



## Thirteenth sitting

Friday, 10 June 2016, 10.15 a.m.

*President: Mr Morales Quijano*

### REPORT OF THE COMMITTEE ON DECENT WORK IN GLOBAL SUPPLY CHAINS: SUBMISSION, DISCUSSION AND APPROVAL

*Original Spanish: The PRESIDENT*

This morning we will be starting our work with the submission, discussion and approval of the report of the Committee on Decent Work in Global Supply Chains. The summary of proceedings has been published in *Provisional Record* No. 14-2 which is available in electronic form only on the Conference website.

If I may, let me remind you that the text of the report has been approved by the Officers of the Committee to avoid the need to convene a plenary session of the Committee for that purpose.

I would like to invite the Officers of the Committee to come forward. They are: Ms Pitt, Chairperson; Mr Potter, Employer Vice-Chairperson; and Ms Passchier, Worker Vice-Chairperson; and Ms Casado Garcia, the Reporter.

It is my pleasure to give the floor, first of all, to the Reporter, Ms Casado Garcia, to present the report.

*Original Spanish: Ms CASADO GARCÍA (Reporter of the Committee on Decent Work in Global Supply Chains)*

It is an honour to speak today to the plenary of the 105th Session of the International Labour Conference to report on the general discussion and to submit for adoption the report of the Committee on Decent Work in Global Supply Chains, which includes a resolution and conclusions.

I would like to start by saying that it has been a great honour and pleasure to be appointed as Reporter of the Committee examining this topic. It is also an honour for Mexico, which I represent, for which I am duly grateful.

The discussions on such a relevant and topical issue for the world of work, which has significant implications for the coming decades and for all countries around the world provided a major opportunity to address subjects which affect the global economy.

The Committee began work on 30 May, with a high level of constructive participation and commitment from all members, which was maintained throughout the ten sittings.

The discussions revolved around four major themes.

First, we discussed the opportunities and challenges for the realization of decent work and inclusive development in global supply chains.

Second, we considered the actions that have been put in place by the ILO and other international stakeholders to ensure that economic development and decent work, including respect for international labour standards, go hand in hand.

Under our third point, we discussed what kind of governance systems are needed to support the achievement of growth and inclusive development and the measures taken by governments and the social partners to achieve synergies between economic results and decent work.

Lastly, we exchanged views on what the role of governments, enterprises, the social partners and the ILO should be in this regard.

The discussions were long and intense and, at some points, addressed extremely complex issues that required consideration in small working groups. These groups engaged in the sort of frank and open dialogue that characterized all our deliberations.

Although the sittings extended far into the night, or early hours of the morning, the discussions remained highly technical and based on proven experience and knowledge.

The expertise and open-mindedness of the more than 450 members, from 110 countries, made it possible for us to reach consensus between differing points of view on contentious issues.

The report and the conclusions which I present to you now reflect the outcome of these deliberations.

We also considered the various effects of supply chains; both their positive effects on the economy and in the creation of jobs, and the decent work deficits that sometimes occur.

Our conclusions provide guidance to the Office on follow-up, and highlight the ILO's important role, due to its mandate, experience, and specialized knowledge of the world of work, as it nears its centenary, as a leading organization in addressing shortcomings in global supply chains, in order to strengthen their potential as a means for development.

These conclusions recommend that the ILO develop a programme of action to address decent work in global supply chains through a comprehensive and coordinated framework, together with other actors and international forums. They also call upon the ILO to convene, as soon as appropriate, by decision of the Governing Body, a technical tripartite meeting or a meeting of experts to consider what additional guidance and/or standards are needed to effectively promote decent work in this area of labour relations.

The proposed resolution invites the Governing Body to give due consideration to these conclusions

in planning future work and requests the Director-General of the ILO to take them into account when preparing future programme and budget proposals, and to give effect to them, to the extent possible, in the implementation of the Programme and Budget for the biennium 2016–17.

Having considered the substance of the Committee's report, I would like to make special mention of the richness of our discussions and the spirit of constructive dialogue that characterized them.

Considering the broad range and multiple aspects of the issues that we dealt with, I should say that we were obviously not always in agreement. However, even when enthusiastically giving our own opinions, we respected the opinions of others and remained at all times open to frank and open dialogue, and focused on our common goal. When considering complex issues, we continued our discussions until we reached consensus, always with tripartism, the cornerstone of this Organization, at the forefront of our minds.

I would like to thank our Chairperson, Ms Pitt, of the Australian Government, for leading the work of the Committee and its Drafting Group with great diligence, competence and commitment. Her quotes of the day were of great inspiration to us all, and her subtle and intelligent humour was invaluable during our long hours of discussions.

I would also like to thank our Vice-Chairpersons, Mr Potter from the Employers' group and Ms Passchier from the Workers' group.

Mr Potter was an excellent mediator for his group, setting out his proposals clearly and with determination, but always with a view to obtaining a successful outcome.

Ms Passchier demonstrated that a great negotiator not only focuses on the subject at hand, but also on the enthusiasm, respect and persuasion needed to enable a fair debate.

The participation of my colleagues from the Governments was key in helping the social partners find common ground and in enabling us to move forward in our discussions. During all these sittings, and particularly in the Drafting Group, they played a crucial role by suggesting alternative texts, which were taken as the basis for reaching a consensus.

I would also like to thank the dynamic work of the tripartite group which revised linguistic amendments in Spanish. This group managed to complete, in two and a half hours, the revision of work on the subject that had been under examination for almost two days.

I would also like to recognize the full support we received from our Committee secretariat, under the guidance of the Representative of the Secretary-General, Ms Greenfield, and the deputy representative, Ms van Leur.

Special thanks are due to Mr Hahn, ILO specialist, who always provided us with all the support we needed.

My thanks also go to the entire secretariat for their dedication, support and availability to help the members of the Committee. In this I include the interpreters and translators, whose work was laudable.

All this has brought us here today to submit the report and conclusions which are the fruits of our labours. Addressing these matters allows us to break with past paradigms and deal with complex issues of the world of work from different perspectives.

Lastly, I would like to emphasize that the conclusion of this general discussion is only the beginning of a process that, I am convinced, will enable us to

bring about decent work at all levels of global supply chains.

I therefore recommend to this plenary session of the Conference the adoption of the report, the resolution and the conclusions, which are contained in 25 concise and substantive paragraphs, concerning decent work in global supply chains.

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Mr POTTER (*Employer Vice-Chairperson of the Committee on Decent Work in Global Supply Chains*)

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At the outset, I need to say that everyone who is sitting up here is sleep deprived in a serious way, or exhausted. I know I am – although it may be just a question of age – but I know for sure that it was not decent work. For this general discussion, the Employers' group did a prodigious amount of work, both before and during the Conference. Our presentations on the five main parts of the discussions were over 50 pages long. I am certain the Workers' group did an equal amount of preparation and had easily a similar number of pages and words.

The unsung heroes and heroines are the secretariat and interpreters, without whom the outcome of this Committee would not have been available to us here today. Their workdays and hours of work far exceeded those of the Committee members themselves.

Decent work in global supply chains is a big subject and encompasses everything that the ILO does. As a consequence, the general discussion on decent work in cross-border supply chains has attracted substantial interest, both inside and outside the ILO. We can see this not only in the number of participants in the Committee but also in the volume of social media activity, and the attention it attracted in the international community. The fact that this is the first time that the International Labour Organization has discussed in a session of the International Labour Conference the issue of cross-border supply chains raised the interest even higher.

Cross-border supply chains are not new but have existed for centuries. Inscriptions from the Middle East suggest that the trade of textiles of the Indus Valley civilizations, and many ancient civilizations, occurred from as early as 2350 BC. Cross-border supply chains were also very much in the minds of the negotiators for the labour chapter of the Treaty of Versailles, which ended World War I.

As the dynamic and forceful Worker spokesperson, Ms Passchier, educated me before this ILC, the debate on the very first international labour standard on working time focused on cross-border trade from a supplying country. Since 1927, the ILO supervisory machinery has been addressing domestic and cross-border supply chain issues, ranging from the rights of indigenous peoples, to land rights, immigration, migration, maritime labour, freedom of association, forced labour, discrimination, child labour, occupational safety and health, and many other areas involving workers and production for domestic markets or for export as part of a cross-border supply chain.

We are at the end of the beginning. The discussions in the last two weeks have shown that the Organization can play an even bigger and more important role in promoting decent work in cross-border supply chains. The conclusions we are adopting today contain a clear and straightforward action plan for the ILO. In the short term, the challenge for the Office is to establish an action plan to implement the Committee's conclusions.

Providing companies with the information they need for their risk mapping, supporting companies

through guidance and advice on labour rights, due diligence, improving our understanding of supply chains through more and better data, driving policy coherence at the international level with other international organizations, strengthening capacity building and promoting national and cross-border social dialogue are important parts of this action plan. The implementation of this action plan is key. The ILO will otherwise not only lose an important opportunity to impact working conditions in cross-border supply chains and beyond, but also to increase its relevance in the twenty-first century world of work. The focus of the action plan on supporting companies also opens new doors for stronger cooperation with the private sector in general.

The discussions in our Committee were, at times, unquestionably bumpy. Employers and Workers approached the issue from very different angles and it took time and hard work from all sides to agree on a joint programme for the Organization with respect to supply chains. We think that the process could have been, and would have been, better served if the draft conclusions had been addressed from the outset by the full Committee, rather than having the intermediate step of discussions in a drafting group, and we would suggest that some consideration be given to this for future general discussions. We lost a precious two days where the entire Committee could have participated.

I want to thank, in particular, Ms Passchier for her extraordinary leadership of the Workers' group and her commitment, until the very end, to arriving at consensual conclusions on this important topic. A failure would not only have meant that tripartism had failed, but it would also have delayed the ILO's cross-cutting focus on fundamental rights and decent work in supply chains.

The Government group played a key role in the discussions. Their fruitful and constructive suggestions were a tremendous help in enabling the process to succeed. It was, frankly, a stroke of luck that Ms Pitt was the Chairperson of our Committee. Her calmness, kindness, patience, humour and quote of the day guided us through this process. She has been a cornerstone of the success of our work.

