

Plenary sitting

High-level section: Visits by Heads of State and Government and other distinguished guests on the occasion of the Centenary of the International Labour Organization

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Tuesday, 11 June 2019, 3.40 p.m.

President: Ms Izata, Government Vice-President of the Conference, followed by Mr Dimitrov, Worker Vice-President of the Conference

High-level section

The President

I call to order the fourth plenary sitting of the 108th Session of the International Labour Conference.

In order to mark the Centenary of the International Labour Organization (ILO), the Conference will be addressed by Heads of State and Government and other distinguished guests, who will gather to reaffirm their commitment to the principle of social justice upon which the ILO was founded 100 years ago and to share with the Conference their own experiences and their vision for the future of work. To begin this high-level section, we have the honour and privilege today to receive the visits of nine of these guests. Without further ado, I give the floor to the first of them, His Excellency Mr Andry Rajoelina, President of Madagascar.

Statement by His Excellency Mr Andry Rajoelina, President of Madagascar

Mr Rajoelina
President of the Republic of Madagascar
(*Original French*)

The International Labour Organization has been tirelessly defending the values of justice and respect for dignity for a century, giving a human face to globalization. My first comments will be words of thanks. In this Centenary year, Madagascar salutes the men and women from all backgrounds who fought with all their might, with belief and conviction, to build a fairer and more decent world of work that values the individual and has favoured the fulfilment and well-being of every successive generation since 1919. I thank those thousands of anonymous people, as well as the big names, all of them benefactors of humanity.

Since 1919, the ILO has contributed a great deal to the establishment of a world of work that values the individual and respect for human rights, and is mindful of the non-discrimination principle and equality of treatment. The ILO has worked to combat the worst workplace abuses. It has enabled great progress to be made in improving labour conditions all over the world. However, in spite of this century of activity, we must recognize that much remains to be done. There are numerous challenges: ending workplace violence and harassment; eradicating all forms of human trafficking and modern slavery; guaranteeing equality with regard to gender and background; and working to ensure that wages and labour conditions are respectful of human dignity. I solemnly declare here today that Madagascar stands ready to help the ILO in this task that is difficult, but nonetheless essential for the development of our world and the fulfilment of future generations.

Since it joined in 1960, Madagascar has worked resolutely alongside the ILO to implement social justice and establish universal peace for the protection of workers from all countries. Today, we renew our commitment, in a specific and meaningful way, to greater social justice and to placing Madagascar on the path of inclusive development. We want to guarantee all Malagasy people a decent wage that can cover their basic needs and offer them a decent quality of life. In order to do that, on 1 May this year, on the occasion of International Labour Day, I announced a 19 per cent increase in the minimum wage. This followed a tripartite meeting attended by representatives of employers, trade unions and the government.

In the same way, we are working ceaselessly to implement a system of social protection for independent workers and vulnerable populations. With a young population, 70 per cent of whom are aged under 25, we cannot imagine Madagascar in the future without taking into account young people today. Every year, 400,000 young Malagasy people enter the labour market. Without any prospects or openings, many find themselves unemployed and become a burden on society. To alleviate this, we have established a national entrepreneurship programme, called Fihariana, which means to free yourself or take control of your own destiny. With a budget of €50 million, this programme offers rapid financing, ranging from €300 to €50,000, for young people, women, farmers, farm workers, and even start-ups, which is a big first in the history of Madagascar. Through this national programme, we want to encourage young Malagasy people to train themselves, to take a risk and take control of their own future, while also helping the development of the country. We believe that the promotion of employment for all concerns more than simply ensuring employee status. Creating your own work and your own company can help to overcome the problems of underemployment and unemployment and to put an end to violence, insecurity and extreme poverty.

Could one imagine that slavery would still be claiming new victims in 2019? No, this is unacceptable, it is a reality and it must be stopped. Did you know that more than 4,000 women are currently confined and held against their will in inhuman conditions in the Middle East? This is a cause that is particularly close to my heart, because, in accordance with our international commitments, and also because it is the duty of the State to protect its fellow citizens without exception, at the end of March, I sent a delegation to repatriate some of our citizens who had sent a distress call from Kuwait. These women had been physically and psychologically abused, beaten and even raped. Many of them came home pregnant. This modern slavery is rampant and its effects are irreversible. I therefore call on all here present in this assembly and on all who hear this message: let us take responsibility for our actions. Let us work together to put an end to modern slavery, to human trafficking. Let us end the silence and indifference that enable this evil to persist. Madagascar has faced up to its responsibilities and will continue to do so.

