysis on the four interdependent policy areas, maintain the *Global Wage Report* and conduct research on innovative and inclusive approaches to collective bargaining. The impact assessment of policy changes in labour protection on the quality of jobs and the performance of enterprises was also an area warranting attention.

The Committee has also called on the ILO to monitor and assess progress in the four key policy areas, including on compliance, and to suggest appropriate measures based on the findings of these assessments.

These are just a few of the proposed conclusions and I would strongly encourage all of you to read and widely distribute the full proposed conclusions of this recurrent discussion. These are important

issues to every single country. Whether you are a developing country or an advanced country, labour protection issues are important and I stress my encouragement to distribute the proposed conclusions of this discussion.

I would particularly like to commend the Office's very deliberate and meticulous preparation for the Committee's work. The common ground that we started from had been prepared through many consultations, reports and technical meetings headed by the Office. I would mention in particular the quality of the Office report *Labour protection in a transforming world of work*, which laid the groundwork for informed discussions and provided a framework in which members of the Committee could share their experiences and challenges.

We had constructive engagement within the Committee in a large part because of the personalities involved and I would once again like to thank and commend my fantastic Vice-Chairpersons, Ms Giulietti and Ms Passchier, who were passionate, professional and proactive proponents for both the Workers and the Employers. Their strong commitment and determination together with that of their teams really helped us to achieve our outcome. I would also like to give particular thanks to the members of the Drafting Group and representatives of the Government regional groups.

The constructive spirit in which all the Committee members worked together and the focus on actually getting to an outcome allowed us to adopt the Committee's proposed conclusions with full consensus.

The results of our discussions and the priorities for ILO action contained in the proposed conclusions will guide the Office in preparing a plan of action to be presented to the Governing Body in November.

As it has already been said this evening, time and again during our discussions we recalled the Declaration of Philadelphia, which confirmed that "labour is not a commodity". We need to continue to remind the world that this statement and the protection of workers' rights around the world are at the core of the work of the ILO.

Finally, I would wholeheartedly recommend the report, the resolution and the proposed conclusions for your adoption today. I thank my Committee and the wonderful secretariat, who did an outstanding job day and night for the whole time. I would particularly like to thank the leadership of the Office, Ms Tomei and Ms Polaski, for their work.

I feel privileged to have had the opportunity to chair this historic Committee, led entirely by women. I look forward to seeing this become much more common, when we will not have to draw attention to it.

And finally, I will borrow from Shakespeare and just say that, at the end of the day "all's well that ends well".

Original French: The PRESIDENT

I now open the discussion on the report of the Committee for the Recurrent Discussion on Social Protection (Labour Protection).

Ms HORNILLA (*Government, Philippines*)

On behalf of the Philippine delegation, we would like to say that labour protection is high on the agenda of the Philippine Government. We continue to pursue reforms aimed at improving working con-

ditions and contributing to inclusive growth and a more equitable distribution of wealth. We recognize that despite the higher growth path that the Philippines has been treading and the positive outlook brought about by the country's sound macroeconomic fundamentals, the greater challenge sadly lies in ensuring that workers and their families enjoy high and rising living standards.

Regarding conditions of freedom and dignity, in support of our country's thrust towards greater inclusivity and growth, the Philippines reiterates its adherence to the aspiration of providing universal coverage by labour protection measures, whether through legislation or other regulatory mechanisms, and continuously developing new approaches to address gaps in labour protection, especially those affecting workers in non-standard forms of employment. We thank the ILO for its continued support and assistance in helping member States realize this goal. However, we reiterate our recommendation to the ILO to lead in reviewing existing instruments and assessing their continuing relevance and responsiveness to addressing labour protection gaps. It is equally important for the ILO to continue providing technical assistance to enable member States to strengthen labour standard enforcement systems, develop their capacities, and adopt monitoring and evaluation frameworks as a tool for assessing the impact and effectiveness of their policy and programme reforms, directed towards improving the coverage, level and compliance of labour protection measures.

I again extend the Philippines' appreciation and gratitude to the ILO for including labour protection as an agenda item in the 104th Session of the ILC.

Original French: The PRESIDENT

We shall now proceed to the adoption of the report of the Committee for the Recurrent Discussion on Social Protection (Labour Protection), which is contained in paragraphs 1–628 of *Provisional Record* No. 12-2, and includes an Appendix.

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

(The report – paragraphs 1–628 and the Appendix – is adopted as a whole.)

**CONCLUSIONS CONCERNING THE RECURRENT
DISCUSSION ON SOCIAL DIALOGUE (LABOUR
PROTECTION): ADOPTION**

Original French: The PRESIDENT

We shall proceed to the adoption of the proposed conclusions of the Committee for the Recurrent Discussion on Social Protection (Labour Protection), part by part, contained in *Provisional Record* No. 12-1.

(The proposed conclusions – paragraphs 1–21 – are adopted part by part.)

May I take it that the proposed conclusions are adopted in their entirety?

(The proposed conclusions, in their entirety, are adopted.)

**RESOLUTION CONCERNING THE RECURRENT
DISCUSSION ON SOCIAL PROTECTION (LABOUR
PROTECTION): ADOPTION**

Original French: The PRESIDENT

We shall now proceed to the adoption of the resolution concerning the recurrent discussion on social protection (labour protection), contained in *Provisional Record* No. 12-1.

If there are no objections, may I take it that the resolution is adopted?

(The resolution is adopted.)

We have thus completed our consideration of the report of the Committee for the Recurrent Discussion on Social Protection (Labour Protection). I should like to warmly congratulate the Officers of the Committee and all its members on the excellent results of their deliberations. I would also like to thank the Office, which has spared neither time nor effort in preparing the report and the proposed conclusions within the established time frames.

(The Conference adjourned at 5.20 p.m.)



Vote par appel nominal sur l'admission des Iles Cook comme Membre de
l'OIT

Record vote on the admission of the Cook Islands to membership of the
ILO

Votación nominal relativa a la admisión de las Islas Cook como Miembro
de la OIT

	Total	Gouv./Gov./Gob.
<i>Pour/For/A favor:</i>	441	226
<i>Contre/Against/En contra:</i>	3	2
<i>Abstentions/Abstentions/Abstenciones:</i>	25	9
Maj./May.:	410	152

Pour/For/A favor: 441

<i>Afghanistan/Afganistán</i> NIRU, Mr (G) OMAR, Mr (G) QADERI, Mr(T/W)	<i>Arabie saoudite/Saudi Arabia/Arabia Saudita</i> ALFAHAID, Mr (G) ALYAHYA, Mr (G) AL TURKI, Ms (E) RADHWAN, Mr(T/W)	<i>Bangladesh</i> ASHRAFUZZAMAN, Mr (G) KABIR, Mr (G) RAHMAN, Mr (E) NAHAR, Ms(T/W)
<i>Afrique du Sud/South Africa/Sudáfrica</i> NDEBELE, Mr (G) MDWABA, Mr (E) MASUKU, Mr(T/W)	<i>Argentine/Argentina</i> ROSALES, Sr. (G) RIAL, Sra. (G) GIULIETTI, Sra. (E) MARTÍNEZ, Sr.(T/W)	<i>Barbade/Barbados</i> BURNETT, Mr (G) WALCOTT, Mr (E) MOORE, Ms(T/W)
<i>Albanie/Albania</i> KODRA, Mrs (G) KLOSI, Mr (G) KALAJA, Mr(T/W)	<i>Australie/Australia</i> ANDERSON, Ms (G) HUENDER, Ms (G) GROZIER, Mr (E) ZELINSKY, Mr(T/W)	<i>Bélarus/Belarus/Belarus</i> KHVOSTOV, Mr (G) GALYNIA, Mr(T/W)
<i>Algérie/Algeria/Argelia</i> ZAIDI, M. (G) KHERROUR, Mme (G) MEGATELI, M. (E) SIDI SAID, M.(T/W)	<i>Autriche/Austria</i> ZWERENZ, Mr (G) DEMBSHER, Ms (G) KOLARZ-LAKENBACHER, Mr (E) SAUER, Mr(T/W)	<i>Belgique/Belgium/Bélgica</i> PIETTE, M. (G) BOUTSEN, Mme (G) DE MEESTER, M. (E) DE LEEUW, M.(T/W)
<i>Allemagne/Germany/Alemania</i> SCHLUETER, Mr (G) FARZAN, Mr (G) CONZEMIUS, Mr (E) BUNTENBACH, Ms(T/W)	<i>Bahamas</i> SUMNER, Mr (E) PINDER, Mr(T/W)	<i>Bénin/Benin</i> AHOANSOU, Mme (G) ALIDOU, Mme (G) HOUNNOUVI, M. (E) LOKOSSOU, M.(T/W)
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SEEMULE, Ms (G)
KOKORWE, Ms (G)
MACHAILO-ELLIS, Ms (E)
MOKONE, Mr(T/W)