Finally, we thank the Office, which ran the Committee most effectively and efficiently. Coming to the Conference for over 35 years, it continues to amaze me, every time, how this complex machinery ends up working so smoothly. The ILO staff has shown great dedication and I would like to say many thanks for this.

As I have said, we are at the end of the beginning. Supply chains will stay on the agenda of the ILO. The conclusions of this Committee call on the ILO to convene, as soon as appropriate, by decision of the Governing Body, a technical tripartite meeting or a meeting of experts to: (1) assess the failures which lead to decent work deficits in global supply chains; (2) identify the salient challenges of governance to achieving decent work in global supply chains; and (3) consider what guidance, programmes, measures, initiatives or standards are needed to promote decent work and/or facilitate reducing decent work deficits in global supply chains.

I do not want to prejudge the decision of the Governing Body as it relates to the timing of the implementation of the Office's action plan, but, in any event, the review of the ILO MNE Declaration will start already in September. In part, it is the opposite side of the same coin. In this process, we will deal

with many of the issues we have discussed here in the Conference. It is clear that this general discussion is the start of a much stronger focus of the Organization on decent work in global supply chains. The Employers are committed to fully supporting the ILO in this endeavour.

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*Original French: Ms PASSCHIER (Worker Vice-Chairperson of the Committee on Decent Work in Global Supply Chains)*

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Let me start by saying that it is a privilege to speak today in plenary to a full house, which is not always the case.

The Committee on Decent Work in Global Supply Chains laboured long and hard, wrestling with contentious and difficult issues. In the early hours of Thursday morning, the Committee reached agreement on conclusions of substance and value.

The issues that were before our Committee are of profound importance for workers worldwide. I am here today to represent the voice of those workers, and I can tell you that that is a heavy responsibility.

I speak for the workers who can express themselves freely, and organize in unions. But I also speak for those at the bottom of the global supply chain, whose voices are not heard, and whose workplaces are out of sight. Many of them are women, working from home, or in factories with long working hours and dangerous working conditions, including being subject to harassment. And many of them are migrants, without a proper legal status or protection and therefore vulnerable to exploitation.

In our Committee, our voices were joined by many governments expressing their concern about the effects of global supply chains on workers in their countries, and also on the small and medium-sized enterprises (SMEs) down the chain. They are not getting their fair share, and they want a better deal.

Today, the ILO is confronted with the essential question of whether its aims, structures and instruments are capable of dealing with the new world of work and the different face of globalization in the twenty-first century, in an era of internet and rapid technological change.

In this, the development of global supply chains plays a dominant role and has a far-reaching impact on workers, companies and societies. At the outset of this debate, we said that the model is basically one of "everybody is connected but nobody is responsible".

At one end of the chain, profits are going up, but responsibility is outsourced. At the other end, we see vulnerability and powerlessness, both in SMEs and with respect to the workers concerned. Somehow, along the way, between the top and the bottom, the original roles and responsibilities of the employer vis-à-vis his workers have vanished into thin air. In between, an often long chain of subcontractors or intermediaries has emerged, who are put in fierce competition with each other for orders coming from above. The governments in the countries concerned are often weak in terms of inspection and enforcement – not necessarily because they are unwilling, but because they are under-resourced, with multinationals operating in their country demanding privileges such as tax exemptions. When trying to improve the situation of workers in their countries, these governments may be threatened by those same companies to refrain from doing so, because otherwise they would withdraw their investments and go to a neighbouring (read "cheaper") country.

How do we counter this race to the bottom, in which workers, companies and countries are set in

competition against each other for the lowest price, to the detriment of workers and their families? And how do we, instead, make the promises of globalization come true, which would mean productive labour with decent wages and working conditions, contributing to sustainable economies and societies? These were the central questions to be answered in this year's general discussion and, today, we present the conclusions of that debate.

At the outset, as a Workers' group, we said that, in order to do so, we need more instruments and actions than are currently in place; a stronger role for the ILO, and its tripartite constituents; and more commitment on all sides to ensure effectiveness. A brighter picture, with possible win-win outcomes at the end.

In our conclusions, we emphasize that: "governments, business and social partners have complementary but different responsibilities in promoting decent work in global supply chains". This is a big thing to say, and a big thing to do.

In our Committee, governments said that they are ready to take on their share, but are faced with limitations due to the cross-border nature of global supply chains, and they seek instruments that can reach beyond their borders. Workers' organizations are eager to strengthen their collective bargaining instruments, including national framework agreements, but they need, first of all, workplaces in which workers are free to raise their voice and organize in a union, and, secondly, a bargaining partner on the employers' side, because it takes two to tango.

So, what about business? In our Committee, we spent a lot of time discussing the UN Guiding Principles on Business and Human Rights. And I was certainly further enlightened by the expertise of everybody around the room, and not least by Mr Potter's experience. It is certainly important that we have heard a loud and clear commitment on the Employers side to align with those principles, as well as a strong commitment to the fundamental principles and rights at work and the Decent Work Agenda. But we will need to move from principles and risk-minimization to taking responsibility. The conclusions of our Committee refer to "failures at all levels" that have adverse human and labour rights impacts and lead to decent work deficits. In our view, these failures are of a systemic nature. Because, how is it otherwise possible that, at the top of the chain, big brands and lead firms end up with high profits, whereas, at the bottom, the workers who produce the goods or provide the services receive poverty wages; and that SMEs cannot develop into productive enterprises; and that countries cannot develop into sustainable economies and societies? And let us be clear: these are not only workers, SMEs and countries in the developing world.

We accept that there are many multinational enterprises with sound policies, practices and procedures to identify, mitigate and remedy the adverse human and labour rights impacts of their activities. And we accept that some of these adverse impacts arise from failures in the application and implementation of these policies and procedures. But we also see that it is the very success of normal profit-maximizing strategies pursued by lead firms in global supply chains, with their eyes closed to the human and labour rights reality down their supply chains, that is generating the decent work deficits that are so readily apparent.

We think the UN Guiding Principles on Business and Human Rights have captured a fundamental

truth, namely that the expansion of global supply chains created governance gaps due to the weak enforcement of laws and inspection in many countries. This created a permissive environment for business to violate labour and human rights.

Not all companies abuse workers, or are aware of violations at the bottom of their supply chains. But, quite often, companies at the top of the supply chain know that their purchasing decisions and business plans give minimal or no space for their suppliers to pay decent living wages and provide decent working conditions, including safe workplaces for their own workers.

Our Committee has started to identify significant features and root causes of these failures, which are certainly related to governance gaps at all relevant levels, including the international level.

We have come up with an ambitious programme of action for the ILO and its constituents, to assess, but also address, these failures. Let me just flag a few issues here. For our group, in the list of things that governments should do – which are all important – a few things stand out. One is ensuring that there are no exceptions to the recognition of the fundamental rights of freedom of association and collective bargaining, because that is really where decent work starts: the right to raise your voice and demand better working conditions. This should apply across countries and companies at all levels and in all workplaces, including in export processing zones (EPZs).

Another is calling on governments to improve working conditions for all workers, especially in global supply chains, in the areas of wages, working time and occupational safety and health. For our group, this call includes a strong plea to start being serious about living wages. Because what can a minimum wage be, other than the minimum one needs to live a decent life and feed one's family? This has been recognized from the very beginning in all the international instruments related to minimum wages.

A third one is that governments should use their own leverage, as buyers, but also as legislators, to demand transparency and due diligence along the chain from all companies based in their territories – or, as Mr Potter would maybe say, in their jurisdiction.

When it comes to the role of the social partners, we as trade unions are ready to do the tango with employers and their organizations at all relevant levels, including in cross-border social dialogue, leading to binding agreements that can make a difference. We look forward to a stronger commitment, on the basis of the conclusions in our Committee, from our employer counterparts.

When it comes to the role the ILO should play, we have identified an impressive number of existing ILO standards and instruments that are relevant to global supply chains, and whose ratification and implementation should be promoted.

At the same time, we have agreed that more work is needed to assess failures and governance gaps, and to consider what further guidance, programmes, measures and initiatives or, indeed, standards are needed to promote decent work and reduce decent work deficits in global supply chains. This work, as has already been mentioned, should include a meeting of experts, to build on the work of the International Labour Conference and take it further. It also should include, in our view, as a matter of urgency, the development of an action plan, which is mentioned in the conclusions, to address all the decent

work deficits in EPZs and ensure that fundamental principles and rights fully apply.

We want to emphasize that we fully endorse these conclusions, which mean that we are all, together, embarking on a shared voyage, with open minds, and that we have agreed that on our way no possible measure is excluded, including the review and revision of standards and, where necessary, the introduction of new standards.

After long days and nights of hard work and sometimes tough debate, we provided the ILO, on the basis of consensus, with a strong and ambitious mandate. So, let us take it from here, and show that the ILO, with its unique tripartite structure, can play an eminent and indispensable role in taking the lead and guiding the twenty-first century world of work towards decent work for all.

I want to give a great thanks to the Office, first of all, and especially Ms van Leur and her team and everyone belonging to that smaller or bigger team, for their tremendous preparatory work and support of the Committee.

I want to thank the Governments for always being there, with their sustained focus and constructive input, trying to bridge gaps that sometimes seemed unbridgeable. I want to thank the Chairperson, without whom we would have never got there at 1 a.m. on Thursday morning, for her fairness, for her tireless command of a difficult Committee, and for always keeping up good spirits. Once in a while, when I was getting desperate, I would look at her and think: "OK, she's still sitting there, smiling at all of us. We will get there in the end."

I want to thank Mr Potter and his group. The tango between the two sides of industry was a bit rough once in a while, but, in the words of the Government of Brazil, we managed to turn it into a very interesting tripartite carnival.

And, of course, I want to thank my Worker team – the International Trade Union Confederation (ITUC), the Bureau for Workers' Activities (ACTRAV), the Drafting Group, and all the Workers' delegates who stayed with me until the small hours of the morning.

This is the beginning of a road, or indeed a voyage, to change; it is not the end. I think Mr Potter said it was the end of the beginning; I would say it is the beginning of a new future. As our great Chairperson said, starting the day with one of her famous sayings: "The longest journey begins with a single step." We have taken the first steps along the road to filling governance gaps in global supply chains and to addressing systemic issues that have generated decent work deficits that trap vulnerable workers in far too many countries.