We are also taking measures to combat gender-based violence and the different forms of violence against women and children, as well as forced child marriage. At my instigation, we have substantially increased the budgets of the ministries responsible for social issues. To do this, Madagascar has set the goal of eradicating forced labour, modern slavery and human trafficking within ten years and banning all forms of child labour. Through its willingness to go further and faster with regard to respect for fundamental labour rights and principles, I am proud to say that our country is now the first pathfinder country in Alliance 8.7, which aims to combat human trafficking, abolish forced labour and eliminate all forms of child labour.

Madagascar is aware of the challenges that we need to overcome in our development. However, I will never prioritize economic growth to the detriment of the social well-being of the Malagasy people. To this end, I have designated decent work for all as one of the priorities of our general Government policy, particularly for the most vulnerable: young people, women, craft workers and agricultural workers as well as herders. We must create a

sense of usefulness and non-expendability and give each citizen back their dignity by restoring the true value of work.

By working alongside the ILO, we believe that we will achieve our goal to guarantee decent work for all, which is a crucial step in moving towards a better future. Today, I have personally delivered to the Director-General six instruments of ratification, as a demonstration of our continued engagement within the ILO. These concern the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); the Labour Relations (Public Service) Convention, 1978 (No. 151); the Collective Bargaining Convention, 1981 (No. 154); the Private Employment Agencies Convention, 1997 (No. 181); the Domestic Workers Convention, 2011 (No. 189); and the Protocol of 2014 to the Forced Labour Convention, 1930.

In closing, in the name of the Malagasy people, I would like to reaffirm our faith in the ILO. I remain certain that the Organization will, as the years go by, be able to advise and assist us in the name of humanity. We must all, in our respective roles, whether government, employer or worker, join forces to build peaceful, equitable and lasting societies. We must protect our peoples from abuse and any infringement of their rights and freedoms, in order to promote social inclusion and guarantee a prosperous and stable community. Long live the ILO!

**Statement by His Excellency
Mr Youssef Chahed,
Chief of the Government of the
Republic of Tunisia**

Mr Chahed
Chief of the Government of the
Republic of Tunisia
(*Original Arabic*)

At the outset of this meeting, I would like to express my thanks to Mr Guy Ryder, Director-General of the International Labour Office, for inviting me to join you in celebrating the Centenary of this Organization and to express my pride today in contributing to this high-level segment of the International Labour Conference, this distinguished platform for dialogue and consultation between governments, workers and employers on vital issues that bring them together for a bright future of work.

I would like to pay tribute to the special relationship and distinctive partnership between my country and the ILO. I highly value the important role that it plays in numerous areas, particularly in relation to fundamental rights at work, ensuring gender equality, improving the social protection system, supporting and promoting social dialogue in a manner that ensures consensus.

Today, we are celebrating with all other countries in the United Nations system, the 100th anniversary of the creation of the ILO. This long-standing Organization, as mentioned, occupies a prominent place within the United Nations system, through its standards-related activity – it has to date issued 189 Conventions, 205 Recommendations and six Protocols – as well as in terms of the number of its member States, of which there are 187, and through the diversity of the activities geared to its member States or the technical assistance that it offers to Governments and to workers' and employers' organizations.

The Report of the Director-General on the future of work emphasizes that the efforts of the Organization in this regard are being pursued in an international, economic and social context characterized by rapid changes, resulting mainly from globalization, which have

profoundly influenced production systems and work systems. In most developing countries, rates of unemployment and poverty are high, unregulated labour is prevalent and social protection is weak. This situation poses serious challenges to these countries in their pursuit of all aspects of development. Whatever the nature of work and the impact of new means and patterns of production on labour relations, care should be taken to provide decent work and working conditions, in particular for women, young people and people with special needs. There is no decent work without adequate remuneration, effective social dialogue, social protection for all, rejection of all forms of discrimination and respect for the standards-related system of the ILO, in line with the goals set out in the 2030 Agenda for Sustainable Development.