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FIGUEIREDO DE SOUZA, Sr. (G)
DOS SANTOS BARBOSA, Sr. (G)
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DE SOUZA, Sr.(T/W)

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LY, Mr (G)

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RALPOVSKI, Mr(T/W)

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CHOUBEY, Mr (E)
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RUMONDANG, Mrs (G)
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ANWAR, Mr(T/W)

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MONE, M.(T/W)

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CUTHBERT, Mrs (E)

Japon/Japan/Japón

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SAKURADA, Mr(T/W)

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M'ITUMITU, Mr(T/W)

Kiribati

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MOUNTIVONG, Mr (G)
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VONGKHASEUM, Mr(T/W)

Lesotho

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KRIGERS, Mr(T/W)

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GHOSN, Mr(T/W)

Libye/Libya/Libia

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SHARIF, Mrs(T/W)

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POLIJANČUK, Ms (G)
TOMKIENĖ, Ms (E)
KRUPAVIČIENĖ, Ms(T/W)

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TUNSCH, M. (G)
KIEFFER, M. (E)
RASSEL, M.(T/W)

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KOLA, M. (G)

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HARON, Mr (E)
ANANTHARASA, Mrs(T/W)

Malawi

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MUSUKWA, Mr (G)
MUNTHALI, Mr (E)
MARY, Mrs(T/W)

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MOHAMED, Mr (G)
HALEEM, Mr (E)
KHALEEL, Mr(T/W)

Mali/Malí

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SATAO, M. (G)
KATILE, M.(T/W)

Malte/Malta

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AZZOPARDI, Mr (G)
FARRUGIA, Mr (E)
VELLA, Mr(T/W)

Maurice/Mauritius/Mauricio

SEEBAH, Mr (G)
ÂRMOOGUM, Mr (G)
DURSUN, Mr (E)
GOPEE, Mr(T/W)

Mauritanie/Mauritania

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Mexique/Mexico/México

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CARVAJAL BUSTAMANTE, Sr. (E)
MEDINA TORRES, Sr.(T/W)

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CERESCU, Mr (E)
CHIRIAC, Mr(T/W)

Monténégro/Montenegro

ŠOĆ, Ms (G)
GLEDOVIĆ, Mr (G)
KRSMANOVIĆ, Mr(T/W)

Mozambique

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MAVILA, M. (G)
MIGUEL, M. (E)
SIMANGO, M.(T/W)

Myanmar

WAI, Mr (G)
AUNG, Mr (G)
KHINE, Ms (E)
MAUNG, Mr(T/W)

Namibie/Namibia
SHINGUADJA, Mr (G)
BIWA, Mr (G)
VAN ROOYEN, Mr (E)
MUNIARO, Mr(T/W)

Népal/Nepal
ADHIKARI, Mr (G)
PANDEY, Ms(T/W)

Nicaragua
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CRUZ TORUÑO, Sr. (G)

Niger/Níger
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DOUNAMA, M. (G)
ISSOUFOU, Mme (E)
AMADOU, M.(T/W)

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OLANREWaju, Mr (G)
DUNAMA DZARMA, Mr (G)
WABBA, Mr(T/W)

Norvège/Norway/Noruega
GEDE VIDNES, Ms (G)
KVAM, Ms (G)
LANNEM, Ms (E)
RASMUSSEN, Ms(T/W)

Nouvelle-Zélande/New Zealand/Nueva Zelândia
HOBBY, Mr (G)
RUSSELL, Ms (G)
MACKAY, Mr (E)
WAGSTAFF, Mr(T/W)

Oman/Omán
AL RAHBI, Mr (G)

Ouganda/Uganda
THENGE, Mr (E)

Pakistan/Pakistán
KHAN, Mr (G)
NAUMAN, Mr (E)
AWAN, Mr(T/W)

Panama/Panamá
LINERO MENDOZA, Sr. (E)

Papouasie-Nouvelle-Guinée/Papua New Guinée/Papua Nueva Guínea
LOVAGA, Mrs (G)
SANSAN, Ms (G)
WILLIE, Ms (E)
PASKA, Mr(T/W)

Paraguay
SOLANO THOMAS CÁCERES, Sr. (G)
GONZALEZ ARIAS, Sr. (E)
ZAYAS MARTINEZ, Sr.(T/W)

Pays-Bas/Netherlands/Países Bajos
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SCHOENMAECKERS, Mr (E)
PASSCHIER, Ms(T/W)

Pérou/Peru/Perú
VILLAFUERTE BRAVO, Sra. (G)
CHÁVEZ BASAGOITIA, Sr. (G)
SOBERON ESTELA, Sr.(T/W)

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CHATO, Ms (G)
VARELA, Mr (E)
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Pologne/Poland/Polonia
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NOJSZEWSKA-DOCHEV, Ms (G)
KOKOT, Mr (E)
ROZYCKI, Mr(T/W)

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DA COSTA FERNANDES, Mme (G)
VALADAS DA SILVA, M. (G)
PERALTA DA PENA COSTA, M. (E)
COELHO PRAÇA, M.(T/W)

Qatar
AL-SULAITI, Mr (G)
AL-MARRI , Mr (G)
AL-OWLAN, Ms (E)
AL-KAABI, Mr(T/W)

Rép. Démocratique du Congo/Democratic Republic of the Congo/Rep. Democrática del Congo
TSHIMUANGA MUTOMBO, Mme (G)
MUSIMBA MUNKUTI-NKUTI SATALA, M. (G)
ATIBU SALEH MWEKEE, M. (E)
NDONGALA N'SIBU, M.(T/W)

Roumanie/Romania/Rumania
TUDORIE, M. (G)
DUMITRIU, Mme (G)
HOSSU, M.(T/W)

Royaume-Uni/United Kingdom/Reino Unido
GURNEY, Mr(T/W)

Fédération de Russie/Russian Federation/Federación de Rusia
DIYACHENKO, Mr (G)
SHMAKOV, Mr(T/W)

Rwanda
NZABAHIMANA, Mrs (G)
RUGEMA, Mr (G)
MUKUBU, Mr (E)
MANZI MWEZI, Mr(T/W)

Saint-Marin/San Marino
BECCARI, M. (G)
BOSSI, Mme (E)
BATTAZZA, M.(T/W)

Samoa
UIESE, Ms (G)
HOPE, Ms(T/W)

Sénégal/Senegal
CISSE, M. (G)
SECK, Mme (G)
GUIRO, M.(T/W)

Seychelles
BRESSION, Ms (G)
MOREL, Ms (G)
LABROSSE, Mrs (E)
ROBINSON, Mr(T/W)

Singapour/Singapore/Singapur
HAN, Mr (G)
BOO, Ms (G)
LIEW, Ms(T/W)

Slovénie/Slovenia/Eslovenia
ŠTERBENC, Mrs (G)
ŽEROVEC, Mr (G)
FINK RUŽIČ, Mrs (E)
ČEČ, Mr(T/W)

Soudan/Sudan/Sudán
BORHAN , Ms (G)
ELGORASH, Mr (E)
YOUSIF, Mr(T/W)

Sri Lanka
PEIRIS, Mr (E)

Suède/Sweden/Suecia
EKÉUS, Mr (G)
JANSON, Mr (G)
ERNEROT, Mr(T/W)

Suisse/Switzerland/Suíza
KARRER, M. (G)
ELMIGER, M. (G)
TADDEI, M. (E)
CIRIGLIANO, M.(T/W)

Suriname
MANGROE, Ms (G)

Swaziland/Swazilandia
DLAMINI, Mr(T/W)

République arabe syrienne/Syrian Arab Republic/República Árabe Siria
DAGHMAN, Mr (G)
KADRI, Mr(T/W)