I would like to finish with a quote from one of my favourite writers, Alexander McCall Smith, a Scotsman. At the end of *The Kalahari Typing School for Men* – just so you understand that men also sometimes still need to learn those things – he says: "It is possible to change the world, if one is determined enough, and if one sees with sufficient clarity just what it is that has to be changed."

The world of work is watching us. We had better do a good job!

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Ms PITT (*Chairperson of the Committee on Decent Work in Global Supply Chains*)

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"If you want to go fast, go alone. If you want to go far, go together." That was our quote to begin our discussion. It is a quote about a journey; I think, as

you heard from my colleagues this morning, we have been on a journey. It is a journey that started before we began and it is a journey that will go on after this Conference.

I want to take just a few moments, really, to thank some people. We had, as you have heard, some challenging conversations. We had some long discussions, but we did that because the issue is complex.

To start with, I want to thank the Office for their very long preparation. The Office have been working on this for many years and this was a combination of a lot of work by a lot of people.

I really want to thank Ms Greenfield who began as the new Deputy Director-General for Policy. She has been here for a couple of weeks and has already proven herself to be a fantastic asset for the ILO. She was a tower of strength and calmness, and supportive and wonderful.

I also want to thank Ms van Leur and her team, who prepared and worked incredibly hard to make this happen. They have been a pleasure to work with. I want to thank all those behind the scenes that work on all the products; they work night and day and night and day; they know who they are. I particularly want to thank Mr Seligson and to offer my personal thanks to Mr Hahn, who sat next to me every day and night on the Committee, and who knows the rules and was fantastic.

I would like to thank my Vice-Chairpersons. When you find out that you are going to chair a committee at the International Labour Conference, you think about what kind of people you would like to work with. The kind of people really that you want to work with are people who are professional and experienced and smart and, as you have seen already this morning, I was lucky enough to get two people who have got that in spades. So in addition to being all of those things, and probably even more than that, they are both very generous and very kind. I think that kindness is a really under-rated quality, especially in the environment that we get into in committees. I think that the world needs more kindness.

I appreciate that when I look at Mr Potter who is well known to many in this house. His 35 years of experience coming to this house is a fantastic thing and I have to say, he needed lots of his super skills and experience to ensure that his group would be not just heard but understood. He was a determined voice for the Employers – and I really want to thank the Employers' group, who made a huge contribution – as well as being an impressive person who is outcome-focused and determined. He is also a complete gentleman, polite and gorgeous to deal with.

I have had the pleasure of working with my other Vice-Chairperson, Ms Passchier, once before. There are lots of words that you can use to describe her, but one that comes to mind is formidable. She is a really quick thinker with fantastic leadership skills and is also a really strong advocate for her group. I also thank the Workers' group, who were focused and keen and were advocates for their position.

I want to thank the members of the Drafting Group. We had a Drafting Group of eight Employers, Governments and Workers who worked on Friday and Saturday until late. I really appreciated the work they did.

The Governments really made a great contribution; they really helped to move the debate along. I really want to thank the regional coordinators for their work in helping to make that happen. They were fantastic. In terms of the Governments, I also want to recognize

my Asia-Pacific group (ASPAG) colleagues who gave me the honour of chairing this Committee.

Finally, I want to thank my Australian team. They have been fantastic and I really want to thank them for their support. When we started out, expectations were great, but greatly different. I think it has been a demonstration of what the ILO is all about. So the two foundations of the ILO, social dialogue and consensus, were really demonstrated in this Committee. It has been a fantastic experience and a pleasure.

I want to finish with a quote, of course. We thought long and hard about what kind of quote I could finish with and which famous writers or famous poets I could possibly use to sum up what has been an exceptional Committee. I turn to a band, I turn to Rage against the Machine, who say: "It has to start somewhere. It has to start sometime. What better place than here? What better time than now?"

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*Original Spanish: The PRESIDENT*

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I now declare open the discussions of the report of the Committee on Decent Work in Global Supply Chains.

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*Mr AGGARWAL (Government, India)*

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We thank the Committee for its report. However, India expresses concern with regard to some of the conclusions adopted by the Committee on Decent Work in Global Supply Chains, particularly those related to the inclusion of labour issues in trade agreements, as well as the future course of action in terms of standard setting on global supply chains. While there is no denying our commitment to the cause of labour rights and protecting workers' interests in the global supply chain, we do not support the inclusion of labour provisions in trade agreements at this stage. The global order we live in is defined by asymmetric competitive advantages and economic power. Unless balanced, with equally pronounced commitment to common but differentiated responsibilities, the inclusion of labour issues in trade runs the risk of becoming a trade barrier for the majority of developing countries, further diminishing their prospects of development. We believe that it would be premature to conclude that the current ILO standards are not fit for the purpose of achieving decent work in global supply chains.

While we recognize that we are living in an interconnected global market, our national realities and contexts are different. We feel that there is a need to first review the conclusions of this Conference to strengthen the existing mechanism, rather than creating a mandate that initiates any standard-setting process. We therefore take the floor to express our reservations as to some of the conclusions, in particular points 16(h) and 25. We would like to urge the ILO to take into account our concern while preparing a plan of action on this issue.

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*Original Spanish: Mr DEL RÍO DOÑÉ (Worker, Dominican Republic)*

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First of all I would like to thank Mr Ryder, Director-General of the Office, and the Governing Body for having included this extremely important issue on the agenda for this assembly. We would also like to thank the Chairperson and Vice-Chairpersons of the Committee who did an extraordinary job indeed in managing and bringing our work to a successful conclusion.

As we all know, there are about 4,000 EPZs worldwide. They are not homogenous and, indeed, have

very different characteristics. Labour laws and tax requirements are often waived in EPZs, and there are often restrictions on the activities of unions and on collective bargaining.

In the Dominican Republic, there are a number of different organized unions and a number of different collective agreements have been signed in various free zones. In EPZs, long working hours are common, and, as we all know, required overtime. We have what is called a 4x4 system, which requires workers to work four days in a row, for ten hours a day.

Of course, this affects workers' health. In such a situation, governments need to actively promote social dialogue and ensure that all firms respect the fundamental principles and rights at work, and the right to freedom of association and to collective bargaining for all workers, regardless of their employment status.

As the majority of workers in EPZs are women, where there is a lack of access to maternity protection measures, and where they may suffer discrimination, sexual harassment and other forms of violence in the workplace, it is important that we promote the ratification and application of the ILO standards relevant to promoting decent work in global supply chains and in EPZs.

The conclusions that we are adopting today will be very important in giving the ILO a broad mandate to eliminate the decent work deficits in EPZs.

We hope that the work on these zones will be an essential part of the programme of action. As a great leader said: "Blessed are those who strive for peace, for they shall enter the kingdom of heaven."

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*Mr O'REILLY (Employer, New Zealand)*

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I wish to endorse this report and the comments made by my fellow Employer representatives this morning. I want to thank the Chairperson of the Committee; the Employers' group, ably led by our colleague, Mr Potter; the Workers' group; the Governments who were engaged; and the ILO administrative staff, who did a great job ensuring that our discussions were supported and completed on time.

The role of global supply chains has been an ongoing subject of discussion and debate in this house for many years now. This text will be a useful addition to that ongoing process and will serve as one of the foundations for our next period of work.

For that ongoing work to be successful, the Office and the constituents will have to take proper account of the knowledge, wisdom, ideas and perspectives of both of the social partners. The Office will need to centre its work on fact-based research, taking into account its mandate and the mandates and proper roles of other actors in the global community.

We will do best when we realise that, although failures in global supply chains can cause decent work deficits, they can be, and often are, a force for good in the world, pulling workers and communities out of poverty and positively connecting them to the rest of the globe and the growth and opportunities that connection has the potential to bring.

I support the approval of this report.

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*Mr BETTE (Government, Netherlands)*

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I would like to say a few words of thanks on behalf of the EU and its Member States.

Let us first thank Ms Casado Garcia for a clear and concise report to the plenary. We would also like to thank the Chairperson, Ms Pitt. Her positive attitude

has been inspiring and kept us going. We would also like to thank our Vice-Chairpersons, Ms Passchier and Mr Potter. It has been a pleasure to work with you. We sincerely thank you for your leadership, in particular at some crucial stages in our discussion. We would also like to express our respect and gratitude to all the people from the Office who have worked so hard to enable the Committee to complete its work.

A special word of thanks to Ms van Leur and the team. Their expertise, availability and commitment in the run-up to and during the Conference were crucial for our preparations and, we believe, crucial for the results that we have achieved. We look forward to our further work on the basis of these balanced conclusions.

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*Original French: Ms CUCINIELLO (Worker, Italy)*

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The debates on decent work in global supply chains have shown that they can create obstacles to economic growth and the realization of decent work. It is imperative that we ensure respect for workers' fundamental rights, such as freedom of association and the right to collective bargaining. The development of sound industrial relations and the promotion, strengthening and application of standards, including in EPZs, remain the priority. It is essential that we find an innovative approach to collective bargaining, in order to affirm true equality of rights that will lead to better integration and go beyond the divisions between better protected and more precarious forms of work. To represent and protect all forms of contracts coexisting within the same workplace, transnational enterprise agreements and global framework agreements that include suppliers are very valuable instruments.

A truly tripartite approach is needed to harmonize laws and practices and thereby ensure the necessary policy coherence to implement the 2030 Agenda for Sustainable Development. The conclusions recognize that the ILO has an important part to play in the issues at stake, within its mandate, by providing support, training, advice and technical cooperation. The fourth industrial revolution could contribute to increasing poverty. A growing number of workers are recruited via the internet. However, there is no regulatory framework governing their employment relationship, and they may be located thousands of miles away from their employer. It is strategically important for us to identify a partner with whom we can define, as part of an inclusive approach, the protections that these workers need, in order to avoid creating a new category of vulnerable workers in digital supply chains. We must all take action to ensure that the vision for 2030 is not a vision of a new Middle Ages. We can, and we must, offer decent work to future generations.

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*Original Spanish: Mr LÓPEZ CARRILLO (Employer, Mexico)*

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On behalf of the employers of Mexico, we support the conclusions of the Committee on Decent Work in Global Supply Chains. The conclusions provide an excellent framework for the ILO to make a coordinated start in improving our understanding of cross-border supply chains.