We in Tunisia believe that it is meaningless to achieve high rates of growth if this is not coupled with respect for fundamental rights at work and if it is not accompanied by a genuine will to distribute its fruits justly and equitably. We also believe that economic growth, regardless of its scale, remains fragile and does not necessarily lead to the desired development if it does not occur in a climate of democracy and respect for human rights and if the surrounding social circumstances do not provide the fundamentals of a decent and dignified life.

Tunisia, which ratified the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19), on 25 March 1930, years before its accession to the Organization on 12 June 1956, today affirms its full involvement in the aims of the Organization and the goals and principles that it enshrines, in particular with regard to the development of standards. Tunisia has ratified 63 international labour Conventions, including the eight fundamental rights Conventions, which has contributed to the promotion of these rights, the creation of decent work opportunities, the reduction of disparities between social groups and the restoration of work as a human and cultural value. Most of these rights were reinforced by the new Tunisian Constitution of 2014, which, in turn, supported the individual's right to work, public and individual freedoms and guaranteed social peace and stability. Our country did not stop at ratifying these Conventions, but sought to enshrine its real commitment to these standards by developing the national legislation and bringing it into line with them.

On this occasion, I announce Tunisia's intention to ratify the Labour Inspection (Agriculture) Convention, 1969 (No. 129), with which we will have ratified the four international labour Conventions on governance, as well as the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), to further promote a safe and healthy working environment and the Protocol of 2014 to the Forced Labour Convention, 1930, within the framework of the development of fundamental rights and principles at work. Cooperation between Tunisia and the ILO has included a number of areas, notably social dialogue, social coverage, employment, women's work, occupational health and safety and child labour, which confirms the commitment of the ILO to accompany Tunisia in the course of its democratic transition just as it did in the course of its nation-building since independence.

On this occasion, I would like to reiterate my thanks to the Director-General, Mr Guy Ryder, and through him to the ILO, which was one of the United Nations bodies that visited Tunisia at the time of the 2011 revolution and has given unwavering support for the success of the democratic experiment in Tunisia and for the development of policies and programmes to eliminate unemployment and poverty and to achieve social justice. In this context, I can only commend the Organization's opening of a project office in Tunis in 2012 and express the hope that it will be upgraded to become a permanent office in order to further support cooperation and make the Organization more visible in the Maghreb and the pan-African region. I also take the opportunity to express my appreciation for the important role played by the ILO in the institutionalization of social dialogue in Tunisia, from the preparation of the social contract, adopted on 14 January 2013 on the occasion of the second

anniversary of the Tunisian revolution, to the establishment of the National Council for Social Dialogue in November 2018.

The conditions for securing the democratic transition in Tunisia and establishing the rule of law and institutions include the eradication of poverty and all forms of exclusion and the revitalization of the State's reforming role in the redistribution of wealth and the development of public utilities. In this context, the State adopted, for the first time, a social security law under which poorer Tunisian groups and foreigners residing legally in Tunisia benefit from a minimum income of 50 per cent of the guaranteed minimum wage and which enables them to benefit from health services, with a pledge to improve the living conditions of poor families and families with limited income and ensure their access to basic services such as health, education, literacy, vocational training, employment, adequate housing and public transport. This law adopted a new approach in which various aspects of poverty are addressed in order to prevent it from being inherited or reintroduced, through mechanisms to resist exclusion, reduce social and regional disparities, promote equal opportunities and foster solidarity and social justice by means of various mechanisms for integration, economic empowerment and entrenching the principle of self-reliance. Field social research involving more than 900,000 families is now being completed in order to finalize an accurate and transparent database on these families to direct and correct support to target groups. Work is under way in Tunisia to complete the development of the unique social identifier system and to digitize the social protection system before the end of this year. This will ensure that the best services are provided, for those with social insurance and the beneficiaries of social integration and poverty alleviation programmes, so best preparing the national ground for comprehensive social protection. In this regard, the service "Ahmini" was established with a view to establishing a flexible and inexpensive system that facilitates the integration of rural women working in the agricultural sector and makes them benefit from a social security system that will give some half a million women access to health coverage for themselves, their families and those in their care. This system will also enable these women to retire and provide coverage for occupational accidents. We believe that these measures constitute part of the commitment of Tunisia to uphold the ILO's principles of decent work, of which fair pay, social protection and social dialogue are the fundamental pillars.