République-Unie de Tanzanie/United Republic of Tanzania /República Unida de Tanzania
MSAKI, Mr (G)
AYUB, Mr (G)

Tchad/Chad

ALKHOUDAR, M. (G)
DJEGUEDEM, M. (G)
SEITCHI, M. (E)
GOUCHOULAYE, M.(T/W)

République tchèque/Czech Republic/República Checa

SEQUENSOVÁ, Mrs (G)
JANEČEK, Mr (G)
ZVOLSKÁ, Mrs (E)
SAMEK, Mr(T/W)

Thaïlande/Thailand/Tailandia

THANGHONG, Mr (G)
SILPA-ARCHA, Mr (G)
SRIPIEAN, Mr (E)
BOONCHAROEN, Mr(T/W)

Togo

GALLEY-AGBESSI, Mme (G)
DOUAMENYO, M. (G)
NAKU, M. (E)
NOUWOSSAN, M.(T/W)

Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago

RAMPERSAD, Ms (G)
SMITH, Ms (G)
DERRICK, Mr (E)
ANNISETTE, Mr(T/W)

Tunisie/Tunisia/Túnez

GHORAB, Mme (G)
BACCOUCHE, Mme (G)
ABASSI, M.(T/W)

Turkménistan/Turkmenistan/Turkmeni stán

ANNAYAROV, Mr (G)
SYSOYEVA, Mrs (G)
BegliYEVA, Mrs (E)
CHARYYEV, Mr(T/W)

Turquie/Turkey/Turquía

CENTEL, Mr (E)

Uruguay

GONZÁLEZ ARENAS, Sr. (G)
PENINO, Sr. (E)
GAMBERA, Sr.(T/W)

Venezuela (Rép.

Bolivarienne)/Venezuela (Bolivarian Republic)/Venezuela (Rep. Bolivariana)

COLMENARES GOYO, Sr. (G)
VALERO, Sr. (G)
PÉREZ, Sra. (E)
LÓPEZ, Sr.(T/W)

Viet Nam

VU, Mr (G)
NGUYEN, Mr (E)

Yémen/Yemen

AL-SHAIERI, Mr (G)

Zambie/Zambia

CHIVUNDA, Mr (G)
CHIBANDA, Mr (E)

Zimbabwe

MASOKA, Mr (G)
MUSHAYAVANHU, Mr (G)
MUFUKARE, Mr (E)
NKIWANE, Mr(T/W)

Royaume-Uni/United Kingdom/Reino Unido

FITCHES, Mr (G)
NOBLE, Ms (G)
SYDER, Mr (E)

Serbie/Serbia

SAVKOVIC, Mr (E)
CANAK, Mr(T/W)

Slovaquie/Slovakia/Eslovaquia

BERINEC, Mr (G)
HRDINA, Mr (E)
MANGA, Mr(T/W)

Sri Lanka

AMARATUNGA, Mrs (G)
DEVENDRA, Mr(T/W)

Suède/Sweden/Suecia

HIDESTEN, Mr (E)

Ukraine/Ucrania

ANDREYEV, Mr(T/W)

**Contre/Against/En
contra: 3**

Etats-Unis/United States/Estados Unidos

SHEPARD, Mr (G)
FOX, Ms (G)

Lesotho

SEPHOMOLO, Ms (E)

**Abstentions/Abstentions/
Abstenciones: 25**

Cambodge/Cambodia/Camboya

D' AMICO, Ms (E)

Danemark/Denmark/Dinamarca

DREESEN, Mr (E)

El Salvador

MENÉNDEZ ESPINOZA, Sra. (G)
IRAHETA CRUZ, Sra. (G)

Etats-Unis/United States/Estados Unidos

GOLDBERG, Ms (E)

Finlande/Finland/Finlandia

ETU-SEPPÄLÄ, Ms (E)

Koweït/Kuwait

AL-AZMI, Mr (G)
AL-MUTOUTAH, Mr (G)
AL-HOSSAYAN, Mr (E)
ALMUTAUIRI, Mr(T/W)

Lesotho

MASUPHA, Ms (G)

Maroc/Morocco/Marruecos

BELAHRACH, M. (E)
EL AMRI, Mme(T/W)



Vote par appel nominal sur la résolution concernant l'adoption du
Programme et Budget
pour 2016-17 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 2016-17 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 2016-17 y al prorrateo del presupuesto de ingresos entre los
Estados Miembros

Pour/For/A favor: 481

Abstentions/Abstentions/Abstenciones: 7

Quorum: 307

Maj./May.: 321

Pour/For/A favor: 481

Afghanistan/Afganistán

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

Afrique du Sud/South Africa/Sudáfrica

NDEBELE, Mr (G)
MDWABA, Mr (E)
MASUKU, Mr(T/W)

Albanie/Albania

KODRA, Mrs (G)
KLOSI, Mr (G)
KALAJA, Mr(T/W)

Algérie/Algeria/Argelia

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

Allemagne/Germany/Alemania

SCHLUETER, Mr (G)
FARZAN, Mr (G)
CONZEMIUS, Mr (E)
BUNTENBACH, Ms(T/W)

Angola

DAVID N'GOVE, M. (G)
VENÂNCIO DA SILVA, M. (G)
LUÍS, M. (E)
FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia
Saudita*

ALFAHAID, Mr (G)
ALYAHYA, Mr (G)
AL TURKI, Ms (E)
RADHWAN, Mr(T/W)

Argentine/Argentina

ROSALES, Sr. (G)
RIAL, Sra. (G)
GIULIETTI, Sra. (E)
MARTÍNEZ, Sr.(T/W)

Australie/Australia

ANDERSON, Ms (G)
HUENDER, Ms (G)
GROZIER, Mr (E)
ZELINSKY, Mr(T/W)

Autriche/Austria

ZWERENZ, Mr (G)
DEMBSHER, Ms (G)
KOLARZ-LAKENBACHER, Mr (E)
SAUER, Mr(T/W)

Bahamas

SUMNER, Mr (E)
PINDER, Mr(T/W)

Bahreïn/Bahrain/Bahreïn

ALSHAMI, Mr (G)
MOHAMED, Mr (G)
ALAALI, Mr (E)
MOHAMED, Mr(T/W)

Bangladesh

ASHRAFUZZAMAN, Mr (G)
KABIR, Mr (G)
ALI, Mr (E)
NAHAR, Ms(T/W)

Barbade/Barbados

BURNETT, Mr (G)
WALCOTT, Mr (E)
MOORE, Ms(T/W)

Bélarus/Belarus/Belarús

KHVOSTOV, Mr (G)
GALYNIA, Mr(T/W)

Belgique/Belgium/Bélgica

PIETTE, M. (G)
BOUTSEN, Mme (G)
DE MEESTER, M. (E)
DE LEEUW, M.(T/W)

Bénin/Benin

AHOUANSSOU, Mme (G)
ALIDOU, Mme (G)
HOUNNOUVI, M. (E)
LOKOSSOU, M.(T/W)

*Bolivie, Etat plurinational/Bolivia,
Plurinational State/Bolivia, Estado
Plurinacional*

CARRASCO QUINTANA, Sr. (E)
PÉREZ, Sr.(T/W)

Botswana

SEEMULE, Ms (G)
KOKORWE, Ms (G)
MACHAILO-ELLIS, Ms (E)
MOKONE, Mr(T/W)

Brésil/Brazil/Brasil

FIGUEIREDO DE SOUZA, Sr. (G)
DOS SANTOS BARBOSA, Sr. (G)
GIUNTINI, Sra. (E)
DE SOUZA, Sr.(T/W)

Brunéi Darussalam/Brunei Darussalam

YUSOF, Mr (G)
BIN PG KAMIS, Mr (G)
HAJI ALI, Mr (E)

Bulgarie/Bulgaria

PIPERKOV, Mr (G)
HRISTOVA, Mrs (G)
BRANKOV, Mr (E)
DIMITROV, Mr(T/W)

Burkina Faso

NONGUIERMA, M. (G)
TOU/NANA, Mme (G)
KOANDA, M.(T/W)

Cabo Verde

CARVALHO, M. (G)
MARTINS TAVARES, M. (G)
VAZ FERNANDES BENOLIEL, M. (E)

Cambodge/Cambodia/Camboya

HOU, Mr (G)
LY, Mr (G)
D' AMICO, Ms (E)