The Organization does not necessarily have to do new things, but it could do many things better. We are facing one of the greatest challenges in recent times, and the way in which we have approached and will continue to approach it is crucial, as the work that we have just completed has shown us that this is

an enormous and complex problem. Given the diverse opinions expressed by the different sectors throughout the process, it is clear that this issue cannot be addressed in a general and uniform manner. We have to take account of the particular needs of each sector of the economy, and we must also understand the regional, national and local dynamics within individual countries.

This is an extremely complex challenge, as the governance gaps that each country may have are very different. We therefore need to strengthen the regulatory and institutional framework of each country. We cannot treat workers working in enterprises that are part of a global supply chain differently from workers who do not. Therefore, on the basis of information from the social partners and the assistance provided by the ILO, we support the strengthening of levels of governance in States to ensure compliance with laws at all levels of global supply chains, so as to contribute in an effective, definitive and sustainable manner to the achievement of inclusive and decent work for all workers, and not just some of them.

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*Mr KOTEI (Worker, Ghana)*

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In the spirit of our Committee, with many quotes and proverbs being provided, let me start with two African proverbs, which can be applied to our work. The first one, from Ghana, says: "Even the lion, the king of the forest, protects himself against flies." The second one, from the Gambia, says: "If your only tool is a hammer, you will see every problem as a nail."

Global supply chains, despite being complex, diverse and fragmented, have increased across a broad range of industrial sectors, such as textiles, clothing, retail, footwear, automotive, food and agriculture, seafood, fisheries, electronics, construction, tourism and hospitality, and horticulture.

The conclusions in front of us today recognize both the contributions of global supply chains, as well as the deficits. These deficits are clearly there in my region, Africa. Not only do we not benefit sufficiently from economic upgrading and capturing more value, we also experience a lot of decent work deficits in many of the sectors and companies that are linked to global supply chains.

Deficits in working conditions, such as in the areas of occupational safety and health, wages, inequalities between expatriates and nationals, and working time, as well as with regard to freedom of association and collective bargaining, are particularly severe. Informality and non-standard forms of employment are widespread. Regrettably, the presence of child labour and forced labour in some global supply chains is acute in the lower segments of the chain. Migrant workers, domestic workers and homeworkers are found in many global supply chains and face various forms of discrimination and have limited or no legal protection at all. At the same time, companies try to avoid taxes and get tax exemptions, which are a strain on the budget of many African States that have insufficient resources to provide for social protection and labour inspection.

We therefore very much welcome the conclusions that have been reached after long discussions. They recognize the decent work deficits that exist in global supply chains at all levels. They also recognize the important role that governments need to play, and provide various options and means for them to address the decent work deficits in global supply

chains. We hope governments will take these conclusions into account and develop action plans to deal with decent work deficits in global supply chains. We also hope that governments in the various regions will work together much more to address these deficits, as proposed.

Finally the conclusions recognize the important role of the ILO. An extensive programme of work has resulted from this Committee and we ask for it to be implemented urgently. We need the ILO to play a leading role in the discussions on global supply chains at the international level, but more than that, we need the ILO in our countries to play a much bigger role to assist us – workers, employers and governments – in addressing all the challenges related to global supply chains. The conclusions have made the ILO relevant again and we now need to implement them. Let us walk the talk.

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Mr AHMED (*Employer, Bangladesh*)

The Bangladeshi employers fully support the conclusions of the Committee on Decent Work in Global Supply Chains. After two very intense weeks of in-depth discussions, the Committee has come up with a comprehensive set of recommendations on the duties and responsibilities of the different stakeholders.

I would like particularly to point to the recommendations in points 16(j) and 16(k), which call on governments to implement measures to support SMEs to increase their productivity and to facilitate the transition from the informal to the formal economy. The creation of an enabling environment for business, in line with the 2007 conclusions concerning the promotion of sustainable enterprises, is key in this regard.

The conclusions rightly stress the positive impact of global supply chains on employment. Coming from a developing country with rapid economic growth and large numbers of people entering the job market every year, I fully support the emphasis on the contributions of cross-border supply chains to economic growth, job creation and poverty reduction.

It is Bangladesh's participation in global trade which brings many people, particularly women, into the labour market and which empowers them so that they can lead a potentially prosperous life. The conclusions call on the social partners to jointly promote decent work and fundamental principles and rights at work. Bangladeshi employers and the employers in our part of the world, that is South Asia, are committed to doing so.

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*Original Spanish: Mr SALVADOR (Worker, Philippines)*

It is said that the South-East Asia region will be the next economic miracle. However, there are enormous decent work deficits, which is precisely what will prevent us from producing a true economic miracle: a place where remuneration for our work is sufficient to provide for ourselves and our families, and to pay for education and health care, and social security. Decent work deficits are characterized by very low wages, problems with occupational safety and health, and, above all, precarious work. Precarious work is seen in temporary short-term contracts for jobs that are in fact permanent. Workers in factories find themselves in situations where they are forced to sign short-term contracts that prevent them from becoming regular or permanent workers. This practice is illegal and immoral. Unfortunately it goes

hand-in-hand with the use of employment agencies, which blurs the employer–worker relationship.

Consequently, in this type of situation, workers are not treated as employees of the factories in which they work, but rather as employees of the temporary employment agencies, even though they work in the factories and are supervised by the factory managers.

Some countries that have ratified the ILO Conventions on the right to organize and to collective bargaining allow for and even support such precarious employment practices. Without the fundamental Conventions in place, workers in precarious employment cannot join trade unions for legal and practical reasons. They lose their jobs after five months when their contracts expire. Collective agreements establish that only regular workers enjoy freedom of association and the law also states that only regular workers can become members of unions.

Precarious work has become worryingly commonplace in countries such as Indonesia, Thailand and the Philippines, and is linked to the expansion of global supply chains. Precarious work is one of the characteristics of global supply chains. Global supply chains should benefit developing countries, and this is obvious in our conclusions. Global supply chains have caused decent work deficits and enterprises are taking advantage of this situation, which has resulted in hazardous jobs, low wages and inhumane working hours within and outside EPZs. Global supply chains have often undermined fundamental labour rights.

We are very pleased with the conclusions that we have adopted, as we have recognized these decent work deficits. There is a strong call for urgent action. The workers of Asia are very much looking forward to seeing the ILO adopt standards and implement programmes and measures to address the decent work deficits in global supply chains.

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Mr FUNG (*Employer, Indonesia*)

I am pleased to take the floor on behalf of the Indonesian and South-East Asian employers. Let me first start by thanking the members of our Committee on Decent Work in Global Supply Chains for working on this document together. We are pleased that consensus was reached on Thursday morning at 2 a.m. after nine days of heated debates. This shows that workable compromises are achievable by the ILO and the social partners.

Global supply chains are a very complicated subject matter that is very much the life blood and economic engine of many countries, and businesses and workers of those countries, especially developing nations. Becoming part of the supply chain, whether through the supply of raw materials, production of goods, delivery of services, or innovation and technology, has a very real impact on national GDP growth, entrepreneurship, job creation and enterprise sustainability, and helps lift nations out of poverty or stagnation. Often new sectoral ecosystems are created when a country becomes connected to a global supply chain.

At the same time, global supply chains are created as part of a nation's economic strategy, a company's competitive strategy, or a people's path to a better way of life. For example, there are many villages and bright young people in Indonesia who believe they have products that can be exported, but lack access to the global supply chain. This is also the case for a country like India which has a high rate of informality and which, like Indonesia, also seeks to continue

moving up the economic ladder for the benefit of its people.

Participating in a global supply chain is an opportunity for companies to participate in international trade and for people to exit informality. An employment and recruitment industry that is responsible and professional can provide companies with high-quality services and promote decent work, while at the same time helping people enter the formal workforce. In fact, new formal service sectors are often created as a result of participation in the global supply chain, as fast growth increases the internal resources of companies and provides opportunities for new entrepreneurs to fulfil those needs.

This issue needs a more comprehensive and holistic approach, and I sincerely hope that solutions to problems in global supply chains are not treated in isolation by the ILO and are not viewed only as a labour matter, as this implies that a country's stage in development can potentially disqualify its entrepreneurs, companies and therefore workers from the global supply chain.

As micro-, small and medium-sized enterprises are very much part of a developing nation's economy, it is our hope that the ILO will work together with us to create an environment and design programmes which will enable the development of healthy global supply chains and help countries and companies that are still in their infancy and at other earlier stages of development to raise their standards and provide decent work through inclusivity, not exclusion. We look forward to continuing to work with the ILO and its social partners on this important matter. Together we can do more.

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*Original French: Ms PINEAU (Employer, France)*

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I would just like to thank all the members of the Committee on Decent Work in Global Supply Chains for all the work that we have done together over these past two weeks, which have been intense, long and often impassioned. I would also like to thank the Office for its work before, during and – I am jumping ahead a little – after the Conference. I would particularly like to thank our spokesperson, Mr Potter, whose composure and determination enabled us to achieve these results.

We are now developing the framework for the ILO's work on this subject and, in our opinion, it was essential to take our time with this framework, because the issue of global supply chains is of primary importance for the enterprises that we represent, for workers, and also for the ILO itself, which needs to make its voice heard in the global governance on this issue. This means that it must have a credible message to send out to the world. I believe that the first stage of this goal has been achieved. We have a balanced analysis of the impact of global supply chains on development and job creation and the problems caused, in certain circumstances, by the growing integration of production. This is extremely important to employers, because we cannot make effective recommendations if we do not have an accurate vision of the relationship between world trade and working conditions. We have a clear and consistent recognition of the role of the stakeholders in the governance of global supply chains, and we have an ambitious framework for the ILO's work in order to continue discussions, increase our knowledge, assist enterprises in implementing their monitoring policies in the field and, lastly, within a tripartite framework,

make proposals on how to regulate the limits that will have been identified.

We therefore support the adoption and implementation of the conclusions, which, in our view, are a sound basis for future work, and which will enable the voice of the ILO and its constituents to be heard.