We believe that effective social dialogue between representative and independent social parties operating in a climate of freedom is a fundamental condition for the success of our country's democratic transition and the guarantee of fundamental rights at work and social peace. On this basis, we are keen to establish an effective partnership with these parties through consultation and free and regular negotiation. The establishment of the National Council for Social Dialogue in November 2018 was an expression of the will of the social partners to institutionalize and engage in social dialogue as one of the strategic choices of the Tunisian State. Social dialogue and multiple, regular rounds of negotiation have also resulted in a progressive increase in the wages of public and private sector employees, an increase in minimum wages and consensus on numerous economic and social reforms.

To fulfil the State's social obligations – in terms of institutionalizing social dialogue, periodically improving wages, reviewing the taxation scale for workers, reforming the retirement system and establishing the right to a minimum wage for retirees, extending health coverage to the unemployed, in addition to giving form to the implementation of the social safety programme by adopting a multidimensional approach to combating poverty and updating the database on poor and destitute families, as well as increasing the support offered to them, creating programmes for social housing, doubling the children with disabilities grant and starting to focus the work of the National Council for Tunisians Abroad – all of these examples underscore that the State is pursuing a course of social reform despite the economic difficulties that we are experiencing and that we will not abandon our reforming role and our efforts to redistribute wealth.

Tunisia is going through a distinctive and unique democratic experience in which we are adopting an approach that seeks to reconcile the requirements of growth with the elements of social justice. Here I would like to say that the difficulties and challenges that Tunisia has encountered have not stood in the way of the achievement of significant successes at the political level and in terms of democratic transition. This stage is necessary to create a conducive environment for economic growth and social stability. The instability that was a feature of the early parts of the revolution and of the national efforts to establish a democratic course have caused the engines of growth to stall. The State budget has increased, expenditure has swollen, debts have worsened and the budget deficit has increased, which has resulted in various social difficulties. The Government has therefore made reform of public finances, reduction of the budget deficit and restoration of growth and investment its leading priorities, since the achievement of these objectives will provide the objective conditions under which the economy can improve. Although the results recorded do not yet reach the level that Tunisian citizens are seeking, our indicators suggest that the economy is improving and that we are demonstrating movement in the right direction

I would like to take this opportunity to refer to the Report of the Director-General on the situation of the Palestinian people and their suffering as a result of the ongoing occupation and the failure to reach a just and comprehensive solution to the Palestinian question. I would like to reiterate the firm position of Tunisia on this just cause, in order to reaffirm our commitment to international legitimacy and to the relevant international points of reference, in particular the right of the Palestinian people to establish an independent State.

In conclusion, allow me to reiterate the importance that Tunisia attaches to further supporting and developing cooperation with the ILO. I hope that the work of this Conference will be successful and lead to results that meet the aspirations of member States and pave the way to further strengthen social justice, support social dialogue, contribute to the development of social protection and improve labour legislation.

**Statement by His Excellency
Mr George Vella,
President of the Republic of Malta**

Mr Vella
President of the Republic of Malta

I am honoured to be standing here today to join this global celebration of a century of the vital and successful work of the ILO. This is very much a landmark for me too, as this is my first official engagement abroad since taking office as President of the Republic of Malta. Moreover, I have the fortune to address an issue that is very dear to me, and which I have placed front and centre of my presidential term: that of decent work and the dignity that needs to unfailingly be associated with work.

I am sure that the messages conveyed in this format will not go amiss with such a distinguished audience composed of government representatives and employers' and workers' representatives, who through their respective roles dedicate their efforts to achieving decent work for all within the context of an ever-evolving world of work and, at times, an unpredictable future of work.

Let me begin by conveying, on behalf of the people of Malta, my appreciation for the work carried out by the ILO over these 100 years, and applaud its untiring contributions and initiatives directed at ensuring a brighter future for workers across the globe. As we proudly celebrate this 100th anniversary, we should reflect on the indelible footprint that the ILO has left on the evolution of our societies along the decades. If there was ever the need to identify

an example of effective multilateralism, the ILO is exactly what we should be looking at. In the present international context, where multilateralism is being called into question, this organization stands out not only as a success in itself, but also as an affirmation of the crucial role that the United Nations still holds, not merely on the international arena, but also in directly improving our citizens' well-being through the enforcement of social justice and egalitarianism.