Cameroun/Cameroon/Camerún

AKOLLA EKAH, M. (G)
NGONO, Mme (G)
HIAG, M. (E)
ZAMBO AMOUGOU, M.(T/W)

Canada/Canadá

SANTOS-PEDRO, Ms (G)
LEWIS, Mr (G)
CLARKE WALKER, Ms(T/W)

République centrafricaine/Central African Republic/República Centrafricana

KPOKOLO, M.(T/W)

Chili/Chile

HASSON, Sr. (G)
LAZO, Sr. (G)
BUSTOS , Sr. (E)
AGUILERA, Sr.(T/W)

Chine/China

GAO, Mr (G)
LIU, Ms (E)
JIANG, Mr(T/W)

Chypre/Cyprus/Chipre

ZENIERI, Ms (G)
ANDREOU PANAYIOTOU, Ms (G)
ANTONIOU, Mr (E)
DIOMIDOUS, Ms(T/W)

Colombie/Colombia

GARZÓN, Sr. (G)
LONDOÑO, Sra. (G)
PERAFFÁN, Sra. (E)
PEDRAZA, Sr.(T/W)

Congo

ITOUA-YOCKA, M. (G)
OKIO, M. (G)
ELAULT, M.(T/W)

République de Corée/Republic of Korea/República de Corea

CHOI, Mr (G)
KWON, Ms (G)
KIM, Mr(T/W)

Costa Rica

GAMBOA ACUÑA, Sra. (G)
RODRÍGUEZ GONZÁLEZ, Sra.(T/W)

Côte d'Ivoire/Côte d'Ivoire

KONE, M. (G)
COULIBALY, M. (G)
HIEN, Mme (E)
EKOUN, M.(T/W)

Croatie/Croatia/Croacia

PENIC-IVANKO, Mrs (G)
KATIC, Ms (G)
HORVATIC, Mrs (E)
SEPAK-ROBIC, Mrs(T/W)

Cuba

CASTILLO SANTANA, Sr. (G)
LAU VALDÉS, Sra. (G)
PARRA ROJAS, Sr. (E)
CHACÓN BRAVO, Sra.(T/W)

Danemark/Denmark/Dinamarca

LORENTZEN, Mr (G)
JENSEN, Mr (G)
DREESEN, Mr (E)
OHRT, Mr(T/W)

République dominicaine/Dominican Republic/República Dominicana

HERNANDEZ LIRIANO, Sra. (G)
HERNANDEZ, Sr. (G)
ABREU, Sr.(T/W)

Egypte/Egypt/Egipto

SOROUR, Mr (G)
ABDEL SHAFEI, Mr (E)
WAHB ALLAH, Mr(T/W)

El Salvador

MENÉNDEZ ESPINOZA, Sra. (G)
IRAHETA CRUZ, Sra. (G)
MOLINA, Sra.(T/W)

Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos

ALYASSI, Mr (G)
ALMARZOOQI, Mr (G)
MATTAR, Mr (E)
ALTUNAJI, Ms(T/W)

Espagne/Spain/España

REMÓN MIRANZO, Sr. (G)
CANO SOLER, Sr. (G)
SCHWEINFURTH ENCISO, Sr. (E)
FRADES PERNAS, Sr.(T/W)

Estonie/Estonia

BUBÕR, Ms (G)
JÄÄGER, Ms (G)
MERILAI, Ms (E)
TOOMSALU, Ms(T/W)

Etats-Unis/United States/Estados Unidos

SHEPARD, Mr (G)
FOX, Ms (G)
GOLDBERG, Ms (E)
ROSS, Mr(T/W)

Ethiopie/Ethiopia/Etiopía

SENBETE, Mr (G)
ADEWO, Mr (G)
ENDRIS, Mr (E)
AMENU, Mr(T/W)

Fidji/Fiji

PRATAP, Mr (G)
VAREA, Mrs (G)
ANTHONY, Mr(T/W)

Finlande/Finland/Finlandia

KANTANEN, Ms (G)
HEINONEN, Ms (G)
ETU-SEPPÄLÄ, Ms (E)
LEHTO-KOMULAINEN, Ms(T/W)

France/Francia

BAUDURET, Mme (G)
JEANNEROT, M. (G)
PINEAU, Mme (E)
SCHLACTHER, Mme(T/W)

Ghana

OFORI AGYEMANG , Mrs (G)
ATTAKUMAH, Mr (G)
FRIMPONG, Mr (E)
ASAMOAH, Mr(T/W)

Grèce/Greece/Grecia

CHRYSANTHOU, Mme (G)
BOUDOURIS, M. (G)
VAYAS, M. (E)
KRATIMENOU, Mme(T/W)

Guatemala

CHAVEZ BIETTI, Sra. (G)
VILLAGRAN, Sr. (G)
RICCI, Sr. (E)
MANCILLA GARCÍA, Sr.(T/W)

Guinée/Guinea

KEITA, M. (E)
MANSARE, M.(T/W)

Honduras

VILLANUEVA REYES, Sr. (G)
MEJÍA GALO, Sra. (E)
DOMÍNGUEZ ALMENDAREZ, Sr.(T/W)

Hongrie/Hungary/Hungría

TVARUSKÓ, Ms (G)
PELEI, Mrs (G)
BOROSNÉ BARTHA, Mrs (E)
SZÉKELY, Mr(T/W)

Inde/India

AGGARWAL, Mr (G)
CHOUBEY, Mr (E)
SAJINARAYANAN, Mr(T/W)

Indonésie/Indonesia

ROOSTIAWATI, Mrs (G)
RUMONDANG, Mrs (G)
PAMBUDHI, Mr (E)
ANWAR, Mr(T/W)

République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán

ALAMI POUR, Mr (G)
BEHZAD, Mr (G)
OTAREDIAN, Mr (E)
ALIBEIKI, Mr(T/W)

Irlande/Ireland/Irlanda

SHERIDAN, Mr (G)
O'CARROLL, Mrs (G)

Islande/Iceland/Islandia

KRISTINSSON, Mr (G)
EYJOLFSSON, Mr (G)
SIVERTSEN, Ms (E)
NORDDAHL, Mr(T/W)

Israël/Israel

AMRANI, Mr (G)
KARA, Mr(T/W)

Italie/Italy/Italia

TRAMBAJOLO, Mr (G)
ARMELLIN, Mme (G)
MONE, M.(T/W)

Jamaïque/Jamaica

WESLEY, Mr (G)
CUTHBERT, Mrs (E)

Japon/Japan/Japón

HIRASHIMA, Mr (G)
ISAWA, Mr (G)
MATSUI, Mr (E)
SAKURADA, Mr(T/W)

Jordanie/Jordan/Jordania

AL HAJ HASSAN, Ms (G)
DAJANI, Mr (G)
ABU AL-RAGHEB, Mr (E)
MA'AYTAH, Mr(T/W)

Kenya

ONUKO, Ms (G)
NYAMBARI, Mr (G)
MUGO, Ms (E)
M'ITUMITU, Mr(T/W)

Kiribati

TAATOVA, Ms (G)

Koweït/Kuwait

AL-AZMI, Mr (G)
AL-MUTOUTAH, Mr (G)
AL-HOSSAYAN, Mr (E)
ALMUTAUIRI, Mr(T/W)

Lao, Rép. démocratique populaire/Lao People's Democratic Rep./Rep. Democrática Popular Lao

INTHALATH, Mr (G)
MOUNTIVONG, Mr (G)
PHIRASAYPHITHAK, Ms (E)
VONGKHASEUM, Mr(T/W)

Lesotho

MASUPHA, Ms (G)
MABETHA, Mr (G)
SEPHOMOLO, Ms (E)
SEMATLANE, Mr(T/W)

Lettonie/Latvia/Letonia

AUGULIS, Mr (G)
BADOVSKIS, Mr (G)
KRIGERS, Mr(T/W)

Liban/Lebanon/Líbano

RIFAI, Mr (G)
FAYAD, Mr (G)
GHOSN, Mr(T/W)

Libye/Libya/Libia

TAMTAM, Mr (G)
SHARIF, Mrs(T/W)

Lituanie/Lithuania/Lituania

DULKINAITĖ, Ms (G)
POLIJANČUK, Ms (G)
TOMKIENĖ, Ms (E)
KRUPAVIČIENĖ, Ms(T/W)