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*Mr SALEHIN (Government, Bangladesh)*

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I requested the floor for two reasons. First, to thank the Committee for its hard work and to congratulate it on working hard until midnight. And second, to share the concerns expressed by our distinguished colleague from India. We also believe that there is a need to look into and strengthen the existing mechanisms, as well as the other concerns shared by India.

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*Original Spanish: Mr ECHAVARRÍA (Employer, Colombia)*

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I would like to support the points made by our spokesperson, Mr Potter, and the other statements by the distinguished representatives of the Employers' group.

I would also like to take this opportunity to refer to paragraph 25 of the conclusions, which states that current ILO standards may not be fit for purpose to achieve decent work in global supply chains. At present, a Standards Review Mechanism is examining standards, and I believe that the Governing Body should look at whether this issue could also be addressed by the Standards Review Mechanism.

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*Original Spanish: The PRESIDENT*

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Let us now move on to the approval of the report of the Committee on Decent Work in Global Supply Chains, which is contained in *Provisional Record* No. 14-2, paragraphs 1–605 and its appendix, subject to any corrections which may be submitted?

If there are no objections, may I conclude that the Conference has approved the report?

*(The report – paragraphs 1–605 and its appendix – is approved.)*

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**PROPOSED CONCLUSIONS OF THE  
COMMITTEE ON DECENT WORK IN  
GLOBAL SUPPLY CHAINS: ADOPTION**

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*Original Spanish: The PRESIDENT*

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Now let us move on to the adoption of the conclusions of the Committee on Decent Work in Global Supply Chains, contained in *Provisional Record* No. 14-1. Let us go through them section by section.

*(The proposed conclusions – paragraphs 1–25 – are adopted section by section.)*

If there are no objections, then we will adopt the conclusions on decent work in global supply chains as a whole.

*(The proposed conclusions are adopted as a whole.)*

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**RESOLUTION OF THE COMMITTEE ON DECENT WORK  
IN GLOBAL SUPPLY CHAINS: ADOPTION**

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*Original Spanish: The PRESIDENT*

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Now let us move on to the proposed resolution concerning decent work in global supply chains contained in *Provisional Record* 14-1.

If there are no objections, can we adopt the resolution?

*(The resolution is adopted.)*

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*Original Spanish:* The PRESIDENT

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That concludes our review of the report on Decent Work in Global Supply Chains. The work of this Committee has been excellent and on behalf of the Officers I would like to congratulate everyone that participated. I would also like to thank the members of the secretariat who helped ensure everything ran smoothly.

*(Mr Echavarría Saldarriaga takes the Chair.)*

**REPORT OF THE COMMITTEE ON EMPLOYMENT AND  
DECENT WORK FOR THE TRANSITION TO PEACE:  
SUBMISSION, DISCUSSION AND APPROVAL**

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*Original Spanish:* The PRESIDENT

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We now turn to the submission, discussion and approval of the report of the Committee on Employment and Decent Work for the Transition to Peace concerning the revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71). The summary of proceedings has been published in *Provisional Record* No. 15-2 which is available in electronic form only on the Conference website.

Let me remind you that the text of the report has been approved by the Officers of the Committee in order to avoid the need to convene a plenary session of the Committee for that purpose.

I welcome the Officers of the Committee, Ms Kodra, Chairperson, Ms Sephomolo, Employer Vice-President and Mr Guiro, Worker Vice-President and Mr Montague, Reporter.

I now give the floor to Mr Montague, Reporter, to present the report.

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Mr MONTAGUE (*Reporter of the Committee on Employment and Decent Work for the Transition to Peace*)

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I would like to preface my report with a Maori proverb which I think grounds the work of this Committee well. It is as follows: “He aha te mea nui o te ao? He tangata, he tangata, he tangata.” It is a question and an answer. The question is: “What is the most important thing in all the world?” The answer is: “It is the people, it is the people, it is the people.”

In crisis situations arising from conflicts and disasters, lives are lost, livelihoods are destroyed, businesses interrupted, workplaces damaged and millions of jobs lost. The UN estimates that 100 million people have sought humanitarian assistance in each of the last three years and that the number of people with humanitarian needs will double between 1990 and 2025.

I have the honour and privilege to present to the Conference the report of the Committee on Employment and Decent Work for the Transition to Peace, along with the conclusions and proposed resolution. In introducing the report and the conclusions, I would like to give you a short overview of our working Committee.

I should like to recall that under the framework of the double-discussion standard-setting process, the Committee was tasked with the first round of discussions on the revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), with a view to the elaboration of a Recommendation on employment and decent work for peace and resilience. Our task was focused on the ILO’s mandate for the labour market dimension of crisis responses amid growing international concern with fragility and crisis-affected situations, and increasing

international consensus over both the need and the means to address that fragility and crisis, restoring stability and preventing instability. This mandate is firmly grounded on the constitutional and foundational principles of the ILO, the role of social justice in promoting peace.

The Committee’s work started on 30 May and concluded on 8 June. We held 19 formal sittings in plenary, which included four night sittings, although it felt like more than that. The deliberations of the Committee were very well attended, with approximately 119 Government members and a total of approximately 196 Employer and 175 Worker members. Several international organizations and 40 international non-governmental organizations registered in the Committee. The Committee Drafting Committee held four meetings and aligned the French and English texts for two authentic language versions. I take this opportunity to thank the members of the Committee Drafting Committee for their work.

There was broad consensus on the necessity and the timeliness of the revision of Recommendation No. 71, which remains the unique normative framework on the employment dimension of the transition to peace, and on the need to update its relevant and useful guidance. Since its adoption in 1944, the nature and types of conflicts and the context in which they take place have changed significantly and the international community’s responses have evolved accordingly. The practical experience gained in crisis responses, which was synthesized in the Office reports before the Committee, as well as in the interventions of the Committee members, together with linkages with a range of international instruments that address humanitarian and developmental aspects of crisis response, provided the background for our deliberations.

There was agreement to widening the scope of the Recommendation to include international and non-international armed conflicts as well as to address disaster response, in view of the commonality of labour market impacts and responses. There was also a consensus that the guidance should go beyond recovery and reconstruction in the aftermath of the crisis to embrace prevention, preparedness and resilience. There was consensus that while the focus on employment and livelihoods is vital in crisis response, the response should also embrace other key aspects of the Decent Work Agenda: rights, social protection and social dialogue. We also concurred that while this updated guidance on the employment and decent work dimensions of crisis response is of increasing strategic significance, it touches upon complex issues at the crossroads of development, humanitarian and peace-building initiatives at the national and international levels. It is in this respect that several specialized UN agencies addressed the Committee and underscored the strategic importance of employment and livelihoods in crisis response and reconfirmed their support to continue their cooperation with the Office in the next stages of the preparatory process.

We agreed on the set of guiding principles that should apply in crisis response and on the strategic approaches in different stages of crisis response. The proposed conclusions provide detailed guidance to member States on the promotion of decent employment and income generation opportunities for men and women, and emphasize the creation or restoration of an enabling environment for sustainable en-

terprises, promoting business continuity and developing and applying active labour market policies with a particular focus on disadvantaged and marginalized groups and those made vulnerable by crisis. Guidance is provided on the promotion of rights, combating discrimination and promoting fundamental principles and rights at work.

The discussion further highlighted the importance of education, vocational training and guidance in responding to crisis situations. In this respect, delegates reiterated the principle of equal opportunity between men and women, boys and girls. While discussing the importance of social protection in this context, delegates stressed the need to seek to ensure basic income security for those whose jobs or livelihoods have been affected by crises and highlighted the importance of establishing or maintaining social protection floors in order to prevent crises, enable recovery and build resilience.

Throughout the discussion, the importance of social dialogue in promoting reconciliation, social and economic stability, recovery and resilience has been repeatedly stated. While establishing, restoring or strengthening of the employers' and workers' organizations are key in that process, close cooperation with civil society organizations is also encouraged.

The discussion, apart from crisis response, stressed the need for prevention, mitigation and preparedness, especially in countries in which there are foreseeable risks of conflict and disaster. Recognizing the importance of coordinated international cooperation in preparing for and responding to crises and taking into account bilateral or multilateral arrangements, delegates emphasized the importance of making full use of those arrangements and of established institutions and mechanisms, and strengthening them. On all of the abovementioned topics, the Committee found agreement, as reflected in the proposed conclusions. The discussion on refugees, internally displaced persons and returnees gave rise to diverging views in the context of the increase in influxes of refugees that are presenting a real challenge for a number of countries.

The Committee agreed to bracket the section referring to refugees, internally displaced persons and returnees, pending the discussion of the technical tripartite meeting on the guiding principles on labour market access of refugees and other forcibly displaced people that will take place in the ILO next month, as well as, to the extent possible, other ensuing discussions, such as at the UN General Assembly in September 2016. The Committee decided to bracket the relevant sections of the text and to continue this discussion in 2017. In the meantime, the Office was mandated, in collaboration with other specialized UN agencies, to provide in the Office commentary of the brown report further proposals for consideration by members.

The Committee sought to respond to the best of its ability to the task entrusted to it. Given the broad range and complexity of issues examined by the Committee, naturally we did not always agree on all aspects. However, we did not avoid discussing difficult issues, trying to find a common understanding in the true spirit of tripartism. Government members, through their invaluable contributions, ensured that we captured the national perspectives.

I thank all members of the Committee for their engagement and constructive input in the real spirit of social dialogue and consensus-building. In short, the Committee fulfilled its task of a first round of discussions on the update of Recommendation No. 71 and

laid the ground on the way forward leading to the second and final round of the deliberations. I convey the firm belief of our Committee that the guidance that will emerge through the double-discussion standard-setting review process will be highly relevant not only for the tripartite constituency of the ILO but also for the international community as a whole.

I would like to thank our Chairperson, Ms Kodra from the Government of Albania, for having skilfully steered the work of the Committee. She kept us on course, ensuring that we finished the work of the Committee on schedule. I thank most warmly the two Vice-Chairpersons, Ms Sephomolo for the Employers and Mr Guiro for the Workers, who, with conviction and leadership, explained their points of view and remained focused on the task and the outcome.

I would also like to acknowledge the enormous work done by the Office and the quality of the various reports prepared by the Office that have supported the standard-setting process. The secretariat's competence and dedication have been remarkable assets to our work.