Throughout my political career, and even more so in my profession as a medical doctor, who for decades faced the realities as the first point of contact with families and individuals, especially when I worked as a medical officer for large industrial companies, I have remained steadfast in my conviction that there can never be lasting peace or stability without social justice, especially at the place of work. In this ambit, the full respect of human rights, most notably in this context, labour rights, is a prerequisite not only for any society's economic growth, but also for its security, its stability and its prosperity. If we are to secure sustainable economies, we need to ensure that nobody is left behind. I call this ethical leadership. It is for this reason that I have embraced the commitment of safeguarding dignified work for all workers in Malta, be they Maltese, foreign or migrant workers, as a pillar of my presidential term, and pledged to undertake this mission during my inauguration speech on 4 April.

The impressive, unprecedented growth of the Maltese economy has led to a scenario of negligible unemployment, and the need to actually import workers from abroad. What we are witnessing is quite revolutionary, especially for a country that along the decades, particularly after World War Two, exported its own citizens as migrants across the globe, to lands as far off as Australia, the United States of America and Canada. This scenario links to another prominent aspect of the global discussion on labour, that is, labour mobility. This has become a key phenomenon of today's globalized labour market, accompanied by increased labour market segmentation, regrettably, I would say, with low-skilled jobs becoming the exclusive domain of immigrants.

Malta is nowadays best placed to achieve social justice for the current and future generations. We have the fastest-growing economy in the European Union, which in turn gives us a sound platform on which to shape, and not react to, the future of jobs and skills. A policy of pre-emption has, in recent years, been reflected in various measures, which have resulted in a situation of practically full employment, with the highest ever number of women in the labour market. Our workforce has rapidly transformed and reinvented itself, together with imported foreign workers, who provide a cosmopolitan backbone to the country's industries and service sectors. We have turned over a new leaf, and we have no intention of looking back. This is not the result of rash political decisions, but of policies founded on our unwavering principles of social justice, social inclusion and social mobility.

All of these are geared towards our vision and feed into our firm belief of making work pay. The aim is to deliver on the promise of a brighter future, and I believe that it is only through such positive measures that we can obtain positive results and ensure that workers develop a positive psychological attitude towards work, while embarking on the reskilling revolution which lies before us.

I wish to spare a word on the importance of work towards the attainment of the Sustainable Development Goals. I frankly believe these should be the driving force behind prevailing foreign policies, for individual countries as well as regional and international bodies. The link between the Goals and work is clear. It is clearly embodied in Goal 8 addressing decent work and economic growth.

The figures at hand are not at all encouraging, and progress has been slower than anticipated. The *World Employment and Social Outlook: Trends 2019* report states that the least developed countries experienced less than 5 per cent growth over the past five years, falling short of the 7 per cent growth envisaged in Goal 8. It is estimated that over 600 million new jobs need to be created by 2030 just to keep pace with the growth of the global working-age population. That is around 40 million a year. We also need to improve conditions for 700 million women and men who are working but not earning enough to lift themselves and their families out of poverty.

Two other important points struck me from the latest studies: one concerns women and the other concerns children. The persistent gender gap is particularly worrying. Figures for 2018 stand at 48 per cent, compared to 75 per cent for men. This percentage gap needs to be addressed by wide-ranging policies aimed at improving gender equality and the maximization of capabilities. Child labour figures also remain worrying, with the 2016 estimate of 114 million children aged between 5 and 14 years in employment. While this figure itself has decreased, it is happening at a rate that is too slow vis-à-vis the target of ending child labour by 2025. The road ahead is clearly still a long and winding one, and I appeal to all of you present to address these worrying realities in your respective capacities.

At a time when jobs are changing as we speak, we must not only keep in view the future of work, but also the present. What challenges are our citizens facing today? What are their aspirations? What responsibilities do they have in addressing them? We must look beyond our comfort zones, beyond our shores and beyond our own labour markets if we are to fully grasp and address the needs of the current and future generations. There is no common solution to a diverse and dynamic world of work. Yet, we can all agree on the fundamental principles which lay the foundations for a brighter future for us all.

The Fourth Industrial Revolution is no novelty. Jobs have always changed, new technologies have always created new tools, and new tools change the way we perform our roles and duties at the workplace. Our job – or dare I say, our duty – is to evolve and keep pace with the so-called Fourth Industrial Revolution, driven by the rise of artificial intelligence and automation. We must do it in a human-centred approach, now more than ever. Decent work is one of the key pillars on which the International Labour Organization was established 100 years ago, and it remains the cornerstone for the next century of this unique tripartite UN agency.