Luxembourg/Luxemburgo

WELTER, Mme (G)
TUNSCH, M. (G)
KIEFFER, M. (E)
RASSEL, M.(T/W)

Madagascar

RAZAFITRIMO, M. (G)
KOLA, M. (G)

Malaisie/Malaysia/Malasia

ABDULLAH, Mr (G)
HARON, Mr (E)
ANANTHARASA, Mrs(T/W)

Malawi

KAWAMBA, Mrs (G)
MUSUKWA, Mr (G)
MUNTHALI, Mr (E)
MARY, Mrs(T/W)

Maldives/Maldivas

AHMED, Mrs (G)
MOHAMED, Mr (G)
HALEEM, Mr (E)
KHALEEL, Mr(T/W)

Mali/Malí

KONATE, M. (G)
SATAO, M. (G)
KATILE, M.(T/W)

Malte/Malta

CAMILLERI, Mr (G)
AZZOPARDI, Mr (G)
FARRUGIA, Mr (E)
VELLA, Mr(T/W)

Maroc/Morocco/Marruecos

ADMI, Mme (G)
SOUKRATI, M. (G)
BELAHRACH, M. (E)
EL AMRI, Mme(T/W)

Maurice/Mauritius/Mauricio

SEEBAH, Mr (G)
ÂRMOOGUM, Mr (G)
DURSUN, Mr (E)
GOPEE, Mr(T/W)

Mauritanie/Mauritania

ABDELLAHI, M. (E)

Mexique/Mexico/México

ORTÍZ MILÁN, Sr. (G)
CARVAJAL BUSTAMANTE, Sr. (E)
MEDINA TORRES, Sr.(T/W)

République de Moldova/Republic of Moldova/República de Moldova

MOLDOVAN, Mr (G)
CERESCU, Mr (E)
CHIRIAC, Mr(T/W)

Mongolie/Mongolia

GANKHUYAG, Mr (G)
TSENDDAVAA, Mrs (G)

Monténégro/Montenegro

ŠOĆ, Ms (G)
GLEDOVIĆ, Mr (G)
KRSMANOVIĆ, Mr(T/W)

Mozambique

SIÚTA, M. (G)
MAVILA, M. (G)
MIGUEL, M. (E)
SIMANGO, M.(T/W)

Myanmar

WAI, Mr (G)
AUNG, Mr (G)
KHINE, Ms (E)
MAUNG, Mr(T/W)

Namibie/Namibia

SHINGUADJA, Mr (G)
VAN ROOYEN, Mr (E)
MUNIARO, Mr(T/W)

Népal/Nepal

ADHIKARI, Mr (G)
PANDEY, Ms(T/W)

Nicaragua

ARANA VIZCAYA, Sra. (G)
CRUZ TORUÑO, Sr. (G)

Niger/Níger

SIDDO, M. (G)
DOUNAMA, M. (G)
ISSOUFOU, Mme (E)
AMADOU, M.(T/W)

Nigéria/Nigeria

OLANREWAJU, Mr (G)
DUNAMA DZARMA, Mr (G)
WABBA, Mr(T/W)

Norvège/Norway/Noruega

GEDE VIDNES, Ms (G)
KVAM, Ms (G)
LANNEM, Ms (E)
RASMUSSEN, Ms(T/W)

Nouvelle-Zélande/New Zealand/Nueva Zelandia

HOBBY, Mr (G)
RUSSELL, Ms (G)
MACKAY, Mr (E)
WAGSTAFF, Mr(T/W)

Oman/Omán

AL RAHBI, Mr (G)

Ouganda/Uganda

THENGE, Mr (E)

Pakistan/Pakistán

KHAN, Mr (G)
NAUMAN, Mr (E)
AWAN, Mr(T/W)

Panama/Panamá

NUÑEZ MORALES, Sr. (G)
MENDOZA GANTES, Sr. (G)
LINERO MENDOZA, Sr. (E)
CASTILLO COBA, Sr.(T/W)

Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea

LOVAGA, Mrs (G)
SANSAN, Ms (G)
WILLIE, Ms (E)
PASKA, Mr(T/W)

Paraguay

LOPEZ, Sra. (G)
SOLANO THOMAS CÁCERES, Sr. (G)
GONZALEZ ARIAS, Sr. (E)
ZAYAS MARTINEZ, Sr.(T/W)

Pays-Bas/Netherlands/Países Bajos

BETTE, Mr (G)
VAN DIJK, Mr (G)
SCHOENMAECKERS, Mr (E)
PASSCHIER, Ms(T/W)

Pérou/Peru/Perú

VILLAFUERTE BRAVO, Sra. (G)
CHÁVEZ BASAGOITIA, Sr. (G)
SOBERON ESTELA, Sr.(T/W)

Philippines/Filipinas

REBONG, Mrs (G)
CHATO, Ms (G)
VARELA, Mr (E)
MATULA, Mr(T/W)

Pologne/Poland/Polonia

LEMIESZEWSKA, Ms (G)
NOJSZEWSKA-DOCHEV, Ms (G)
KOKOT, Mr (E)
ROZYCKI, Mr(T/W)

Portugal

DA COSTA FERNANDES, Mme (G)
VALADAS DA SILVA, M. (G)
PERALTA DA PENA COSTA, M. (E)
COELHO PRAÇA, M.(T/W)

Qatar

AL-SULAITI, Mr (G)
AL-MARRI , Mr (G)
AL-OWLAN, Ms (E)
AL-KAABI, Mr(T/W)

Rép. Démocratique du

Congo/Democratic Republic of the Congo/Rep. Democrática del Congo
TSHIMUANGA MUTOMBO, Mme (G)
MUSIMBA MUNKUTI-NKUTI SATALA, M. (G)
ATIBU SALEH MWEKEE, M. (E)
NDONGALA N'SIBU, M.(T/W)

Roumanie/Romania/Rumania

TUDORIE, M. (G)
DUMITRIU, Mme (G)
HOSSU, M.(T/W)

Royaume-Uni/United Kingdom/Reino Unido

FITCHES, Mr (G)
NOBLE, Ms (G)
SYDER, Mr (E)
GURNEY, Mr(T/W)

Fédération de Russie/Russian Federation/Federación de Rusia

DIYACHENKO, Mr (G)
SHMAKOV, Mr(T/W)

Rwanda

NZABAHIMANA, Mrs (G)
RUGEMA, Mr (G)
MUKUBU, Mr (E)
MANZI MWEZI, Mr(T/W)

Saint-Marin/San Marino

BOSSI, Mme (E)
BATTAZZA, M.(T/W)

Samoa

ENARI, Mr (G)
UIESE, Ms (G)
HOPE, Ms(T/W)

Sénégal/Senegal

CISSE, M. (G)
SECK, Mme (G)
GUIRO, M.(T/W)

Serbie/Serbia

MLADENOVIC-NESTOROVIC, Ms (G)
SAVKOVIC, Mr (E)
CANAK, Mr(T/W)

Seychelles

BRESSON, Ms (G)
MOREL, Ms (G)
LABROSSE, Mrs (E)
ROBINSON, Mr(T/W)

Singapour/Singapore/Singapur

HAN, Mr (G)
BOO, Ms (G)
LIEW, Ms(T/W)

Slovaquie/Slovakia/Eslovaquia

BERINEC, Mr (G)
HRDINA, Mr (E)
MANGA, Mr(T/W)

Slovénie/Slovenia/Eslovenia

ŠTERBENC, Mrs (G)
ŽEROVEC, Mr (G)
FINK RUŽIČ, Mrs (E)
ČEČ, Mr(T/W)

Soudan/Sudan/Sudán

BORHAN, Ms (G)
ELGORASH, Mr (E)
YOUSIF, Mr(T/W)

Sri Lanka

OBADAGE, Mr (G)
AMARATUNGA, Mrs (G)
PEIRIS, Mr (E)
DEVENDRA, Mr(T/W)

Suède/Sweden/Suecia

EKÉUS, Mr (G)
JANSON, Mr (G)
HIDESTEN, Mr (E)
ERNEROT, Mr(T/W)

Suisse/Switzerland/Suiza

BERSET BIRCHER, Mme (G)
KARRER, M. (G)
TADDEI, M. (E)
CIRIGLIANO, M.(T/W)