I wish to thank the representative of the Secretary-General, Mr Hougbo, the deputy representative of the Secretary-General, Ms Berar Awad and the staff of the secretariat. I would like especially to acknowledge the unfaltering support provided by Ms Berar Awad and the experts who answered the complex technical queries that the Committee had. Their support greatly facilitated the work of the Committee. The professionalism of the secretariat staff assigned to the production of the report and its translation has ensured that the draft report before you is a sound, summarized reflection of the deliberations in Committee.

I now have the honour of submitting to the International Labour Conference for approval the report of the Committee on Employment and Decent Work for the Transition to Peace. The report of the Committee's deliberations comprises three sections: the first section contains the opening statements in which the Employer and Worker members, representatives of regional Government groups as well as individual Governments presented their views regarding the conclusions; several specialized UN agencies presented their perspectives as well. The second section summarizes the discussion on 369 amendments submitted by a large cross-section of delegates, as well as a very large number of subamendments. The third section contains the closing statements in which members acknowledged the spirit of dialogue that had prevailed during the deliberations and had shaped the proposed conclusions.

Finally, I submit to you the proposed conclusions and the resolution to include in the agenda of the 2017 session of the International Labour Conference an item for a second discussion on employment and decent work for peace and resilience with a view to the adoption of a Recommendation.

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Ms SEPHOMOLO (*Employer Vice-Chairperson of the Committee on Employment and Decent Work for the Transition to Peace*)

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On behalf of the Employers' group, it gives me great pleasure to have the privilege of taking the floor during the formal presentation of the report and proposed conclusions of the Committee on Employment and Decent Work for the Transition to Peace. I would also like to take this opportunity to congratulate the President on her unanimous election as President of

the 105th Session of the Conference. My congratulations also go to the Vice-Presidents, who have done a tremendous job in steering the work of the Conference.

I also wish to take this opportunity to congratulate all members of the Committee, especially the Officers, for a job well done. Special thanks to the Chairperson of our Committee, Ms Kodra, who steered the deliberations even during difficult times, calmly and efficiently.

During its March 2014 session, the ILO Governing Body decided to place on the agenda of the 105th Session of the Conference the topic of Decent work for peace, security and disaster and resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), with a view to the adoption of a Recommendation. The Governing Body was of the view that it was important to build on the ILO's experience of the critical role of employment and decent work in situations of crisis arising from conflict or disaster. Furthermore, the 2009 United Nations Policy for Post-Conflict Employment Creation, Income Generation and Reintegration emphasizes the role that employment plays in peace-building, recovery, reconstruction and resilience.

One of the most important challenges the Committee was faced with was whether some of the issues addressed were within the mandate of the ILO. This was because we were addressing the convergence between humanitarian assistance, peace-building and development. First, it is important to recall that our Organization was created to correct the causes that had led to the First World War and that Recommendation No. 71 was adopted as the Second World War drew to a close.

To quote from the UN policy document that I have just referred to: "Rebuilding a shattered society takes far more than bricks and mortar. Quite often, the deeper challenge is restoring people's sense of opportunity, dignity and hope. Employment and income generation are fundamental elements of the post-conflict solution. For communities and individuals, job creation and regular incomes can provide the means for survival and recovery." They also serve as peace dividends for young people, ex-combatants and returnees.

Our Organization has gained a lot of experience providing development cooperation to fragile States. According to the group of fragile and conflict-affected countries (g7+), more than 1.5 billion people live in fragile States, which indicates the momentous task before the international community. The g7+ also indicates that most fragile States have huge potential, as they are resource-rich. This therefore means that the international community cannot afford to sit back and watch countries disintegrate. Rebuilding peace and promoting recovery and reconstruction is beneficial not only for those countries but for the global community.

During discussions, the Employers' group took the view that the private sector is a creator of jobs and wealth and thus that the ILO's response should be focused on creating an enabling environment for sustainable enterprises, their creation and development. This is why the group called for a reference to the conclusions concerning the promotion of sustainable enterprises adopted by the ILC in 2007, both in the preamble and in the body of the text. It also pushed for an important amendment to the annex, as one of

the key reference documents when implementing the Recommendation.

To us, an enabling environment entails: stable macroeconomic conditions that facilitate access to finance, particularly for micro-, small and medium-sized enterprises; political stability; economic productivity; rebuilding infrastructure such as roads, rail, water and sanitation, either through emergency employment or partnerships with donor agencies; reducing red tape and bureaucratic obstacles; fighting corruption and practices which thrive during war; policy coherence in economic finance, trade and investment; attracting investments through job-rich sectors such as agriculture; positioning the country in the global economy based on competitive advantages, such as national resources, as in the case of a number of fragile States that tend to be resource-rich; promoting education and skills development; supporting better the transition from school to work; promoting measures to facilitate the transition from the informal to the formal economy; reintegration of unemployed youth and ex-combatants into gainful employment; promoting a conducive environment for both domestic and foreign investment; promoting entrepreneurship and access to markets and technology; re-establishing the rule of law; eliminating corrupt and illegal practices; bringing back business ethics and making the regulatory system transparent; rebuilding institutions; rehabilitating refugees, internally displaced persons and returnees; and building the capacities of employers' and workers' organizations, as important pillars of the labour market institutions.

In taking the work of the Committee forward, the Employers' group strongly feels that section III of the proposed conclusions, on strategic approaches, and section V, on employment generation, are important pillars of the ILO's response to crisis. Moreover, section VI, on education, vocational training and guidance, is critical in ensuring that the provision of education is not disrupted, or is restored as quickly as possible. Employers need skills for the future development of their businesses and it is therefore important that children receive education and future training.

As we move towards the second discussion, the Employers' group regrets that a number of issues remain unresolved and have had to be bracketed. The most important of these issues is the part on refugees, internally displaced persons and returnees. This is increasingly a topical issue and an urgent matter which requires attention. We hope that the forthcoming Tripartite Technical Meeting will provide guidance to the ILO on how to deal with these issues. We also call on the ILO to work with other UN agencies in order to build consensus on some of these rather difficult issues. We appeal to governments to build consensus on these issues in a pragmatic manner.

Finally, I wish to take this opportunity to extend my deepest appreciation to the Office and the Committee members. I am grateful to the Employers' group for their support as well. I wish to thank my advisers and the secretary of the Employers' group, Mr Muia, for his support throughout. I am also grateful to Mr Gonzalez and Mr Sanzouango from the Bureau for Employers' Activities (ACT/EMP).

Over the past two weeks, our Committee discussed how to support governments and the social partners with an appropriate framework to strengthen the resilience of our countries, societies and peoples as they emerge from situations of conflict and disaster. We analysed at length the international and national frameworks for regulating the impact of crisis situations on the labour market and on labour rights. The two Office reports, the white report and the yellow report, provided a sound and comprehensive basis for our discussions. The Workers' group concentrated on the theme of recovery through work in promoting decent work and social justice as the driving forces for social cohesion and conflict prevention. The Workers' group remains firmly convinced that the ILO has a mandate for issues of peace and social justice. All of us here have every right to be proud of our contribution, in the framework of the ILO, to a return to peace and democracy.

In the case of Myanmar, after more than 20 years of unrelenting work, it was here in Geneva, at the 2012 session of the International Labour Conference, that Nobel Peace Prize winner, Aung San Suu Kyi, made her first speech outside Asia. Of course, much work remains to be done in Myanmar and there are still many problems to be resolved, we know, but we also know that it is possible.

More recently, the Tunisian General Union of Labour (UGTT) played an essential part in mobilizing and negotiating at the time of transition in Tunisia, for which it was awarded the Nobel Peace Prize. Trade union organizations were the driving force behind the drafting of a new Tunisian Constitution that protects basic rights such as the separation of powers, the independence of the judiciary, freedom of association, and the right to organize and to strike. The successes of the UGTT are a new chapter in the great trade union and militant tradition in support of democracy and the rule of law.

Recommendation No. 71 is still the only standard-setting instrument in the international system that offers answers as to how to emerge from crisis situations through job creation and work. In our view, the new instrument for post-conflict and post-disaster recovery on the basis of rights is of prime importance and must maintain the same standard-setting value.

The Committee's discussion touched on various interconnected political topics, including peacekeeping, humanitarian responses and development aid. However, it also concerns the particular mandate of the ILO to establish rules based on rights and social dialogue to manage the consequences of these topics on the labour market. We are talking about one third of the world population – in other words, 1.5 billion workers and their families – living in situations of conflict and disaster in fragile States. The number of people displaced by force, including refugees and returnees, is the highest it has been since the Second World War.

To all this we have to add growing inequalities in terms of rights, and attacks against the principles of equality and democracy, not to mention the new challenges posed by global warming and environmental degradation. Military spending continues to represent almost US\$1,800 billion, equivalent to 2.3 per cent of global GDP. The human and economic costs of armed conflicts in Syria, Iraq and in

Africa are incalculable. The economic losses attributable to natural disasters between 2005 and 2014 amount to more than US\$1,300 billion, with a disproportionate impact on women, children and vulnerable groups. By contrast, spending on preventing or anticipating risks of this sort is less than 1 per cent of that amount.

It is clear that the transition from crisis is a sensitive issue for governments and a difficult issue for the international community and for the social partners. We knew that the discussions would reflect these tensions. That is why the Governing Body so wisely provided for discussions of the subject over two years. For us, the difficulty of the task makes the goal contemplated within the framework of the ILO's mandate all the more significant and justified.

The Workers' group is satisfied overall with the results of these initial discussions. The Committee adopted more coherent language on a number of points, such as access to full, productive, freely chosen and decent employment. We also have references to various instruments on social protection, the informal economy and multinational enterprises, and measures to strengthen resilience by encouraging a just transition towards sustainable economies while recognizing the importance of due diligence by enterprises with regard to the rights of workers. Of course, the definition of "vulnerable groups" and the whole section on refugees, internally displaced persons and returnees must be the subject of serious debates in the preparations for the discussions next year. At the same time, we wish to say that we regret that the rights of voluntary workers and migrants were not included. However, we will come back to that. I have already thanked the Chairperson of our Committee and all the Vice-Chairpersons and the members of the bureau.