Suriname

MANGROE, Ms (G)

Swaziland/Swazilandia

DLAMINI, Mr(T/W)

République arabe syrienne/Syrian Arab Republic/República Árabe Siria

DAGHMAN, Mr (G)
KADRI, Mr(T/W)

République-Unie de Tanzanie/United Republic of Tanzania /República Unida de Tanzania

MSAKI, Mr (G)
AYUB, Mr (G)

Tchad/Chad

ALKHOUDAR, M. (G)
DJEGUEDEM, M. (G)
SEITCHI, M. (E)
BEN SEID, M.(T/W)

République tchèque/Czech Republic/República Checa

SEQUENSOVÁ, Mrs (G)
JANEČEK, Mr (G)
ZVOLSKÁ, Mrs (E)
SAMEK, Mr(T/W)

Thaïlande/Thailand/Tailandia

THONGTIP, Ms (G)
SILPA-ARCHA, Mr (G)
SRIPIEAN, Mr (E)
BOONCHAROEN, Mr(T/W)

Togo

DOUAMENYO, M. (G)
BATCHEY, M. (G)
NAKU, M. (E)
NOUWOSSAN, M.(T/W)

Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago

RAMPERSAD, Ms (G)
SMITH, Ms (G)
DERRICK, Mr (E)
ANNISETTE, Mr(T/W)

Tunisie/Tunisia/Túnez

GHORAB, Mme (G)
BACCOUCHE, Mme (G)
AFAYA, M.(T/W)

Turkménistan/Turkmenistan/Turkmeni stán

ANNAYAROV, Mr (G)
SYSOYEVA, Mrs (G)
Begliyeva, Mrs (E)
CHARYYEV, Mr(T/W)

Turquie/Turkey/Turquía

KODAL, Mr (G)
BİLEN, Ms (G)
CENTEL, Mr (E)

Ukraine/Ucrania

ANDREYEV, Mr(T/W)

Uruguay

GONZÁLEZ ARENAS, Sr. (G)
PENINO, Sr. (E)
GAMBERA, Sr.(T/W)

Venezuela (Rép. Bolivarienne)/Venezuela (Bolivarian Republic)/Venezuela (Rep. Bolivariana)

COLMENARES GOYO, Sr. (G)
VALERO, Sr. (G)
LÓPEZ, Sr.(T/W)

Viet Nam

VU, Mr (G)
DAO, Mr (G)
NGUYEN, Mr (E)
VO, Mr(T/W)

Yémen/Yemen

AL-SHAIERI, Mr (G)

Zambie/Zambia

CHIVUNDA, Mr (G)
CHIBANDA, Mr (E)
NKOLE, Mr(T/W)

Zimbabwe

MASOKA, Mr (G)
MUSHAYAVANHU, Mr (G)
MUFUKARE, Mr (E)
NKIWANE, Mr(T/W)

**Abstentions/Abstentions/
Abstenciones: 7**

Bolivie, Etat plurinational/Bolivia, Plurinational State/Bolivia, Estado Plurinacional

MERCADO TUDOR, Sr. (G)
CALLISAYA MIRANDA, Sr. (G)

Equateur/Ecuador

MAYORGA BENALCÁZAR, Sr. (G)
MAYA ESCOBAR, Srta. (G)

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

PAPATOLEVSKA, Ms (G)
RISTOVSKA-ANTIĆ, Ms (E)
RALPOVSKI, Mr(T/W)



Vote par appel nominal sur la Recommandation sur la transition de
l'économie informelle vers l'économie formelle, 2015
Record vote on the Transition from the Informal to the Formal Economy
Recommendation, 2015
Votación nominal relativa a la Recomendación sobre la transición de la
economía informal a la economía formal, 2015

Pour/For/A favor: 484
Contre/Against/En contra: 1
Abstentions/Abstentions/Abstenciones: 5
Quorum: 307
Maj./May.: 324

Pour/For/A favor: 484		
<i>Afghanistan/Afganistán</i>	<i>Argentine/Argentina</i>	<i>Bélarus/Belarus/Belarús</i>
NIRU, Mr (G)	ROSALES, Sr. (G)	KHVOSTOV, Mr (G)
OMAR, Mr (G)	RIAL, Sra. (G)	GALYNIA, Mr(T/W)
QADERI, Mr(T/W)	GIULIETTI, Sra. (E)	<i>Belgique/Belgium/Bélgica</i>
<i>Afrique du Sud/South Africa/Sudáfrica</i>	MARTÍNEZ, Sr.(T/W)	PIETTE, M. (G)
NDEBELE, Mr (G)	<i>Australie/Australia</i>	BOUTSEN, Mme (G)
MDWABA, Mr (E)	ANDERSON, Ms (G)	DE MEESTER, M. (E)
MASUKU, Mr(T/W)	SAUNDERS, Mr (G)	DE LEEUW, M.(T/W)
<i>Albanie/Albania</i>	GROZIER, Mr (E)	<i>Bénin/Benin</i>
KODRA, Mrs (G)	ZELINSKY, Mr(T/W)	AHOUANSOU, Mme (G)
KLOSI, Mr (G)	<i>Autriche/Austria</i>	ALIDOU, Mme (G)
KALAJA, Mr(T/W)	ZWERENZ, Mr (G)	HOUNNOUVI, M. (E)
<i>Algérie/Algeria/Argelia</i>	DEMBSHER, Ms (G)	LOKOSSOU, M.(T/W)
ZAIDI, M. (G)	KOLARZ-LAKENBACHER, Mr (E)	<i>Bolivie, Etat plurinational/Bolivia,</i>
KHERROUR, Mme (G)	SAUER, Mr(T/W)	<i>Plurinational State/Bolivia, Estado</i>
MEGATELI, M. (E)	<i>Bahamas</i>	<i>Plurinacional</i>
SIDI SAID, M.(T/W)	SUMNER, Mr (E)	LUNA ORELLANA, Sr. (G)
<i>Allemagne/Germany/Alemania</i>	PINDER, Mr(T/W)	CALLISAYA MIRANDA, Sr. (G)
SCHLUETER, Mr (G)	<i>Bahreïn/Bahrain/Bahreïn</i>	CARRASCO QUINTANA, Sr. (E)
FARZAN, Mr (G)	ALSHAMI, Mr (G)	QUISPE, Sr.(T/W)
CONZEMIUS, Mr (E)	MOHAMED, Mr (G)	<i>Botswana</i>
BUNTENBACH, Ms(T/W)	ALAALI, Mr (E)	SEEMULE, Ms (G)
<i>Angola</i>	MOHAMED, Mr(T/W)	KOKORWE, Ms (G)
DAVID N'GOVE, M. (G)	<i>Bangladesh</i>	MACHAILO-ELLIS, Ms (E)
VENÂNCIO DA SILVA, M. (G)	ASHRAFUZZAMAN, Mr (G)	MOKONE, Mr(T/W)
LUÍS, M. (E)	KABIR, Mr (G)	<i>Brésil/Brazil/Brasil</i>
FRANCISCO, Mme(T/W)	RAHMAN, Mr (E)	FIGUEIREDO DE SOUZA, Sr. (G)
<i>Arabie saoudite/Saudi Arabia/Arabia</i>	MONTU, Mr(T/W)	DOS SANTOS BARBOSA, Sr. (G)
<i>Saudita</i>	<i>Barbade/Barbados</i>	GIUNTINI, Sra. (E)
ALFAHAID, Mr (G)	BURNETT, Mr (G)	DE SOUZA, Sr.(T/W)
ALYAHYA, Mr (G)	WALCOTT, Mr (E)	<i>Brunéi Darussalam/Brunei</i>
AL TURKI, Ms (E)	MOORE, Ms(T/W)	<i>Darussalam</i>
RADHWAN, Mr(T/W)		YUSOF, Mr (G)
		BIN PG KAMIS, Mr (G)
		HAJI ALI, Mr (E)

Bulgarie/Bulgaria

PIPERKOV, Mr (G)
HRISTOVA, Mrs (G)
BRANKOV, Mr (E)
DIMITROV, Mr(T/W)

Burkina Faso

NONGUIERMA, M. (G)
TOU/NANA, Mme (G)
KOANDA, M.(T/W)