I would like to reiterate my thanks here to the Chairperson, Ms Kodra, to the Employer Vice-Chairperson, Ms Sephomolo, to the representative of the Secretary-General, our brother, Mr Hougbo, and to Ms Berar Awad, the deputy representative of the Secretary-General. On behalf of the Workers, I thank you all. I thank Ms Sephomolo for her highly positive contribution to our work. We think that it is important to prepare well so that in the future we can say to our children and grandchildren that when we had the opportunity to do something worthwhile, we did not let that opportunity slip through our fingers, and we grasped it.

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*Ms KODRA (Chairperson of the Committee on Employment and Decent Work for the Transition to Peace)*

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I have the honour, in my capacity as the Chairperson of the Committee on Employment and Decent Work for the Transition to Peace, to present to you some observations on the proceedings of the Committee. Let me highlight a few points to complement the excellent account of our work in the Committee that you just heard from the Reporter, Mr Montague, and the two Vice-Chairpersons, Ms Sephomolo and Mr Guiro.

The Committee worked hard during 19 sittings, including four night sittings, and concluded its task of reviewing and adopting a set of proposed conclusions. The nine days of work of the Committee were extremely productive, sometimes challenging, but very rich. In short, the Committee's deliberations constituted a vivid proof of the strength of tripartism at its best.

I would like to acknowledge especially the leadership, support and collaboration of the Vice-Chairpersons, Ms Sephomolo and Mr Guiro, in fulfilling the objective of the Committee. Both Vice-Chairpersons, in their concluding remarks on Wednesday, highlighted the shared desire to reach consensus and the spirit of compromise which had prevailed within the Committee.

I wish to thank all Government delegates who participated actively and with passion and determination in the discussion and who, in spite of diverging views on some issues, cooperated in finding constructive solutions.

I thank and congratulate all the Committee members for their commitment in fulfilling the objective of the first round of the review in preparation for such a relevant and strategic Recommendation on such a topical and challenging issue that lies at the crossroads of development, humanitarian and peace-building initiatives at the national and international levels.

Employment and decent work have a crucial role both in preventing these crisis situations arising from conflict and disaster, as well as in building the transition to peace, recovery and resilience. It is also a very complex, multifaceted issue that naturally led to lively and fruitful debate during the Committee's work.

I would like to thank the Office, in particular the team of the secretariat, the Representative of the Secretary-General, Mr Hounbo, and the deputy representative of the Secretary-General, Ms Berar Awad, for the excellent preparation and the excellent technical explanations that were provided, given the very vast and complex nature of the topic. My thanks also go to the team of coordinators, in particular Ms Pal, who guided me through the consideration of the amendments and various levels of subamendments. I would also like to thank all the members of the secretariat for the smooth and cheerful support provided during the work of the Committee to ensure that it could advance as smoothly and as efficiently as possible.

In all modesty, I think we have done a very good job in fulfilling the task that the Conference entrusted the Committee to do. The proposed conclusions and the deliberations of the Committee will provide valuable guidance to the Office for the drafting of the text of the proposed Recommendation which the Office will be sending us in the next month for consultations. I have already informed all the delegates of the Committee that they should seize this opportunity to provide their valuable inputs, with a view to strengthening the text of the proposed instrument which the Committee is proposing to discuss next year at the Conference.

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

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*Original Spanish: The PRESIDENT*

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I now open the debate on the report of the Committee on Employment and Decent Work for the Transition to Peace.

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Mr MUSHAYAVANHU (*Government, Zimbabwe*)

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I am pleased and honoured to take the floor on behalf of the Africa group on the agenda item on decent work for the transition to peace. The Africa group would like to thank the President and the other Offic-

ers of the Committees of the Conference for the professional and efficient manner in which they have guided our deliberations. The Africa group also wishes to thank all members of the Committee, in particular the social partners, who, in the discussion, understood the realities in Africa in the context of the core issues that were being discussed and became flexible while discussing section X of the proposed conclusions that relates to refugees, internally displaced persons and returnees.

The subject of refugees and related categories of persons that I mentioned is covered by the 1951 Convention relating to the Status of Refugees. To this end, the Africa group wishes to reaffirm its commitment to upholding the principles enshrined in the Refugee Convention, as well as its commitment to the 1969 Organization of African Unity (OAU) Convention Governing the Specific Aspects of Refugee Problems in Africa.

While taking into account these two instruments, the African realities and the revision exercise of ILO Recommendation No. 71, the Africa group wishes to place the following on record.

First, unemployment remains alarmingly high in African countries hosting large numbers of refugees. The envisaged promotion of the assimilation of refugees into the labour market of these countries will have significant impacts on the economies of these countries, let alone on the host communities that are already overburdened.

Second, genuine discussion of access to labour markets by refugees has yet to be integrated into the broad discourse involving mutually reinforcing measures to relieve the pressure on host countries, which include resettlement, support for voluntary repatriation through reintegration projects, and expanded pathways for admission to third countries, coupled with predictable global humanitarian and development-financing mechanisms.

Third, burden and responsibility sharing, as well as international solidarity, are the guiding principles of the broad discourse on the mutually inclusive measures that seek to strengthen international protection of refugees and the search for durable solutions to the refugee question.

Fourth, the discussion of the refugee question and the labour market in the context of the revision of ILO Recommendation No. 71 ought to be informed by the outcomes of the September 2016 UN General Assembly high-level discussions of large movements of refugees and migrants. Access to labour markets by refugees is an integral part of the UN General Assembly discussions. The General Assembly discussions are poised to result in the adoption of a global compact on responsibility and burden sharing for refugees, which will ensure more effective and predictable support for least-developed and developing host countries that disproportionately bear the burden.

Fifth, the outcomes of the General Assembly discussions will provide a good starting point for the discussion of the refugee question and the labour markets at the 106th Session of the International Labour Conference next year. Accordingly, the Africa group would like to express its reservation on the inclusion of refugees in the proposed conclusions, as well as in the draft Recommendation.

Last, but not least, the Africa group would like to reaffirm its position expressed at the Committee level that there is a need to expand the scope of section X of the document to address the situation of

other vulnerable groups, in particular migrants in crisis regardless of their status, subsistence farmers, women and children. Alternatively, the foregoing vulnerable groups should be captured in a separate section. Therefore, the Office is urged to include these issues in the draft recommendations of the brown report.

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Mr DAJANI (*Government, Jordan*)

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I speak on behalf of Jordan and Lebanon. I wish, at the outset, to express thanks and appreciation to the Chairperson of the Committee and to the members of the secretariat. We also wish to thank the Employers' and Workers' groups for their cooperation.

The discussions of the Committee on Employment and Decent Work for the Transition to Peace were extremely intense and difficult. The subject is one that is delicate and complicated. A large number of delegations, including ours, underlined the importance of not pre-empting the outcome of the ILO Tripartite Technical Meeting that will be held in July, and the discussion which will be held in New York in September on this subject.

While we endorse the report in its present form, we wish to underline that we expect some major changes in any future document.

Finally, we wish to emphasize how important it is that any outcome on this issue must fully take into account the views and concerns of the countries most affected by the subject.

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Mr YEWDELL (*Employer, United States*)

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Global problems demand global solutions. In the wake of conflicts and disasters, we, the global community, face the prospect of a lost generation, a generation scarred by crisis, ill-equipped for the world of work and vulnerable to the worst elements of humanity. This prospect benefits no one.

Our Committee has debated solutions to one of the world's most vexing and timely issues. Crises arising from conflict and disaster do not discriminate. They impact every government, employer and worker.

The Employers have heard the Governments and the Workers. We do not agree on everything, but we appreciate the diversity of their circumstances and the perspectives they have shared. In one respect, the Committee has achieved robust consensus. We all agree that employment must be considered and play a role in crisis response and recovery. However, key differences separate us.

The fundamental question the Committee must answer over the next year is how we will choose to address this issue. Next year, we could close the 106th Session concluding that crisis situations are tough, the related issues intractable, and pragmatic, relevant and consensus solutions unreachable. We could trudge on, accepting human suffering and lost generations as an unfortunate by-product of conflict and disaster. We could acknowledge this as a global reality, our differences too distant to bridge.

This is an untenable outcome for the Employers. The global community must leverage all tools at our disposal to confront these issues. Employment policy is one such tool. Employment is the bulwark of resilience.

It empowers and sustains affected societies. In this context, the revision of Recommendation No. 71 presents an opportunity. We must seize it to harness the transformative potential of employment in responding to and recovering from crises.

As Committee members prepare for the second discussion, we should consider four points.

First, crisis response and recovery should not be undertaken alone or in isolation. Employers play a vital role, but each party – governments, employers and workers – should leverage their respective capabilities and expertise in a meaningful, collaborative and constructive way.

Second, an enabling environment for sustainable enterprise is desirable in normal circumstances, but it is imperative in the aftermath of a crisis. Employment systems must be flexible in a crisis, when innovative responses can save lives, stabilize societies and accelerate recovery.

Third, we require a comprehensive framework for international cooperation and coordination. International actors have varying mandates and expertise, and each should contribute to solutions where most competent and appropriate.

Finally, we must be pragmatic. The Recommendation cannot be a wish list of items that we would like to have at the best of times. Rather, it should be a streamlined reflection of the tools and approaches necessary to effectively respond, recover and rebuild.

The proposed Recommendation is not perfect, and the Employers will continue to advocate for amendments. The debate will certainly move forward. The three pillars of the ILO must work together to refine consensus solutions. Each party brings a valuable perspective, and the revised Recommendation should be carefully calibrated to ensure that employment policy facilitates the transition to peace and resilience. It should be a forward-looking, pragmatic Recommendation. We, the global community, deserve nothing less. The Employers stand ready to work with our Government and Worker colleagues to achieve this.

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*Original Spanish: Ms TEPFER (Worker, Argentina)*

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We would like to note that section X, Refugees, internally displaced persons and returnees, of the proposed conclusions before us for adoption has been placed in brackets in order to address it at the next session of the Conference in 2017 with a view to drafting a Recommendation on employment and decent work for peace and resilience. The same approach has been taken for point 9(e) under section II, Guiding principles, which refers to the concept and scope of the definition of vulnerable groups.