Cabo Verde

CARVALHO, M. (G)
MARTINS TAVARES, M. (G)
VAZ FERNANDES BENOLIEL, M. (E)

Cambodge/Cambodia/Camboya

HOU, Mr (G)
LY, Mr (G)
D' AMICO, Ms (E)

Cameroun/Cameroon/Camerún

AKOLLA EKAH, M. (G)
NGONO, Mme (G)
FONDJO, M. (E)
ZAMBO AMOUGOU, M.(T/W)

Canada/Canadá

LEWIS, Mr (G)
ZHOU, Ms (G)
CLARKE WALKER, Ms(T/W)

République centrafricaine/Central African Republic/República Centrafricana

KPOKOLO, M.(T/W)

Chili/Chile

LAZO, Sr. (G)
BELL, Sra. (G)
RIESCO, Sr. (E)
AGUILERA, Sr.(T/W)

Chine/China

GAO, Mr (G)
LIU, Ms (E)
JIANG, Mr(T/W)

Chypre/Cyprus/Chipre

ZENIERI, Ms (G)
ANDREOU PANAYIOTOU, Ms (G)
ANTONIOU, Mr (E)
DIOMIDOUS, Ms(T/W)

Colombie/Colombia

GARZÓN, Sr. (G)
LONDOÑO, Sra. (G)
PEDRAZA, Sr.(T/W)

Congo

ITOUA-YOCKA, M. (G)
OKIO, M. (G)
ELAULT, M.(T/W)

République de Corée/Republic of Korea/República de Corea

CHOI, Mr (G)
KWON, Ms (G)
KIM, Mr(T/W)

Costa Rica

GAMBOA ACUÑA, Sra. (G)
RODRÍGUEZ GONZÁLEZ, Sra.(T/W)

Côte d'Ivoire/Côte d'Ivoire

KONE, M. (G)
COULIBALY, M. (G)
HIEN, Mme (E)
EKOUN, M.(T/W)

Croatie/Croatia/Croacia

PENIC-IVANKO, Mrs (G)
KATIC, Ms (G)
HORVATÍĆ, Mrs (E)
SEPAK-ROBIC, Mrs(T/W)

Cuba

CASTILLO SANTANA, Sr. (G)
LAU VALDÉS, Sra. (G)
MESA GARCÍA, Sr. (E)
CHACÓN BRAVO, Sra.(T/W)

Danemark/Denmark/Dinamarca

LORENTZEN, Mr (G)
JENSEN, Mr (G)
DREESEN, Mr (E)
OHRT, Mr(T/W)

République dominicaine/Dominican Republic/República Dominicana

HERNANDEZ LIRIANO, Sra. (G)
HERNANDEZ, Sr. (G)
ABREU, Sr.(T/W)

Egypte/Egypt/Egipto

SOROUR, Mr (G)
ABDEL SHAFEI, Mr (E)
ISMAIL, Mr(T/W)

El Salvador

MENÉNDEZ ESPINOZA, Sra. (G)
IRAHETA CRUZ, Sra. (G)
MOLINA, Sra.(T/W)

Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos

ALYASSI, Mr (G)
ALMARZOOQI, Mr (G)
MATTAR, Mr (E)
ALTUNAJI, Ms(T/W)

Equateur/Ecuador

MAYORGA BENALCÁZAR, Sr. (G)
MAYA ESCOBAR, Srta. (G)

Espagne/Spain/España

REMÓN MIRANZO, Sr. (G)
CANO SOLER, Sr. (G)
SCHWEINFURTH ENCISO, Sr. (E)
FRADES PERNAS, Sr.(T/W)

Estonie/Estonia

BUBÕR, Ms (G)
JÄÄGER, Ms (G)
MERILAI, Ms (E)
TOOMSALU, Ms(T/W)

Etats-Unis/United States/Estados Unidos

BARRETT, Ms (G)
FOX, Ms (G)
GOLDBERG, Ms (E)
ROSS, Mr(T/W)

Ethiopie/Ethiopia/Etiopía

SENBETE, Mr (G)
ADEWO, Mr (G)
ENDRIS, Mr (E)
AMENU, Mr(T/W)

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

PAPATOLEVSKA, Ms (G)
RISTOVSKA-ANTIĆ, Ms (E)
RALPOVSKI, Mr(T/W)

Fidji/Fiji

PRATAP, Mr (G)
VAREA, Mrs (G)
ANTHONY, Mr(T/W)

Finlande/Finland/Finlandia

KANTANEN, Ms (G)
HEINONEN, Ms (G)
ETU-SEPPÄLÄ, Ms (E)
LEHTO-KOMULAINEN, Ms(T/W)

France/Francia

BAUDURET, Mme (G)
JEANNEROT, M. (G)
PINEAU, Mme (E)
SCHLACHTER, Mme(T/W)

Ghana

OFORI AGYEMANG , Mrs (G)
ATTAKUMAH, Mr (G)
FRIMPONG, Mr (E)
ASAMOAH, Mr(T/W)

Grèce/Greece/Grecia

CHRYSANTHOU, Mme (G)
LASKARIDOU, Mme (G)
VAYAS, M. (E)
PSAROGIANNI, Mme(T/W)

Guatemala

CHAVEZ BIETTI, Sra. (G)
VILLAGRAN, Sr. (G)
RICCI, Sr. (E)
MANCILLA GARCÍA, Sr.(T/W)

Guinée/Guinea

KEITA, M. (E)
MANSARE, M.(T/W)

Honduras

VILLANUEVA REYES, Sr. (G)
MEJÍA GALO, Sra. (E)
DOMÍNGUEZ ALMENDAREZ, Sr.(T/W)

Hongrie/Hungary/Hungría

TVARUSKÓ, Ms (G)
PELEI, Mrs (G)
BOROSNÉ BARTHA, Mrs (E)
SZÉKELY, Mr(T/W)

Inde/India

AGGARWAL, Mr (G)
CHOUBEY, Mr (E)
SAJINARAYANAN, Mr(T/W)

Indonésie/Indonesia

ROOSTIAWATI, Mrs (G)
RUMONDANG, Mrs (G)
PAMBUDHI, Mr (E)
ANWAR, Mr(T/W)

République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán

ALAMI POUR, Mr (G)
BEHZAD, Mr (G)
OTAREDIAN, Mr (E)
ALIBEIKI, Mr(T/W)

Irlande/Ireland/Irlanda

SHERIDAN, Mr (G)
O'CARROLL, Mrs (G)

Islande/Iceland/Islandia

KRISTINSSON, Mr (G)
EYJOLFSSON, Mr (G)
SIVERTSEN, Ms (E)
NORDDAHL, Mr(T/W)

Israël/Israel

AMRANI, Mr (G)
KARA, Mr(T/W)

Italie/Italy/Italia

TRAMBAJOLO, Mr (G)
ARMELLIN, Mme (G)
MONE, M.(T/W)

Jamaïque/Jamaica

WESLEY, Mr (G)
CUTHBERT, Mrs (E)

Japon/Japan/Japón

HIRASHIMA, Mr (G)
ISAWA, Mr (G)
MATSUI, Mr (E)
SAKURADA, Mr(T/W)

Jordanie/Jordan/Jordania

AL HAJ HASSAN, Ms (G)
DAJANI, Mr (G)
ABU AL-RAGHEB, Mr (E)
MA'AYTAH, Mr(T/W)

Kenya

ONUKO, Ms (G)
NYAMBARI, Mr (G)
MUGO, Ms (E)
M'ITUMITU, Mr(T/W)

Kiribati

TAATO, Ms (G)

Koweït/Kuwait

AL-AZMI, Mr (G)
AL-MUTOUTAH, Mr (G)
AL-HOSSAYAN, Mr (E)
ALMUTAURI, Mr(T/W)

Lao, Rép. démocratique populaire/Lao People's Democratic Rep./Rep. Democrática Popular Lao

INTHALATH, Mr (G)
MOUNTIVONG, Mr (G)
PHIRASAYPHITHAK, Ms (E)
VONGKHASEUM, Mr(T/W)

Lesotho

MASUPHA, Ms (G)
MABETHA, Mr (G)
SEPHOMOLO, Ms (E)
SEMATLANE, Mr(T/W)

Lettonie/Latvia/Letonia

AUGULIS, Mr (G)
BADOVSKIS, Mr (G)
KRIGERS, Mr(T/W)