We are aware of the difficult international situation currently with the crises of refugees, migrants and internally displaced persons. We know that governments are currently holding debates about how to address this problem at the national level and what is the best strategy to apply at the international level. For this reason, it was agreed to discuss these important and sensitive issues next year.

In Latin America, we have been following the refugee crisis very closely. It is one of the main subjects under discussion in our countries. Our region has a history characterized by a spirit of solidarity and it has been host to migratory flows originating from various cultures, who have integrated into local society and enjoyed the same possibilities as the locals. Colombia is a particular case. It is suffering from the consequences of an internal armed conflict. There are approximately 6 million internally displaced persons who are moving around from one region to another, with serious consequences for families, such as uprooting and poverty. The globalized world must not turn a blind eye to the needs of those who are forced

to take refuge in other places, whatever it is that forces them to do so. This is why we emphasize that this discussion is crucial for the Workers' group and we expect an in-depth and comprehensive debate next year with the effective participation of all stakeholders and each of the social partners. Consequently, this report should be approved.

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Ms NAIR (*Employer, India*)

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We all belong to different nations, continents and cultures. No matter where we have travelled from to be here, we all must agree that our economies are driven by different business models and, more importantly, by globalization in businesses and markets. And so it becomes all the more vital for us, as governments, employers and workers, to be more responsible towards employment and decent work for peace and resilience.

Our Committee deliberated on how the ILO in its mandate can use employment and decent work to promote peace and resilience. The role of the private sector is critical to realize full, productive, freely chosen and decent employment. I am pleased that the Committee unanimously agreed on this guiding principle, which is also captured in Sustainable Development Goal 8.

Equally important is the need to promote an enabling environment for enterprise development, particularly SMEs. We have an important reference document for this which is the 2007 conclusions concerning the promotion of sustainable enterprises. These conclusions focus on the need to promote peace and resilience, good governance, social dialogue, respect for human rights, promotion of an entrepreneurial culture, sound and stable macroeconomic policy, trade and sustainable economic integration, an enabling legal and regulatory environment, the rule of law and property rights, and access to financial services, physical infrastructure, information, training and lifelong learning.

I compliment the ILO on all its endeavours to achieve its goals towards employment and decent work for peace and resilience in times of crisis situations.

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Ms FAUSKE (*Worker, Norway*)

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I would like to speak in favour of the proposed conclusions. The ILO was founded in the wake of a destructive war to strive for social justice and lasting peace. Twenty-five years after, towards the end of the Second World War, Recommendation No. 71 was adopted to promote an employment-based recovery and reconstruction. Going into this discussion on decent work for peace, security and disaster resilience, our hope was the focus on how the ILO and its constituents can respond more efficiently. We aim to move from a narrow focus on armed conflicts towards a broader approach to crisis prevention and response. We also argued for a rights-based approach anchored in the Decent Work Agenda.

We are glad to report that our Committee has been able to generate proposals for a Recommendation that can serve as a basis for a second discussion next year. The Committee discussions nevertheless clearly show the challenges in operating at the crossroads of development, humanitarian affairs and peace-building.

We gathered here in Geneva in an effort to make life better for those most in need of an ILO instrument to improve their conditions.

Many of the issues important to the Workers' group have been included. Still, we regret that the discussion, at times, lost sight of the human dimension. Our deliberations made it clear that much work remains. Notably our Committee has called for clear definitions and guidance regarding various terms and concepts.

This revision is an opportunity to reaffirm the relevance of the constitutional mandate of the ILO. We hope this will inspire us in next year's discussion.

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Ms MAKSIMOVIC (*Worker, Australia*)

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The discussion on the revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), could not have been more timely. While conflicts rage in many countries, creating millions of refugees and internally displaced people, we are facing yet another challenge to ensuring decent work for all – that of disasters, and, in particular, those related to climate events.

As we speak, cities in my home country, Australia, are being inundated by floods, as are cities in Europe, while the United Nations Environment Programme (UNEP) projects that by 2020, which is in three years almost, up to 200 million people in Africa are going to be exposed to increased water stress due to climate change. None of this is an accident.

Australia, as the biggest per capita greenhouse gas emitter in the world, has a special responsibility to support decent work, both in the countries affected by disasters arising from climate change, and by accepting climate refugees, especially from the Pacific islands, where rising sea levels are threatening the very existence of these countries. We all have to face these truths and accept them.

The work of our Committee has the potential to create a framework for ensuring that, in post-conflict and post-disaster situations, decent jobs, social protection, workers' rights and social dialogue for all are the basis for any reconstruction and transition, because we all know that stable, well-functioning societies are based on these principles.

As some wise people once wrote, "the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort".

We all come from different countries and different communities and face different challenges, but I still believe that we all want the same thing – peace and prosperity for everyone. In the immortal words of Elvis Costello, there is nothing funny about peace, love and understanding.

I would like to end by saying that while the challenge seems daunting, we just need to think of the good old-fashioned idea of global solidarity to inspire us all for next year's work on the Recommendation.

I thank everyone involved for their efforts and I look forward to working together next year, to create a document befitting the aspiration of the ILO, this great institution.

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Ms VERINGA GIESKES (*Employer, Democratic Republic of the Congo*)

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Having participated in the Committee on Employment and Decent Work for the Transition to Peace, I would like to thank our Vice-Chairperson, Ms Sephomolo, for a job well done. I would also like to congratulate my fellow colleagues and all International Organisation of Employers (IOE) and

ACT/EMP staff members for their tremendous assistance to our Committee.

Please allow me to say a few words regarding my country, the Democratic Republic of the Congo, that justify my participation as a member of the Committee Drafting Committee, because I believe we have everything to win out of this ILO instrument. As you may know, the Democratic Republic of the Congo has gone through several armed conflicts in the past few years and has at the same time become a hosting country for many refugees and displaced people from neighbouring countries. I would like to inform the audience that the Democratic Republic of the Congo shares borders with nine different countries. The Congolese Federation of Employers (FEC), which represents the private sector in the Democratic Republic of the Congo, has always emphasized the need to mitigate the negative impacts of conflict on enterprises, especially on SMEs, because where there are no enterprises there is no employment, and where there is no employment there is chaos. And chaos has led many young people to be recruited as soldiers to sustain their families. Young people are the future, they are our future, and therefore need to be secure through decent work in a peaceful environment.

I am very grateful for the opportunity given to the Democratic Republic of the Congo to contribute to this very important instrument on employment and decent work for the transition to peace and resilience. Our country has a huge potential. It can supply the whole of Africa with electricity. It has immense mineral resources. It has a youthful and energetic population and, above all, it has a huge arable land capable of feeding Africa and the rest of the world. All we need is peace and an enabling environment for enterprise creation and development.

My appeal to the international community and the governments in our Committee is that we need to work together to give peace a chance, to promote recovery and reconstruction and build resilience. This way we will give hope to the millions of people displaced by conflict and disaster.

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Mr PARKHOUSE (*Employer, Namibia*)

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It gives me pleasure to rise in support of the conclusions of the Committee on Employment and Decent Work for the Transition to Peace. The world today is facing more and more natural and man-made crisis situations than ever before. We see in too many countries armed conflict, floods, earthquakes and, as in my country, serious life-threatening drought. There are millions of people in the world today who need the support that these recommendations can bring. We should not procrastinate.

Many people try to say that the work and mandate of the ILO do not cover these situations. However, they must understand that labour, work and employment creation can and must assist in coping with recovery from any of the above crises. It is a vital part of the work of the ILO constituents to establish and support stable labour relations and assist in the creation of jobs to prepare the country to cope with any of these situations before they occur and thus to assist in the recovery when they occur.

In our Committee we had long and sometimes frustrating discussions regarding some of the more detailed issues. There were some points that we could not reconcile and these have been bracketed for more detail and clarity before we return next year to draft a final instrument.

One of these difficult matters was the issue of the responsibility of caring for and protecting refugees. We believe that the matter of refugees is a cornerstone to these discussions and to the instrument, and the disagreement is of serious concern to us. It is essential that clarity and unity be obtained in good time.

We also hope that there will be continuity of membership and representation at the tripartite meeting in July, at the United Nations meeting in September and again at the next discussion in this house. Lack of continuity will put the wording and effectiveness of the final instrument at risk of being ineffective.

I wish to express my appreciation to the Chairperson of our Committee, who kept her cool under sometimes very trying circumstances.

I recommend the acceptance of the conclusions of the Committee on Employment and Decent Work for the Transition to Peace.

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*Original Spanish:* The PRESIDENT

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I propose that the Conference approve the report of the Committee on Employment and Decent Work for the Transition to Peace, as contained in paragraphs 1–2291 of *Provisional Record* No. 15-2.

If there are no objections, may I consider that the Conference approves the Committee's report?

*(The report – paragraphs 1–2291 – is approved as a whole.)*

**PROPOSED CONCLUSIONS OF THE COMMITTEE ON  
EMPLOYMENT AND DECENT WORK FOR THE  
TRANSITION TO PEACE: ADOPTION**

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*Original Spanish:* The PRESIDENT

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Let us turn to the adoption of the proposed conclusions of the Committee on Employment and Decent Work for the Transition to Peace, contained in *Provisional Record* No. 15-1. We will proceed section by section.

*(The proposed conclusions – paragraphs 1–41 and the annex – are adopted section by section.)*

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

*(The proposed conclusions are adopted as a whole.)*

**RESOLUTION TO PLACE ON THE AGENDA OF THE NEXT  
ORDINARY SESSION OF THE CONFERENCE AN ITEM  
ENTITLED “EMPLOYMENT AND DECENT WORK  
FOR PEACE AND RESILIENCE”: ADOPTION**

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*Original Spanish:* The PRESIDENT

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Let us now turn to the adoption of the proposed resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Employment and decent work for peace and resilience”, which can also be found in *Provisional Record* No. 15-1.

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

*(The proposed resolution is adopted.)*

We have concluded our consideration of the report of the Committee on Employment and Decent Work for the Transition to Peace.

On behalf of the Officers of the Conference, I would like to convey my sincere congratulations to the Committee for its good work. We are also most

grateful to the ILO secretariat, which has greatly contributed to ensuring that everything runs smoothly. Congratulations to you all.

*(The Conference adjourned at 1 p.m.)*

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