Liban/Lebanon/Líbano

RIFAI, Mr (G)
FAYAD, Mr (G)
GHOSN, Mr(T/W)

Libye/Libya/Libia

TAMTAM, Mr (G)
SHARIF, Mrs(T/W)

Lituanie/Lithuania/Lituania

DULKINAITĖ, Ms (G)
POLIJANČUK, Ms (G)
TOMKIENĖ, Ms (E)
KRUPAVIČIENĖ, Ms(T/W)

Luxembourg/Luxemburgo

WELTER, Mme (G)
TUNSCH, M. (G)
KIEFFER, M. (E)
RASSEL, M.(T/W)

Madagascar

RAZAFITRIMO, M. (G)
KOLA, M. (G)

Malaisie/Malaysia/Malasia

ANANTHARASA, Mrs(T/W)

Malawi

KAWAMBA, Mrs (G)
MUSUKWA, Mr (G)
MUNTHALI, Mr (E)
MARY, Mrs(T/W)

Maldives/Maldivas

AHMED, Mrs (G)
MOHAMED, Mr (G)
HALEEM, Mr (E)
KHALEEL, Mr(T/W)

Mali/Mali

KONATE, M. (G)
SATAO, M. (G)
KATILE, M.(T/W)

Malte/Malta

CAMILLERI, Mr (G)
AZZOPARDI, Mr (G)
FARRUGIA, Mr (E)
VELLA, Mr(T/W)

Maroc/Morocco/Marruecos

ADMI, Mme (G)
SOUKRATI, M. (G)
BELAHRACH, M. (E)
EL AMRI, Mme(T/W)

Maurice/Mauritius/Mauricio

SEEBAH, Mr (G)
ÂRMOOGUM, Mr (G)
DURSUN, Mr (E)
GOPEE, Mr(T/W)

Mauritanie/Mauritania

ABDELLAHI, M. (E)

Mexique/Mexico/México

ORTÍZ MILÁN, Sr. (G)
CARVAJAL BUSTAMANTE, Sr. (E)
MEDINA TORRES, Sr.(T/W)

République de Moldova/Republic of Moldova/República de Moldova

CERESCU, Mr (E)
CHIRIAC, Mr(T/W)

Mongolie/Mongolia

GANKHUYAG, Mr (G)
TSENDDAVAA, Mrs (G)
ENEBISH, Mr(T/W)

Monténégro/Montenegro

ŠOĆ, Ms (G)
GLEDOVIĆ, Mr (G)
KRSMANOVIĆ, Mr(T/W)

Mozambique

SIÚTA, M. (G)
MAVILA, M. (G)
MIGUEL, M. (E)
SIMANGO, M.(T/W)

Myanmar

WAI, Mr (G)
AUNG, Mr (G)
KHINE, Ms (E)
MAUNG, Mr(T/W)

Namibie/Namibia

SHINGUADJA, Mr (G)
BIWA, Mr (G)
VAN ROOYEN, Mr (E)
MUNIARO, Mr(T/W)

Népal/Nepal

ADHIKARI, Mr (G)
PANDEY, Ms(T/W)

Nicaragua

ARANA VIZCAYA, Sra. (G)
CRUZ TORUÑO, Sr. (G)

Niger/Níger

SIDDO, M. (G)
DOUNAMA, M. (G)
ISSOUFOU, Mme (E)
AMADOU, M.(T/W)

Nigéria/Nigeria

OLANREWAJU, Mr (G)
DUNAMA DZARMA, Mr (G)
WABBA, Mr(T/W)

Norvège/Norway/Noruega

GEDE VIDNES, Ms (G)
KVAM, Ms (G)
LANNEM, Ms (E)
RASMUSSEN, Ms(T/W)

Nouvelle-Zélande/New Zealand/Nueva Zelandia

HOBBY, Mr (G)
RUSSELL, Ms (G)
MACKAY, Mr (E)
WAGSTAFF, Mr(T/W)

Oman/Omán

AL RAHBI, Mr (G)

Ouganda/Uganda

THENGE, Mr (E)

Pakistan/Pakistán

KHAN, Mr (G)
NAUMAN, Mr (E)
AWAN, Mr(T/W)

Panama/Panamá

NUÑEZ MORALES, Sr. (G)
MENDOZA GANTES, Sr. (G)
LINERO MENDOZA, Sr. (E)
CASTILLO COBA, Sr.(T/W)

Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea

LOVAGA, Mrs (G)
SANSAN, Ms (G)
WILLIE, Ms (E)
PASKA, Mr(T/W)

Paraguay

LOPEZ, Sra. (G)
SOLANO THOMAS CÁCERES, Sr. (G)
GONZALEZ ARIAS, Sr. (E)
ZAYAS MARTINEZ, Sr.(T/W)

Pays-Bas/Netherlands/Países Bajos

BETTE, Mr (G)
VAN DIJK, Mr (G)
SCHOENMAECKERS, Mr (E)
PASSCHIER, Ms(T/W)

Pérou/Peru/Perú

VILLAFUERTE BRAVO, Sra. (G)
CHÁVEZ BASAGOITIA, Sr. (G)
SOBERON ESTELA, Sr.(T/W)

Philippines/Filipinas

REBONG, Mrs (G)
CHATO, Ms (G)
VARELA, Mr (E)
MATULA, Mr(T/W)

Pologne/Poland/Polonia

LEMIESZEWSKA, Ms (G)
NOJSZEWSKA-DOCHEV, Ms (G)
KOKOT, Mr (E)
ROZYCKI, Mr(T/W)

Portugal

DA COSTA FERNANDES, Mme (G)
VALADAS DA SILVA, M. (G)
PERALTA DA PENA COSTA, M. (E)
COELHO PRAÇA, M.(T/W)

Qatar

AL-SULAITI, Mr (G)
AL-MARRI, Mr (G)
AL-OWLAN, Ms (E)
AL-KAABI, Mr(T/W)

Rép. Démocratique du

Congo/Democratic Republic of the Congo/Rep. Democrática del Congo
TSHIMUANGA MUTOMBO, Mme (G)
MUSIMBA MUNKUTI-NKUTI SATALA, M. (G)
ATIBU SALEH MWEKEE, M. (E)
NDONGALA N'SIBU, M.(T/W)

Roumanie/Romania/Rumania

TUDORIE, M. (G)
DUMITRIU, Mme (G)
HOSSU, M.(T/W)

Royaume-Uni/United Kingdom/Reino Unido

FITCHES, Mr (G)
NOBLE, Ms (G)
SYDER, Mr (E)
GURNEY, Mr(T/W)

Fédération de Russie/Russian Federation/Federación de Rusia

DIYACHENKO, Mr (G)
SHMAKOV, Mr(T/W)

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RUGEMA, Mr (G)
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Suède/Sweden/Suecia

EKÉUS, Mr (G)
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République-Unie de Tanzanie/United Republic of Tanzania /República Unida de Tanzania

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Thaïlande/Thailand/Tailandia

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NOUWOSSAN, M.(T/W)

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SMITH, Ms (G)
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Tunisie/Tunisia/Túnez

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BACCOUCHE, Mme (G)
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SYSOYEVA, Mrs (G)
BEGLIYEVA, Mrs (E)
CHARYYEV, Mr(T/W)

Turquie/Turkey/Turquía

KALE, Ms (G)
AKIN, Mr (G)
CENTEL, Mr (E)

Ukraine/Ucrania

ANDREYEV, Mr(T/W)

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PENINO, Sr. (E)
GAMBERA, Sr.(T/W)

Venezuela (Rép. Bolivarienne)/Venezuela (Bolivarian Republic)/Venezuela (Rep. Bolivariana)

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VALERO, Sr. (G)
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VO, Mr(T/W)

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AL-SHAIERI, Mr (G)

Zambie/Zambia

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**Abstentions/Abstentions/
Abstenciones: 5**

Colombie/Colombia

PERAFFÁN, Sra. (E)

Malaisie/Malaysia/Malasia

ABDULLAH, Mr (G)

Singapour/Singapore/Singapur

HAN, Mr (G)
BOO, Ms (G)

Thaïlande/Thailand/Tailandia

SRIPIEAN, Mr (E)

**Contre/Against/En
contra: 1**

Malaisie/Malaysia/Malasia

HARON, Mr (E)

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