I do not intend to repeat long-standing clichés, but I firmly believe that within the context of the complex discussions that are ongoing on rights and conditions for future robot workers and future human–robot relationships, we must continue to reiterate the immediate need to strengthen and safeguard the fundamental human rights of today’s workers, irrespective of their age, gender, religion, ethnicity or sexual orientation. Besides, maximum attention should be given to the psychological well-being of workers in whichever category, who are faced with issues such as job instability, production levels, long hours of work, unjust wages, pressure to deliver and other factors which lead to mental health problems, and these will lead eventually to health problems, fake sickness, absence from work, and possibly injuries on duty.

This responsibility lies with us, Heads of State and Governments. We all represent different societies, different cultures and different traditions, but our presence here today, as we celebrate a century of ILO principles, is testament to our commitment towards social justice. Governments must provide guidance for industry leaders on managing the transition to the new world of work. Road maps must include industry and country profiles, mapping of viable job transition pathways by industry, a review of best practices for reskilling and responsible displacement of workers, and recommendations for transitioning to a new world of work.

Our aim should not simply be to get there first, but to get there fairly and justly. Prosperity with a purpose is what all governments, indeed the international community in its broadest interpretation of the term, should be aiming for. Our presence today in the uniquely endowed global forum gives us the opportunity to shape not just the year ahead and the lives of millions of people, but the next century of progress and success of the International Labour Organization.

**Statement by Her Excellency
Ms Mercedes Rosalba Aráoz Fernández,
Vice-President of the Republic of Peru**

Ms Aráoz Fernández
Vice-President of the Republic of Peru
(*Original Spanish*)

I wish to extend to all those present, on behalf of the President of the Republic of Peru, Mr Martín Vizcarra Cornejo, and the Peruvian people, our most affectionate greeting on this very special occasion which commemorates one hundred years since the creation of the ILO and at which high-level Government representatives, employers and workers from around the world will adopt a political statement, the Centenary Declaration, which will serve as a guide in preparing for the future of work and the challenges it will bring.

In this context, in defining the future of work and the role of the ILO in its second century of life, we must not overlook the most ambitious commitment made by the international community, namely the Sustainable Development Goals. The 2030 Agenda is a document of undeniable value and the ILO has a key role to play in achieving sustainable and inclusive economic growth, full and productive employment and decent work for all. Therefore, work should not be understood in the future only as a means of earning a living or as a way of life, but also as a means of personal fulfilment. Countless opportunities await us to improve workers' quality of life, expand available options, close the gender gap, and reverse the devastation caused by global inequalities. We need to take advantage of the possibilities that these profound transformations offer us to create a more promising future and to revitalize the social contract. In this regard, allow me to stress Peru's focus on the challenges and opportunities arising from the changes brought about at the global level by the so-called fourth industrial revolution, especially the changes that have already been introduced in labour relations in the digital age, as well as the development of artificial intelligence and robotics.

Today's skills will not fit tomorrow's jobs and new skills acquired can quickly become outdated. This is the great challenge we have for the present and the future. To this end, we have committed our efforts and resources in order to promote and facilitate access to lifelong learning for our citizens. This will enable the development of skills, knowledge and qualifications to tackle today's and tomorrow's world of work throughout life by optimizing and constantly developing existing national training services, as well as through the development of tools to guide the learning paths they can take. This represents a revolution in education and skills training systems that include the world of work as a source to update skills. In Peru, in line with the fulfilment of the ILO-driven social contract, which is a programme focused on investing in people's capacities through employment training policies, we are incorporating a forward-looking approach regarding the demands for skills in the labour market, with a feedback system that allows us to meet urgent demand, not only in the short term, but to prepare to improve the supply of labour in order to respond to future demand. We also consider improving the employability of young people, especially women, to be a priority, with decent and equal-opportunity conditions so that they can thrive in an increasingly competitive global context. On this particular issue, Peru has been working on

measures to promote decent youth employment with continuous training suitable for the fourth industrial revolution. Peru is clearly in the process of closing the gender gap by empowering the advancement of women in the professional sphere. An excellent example of this in public life is the composition of the ministerial cabinet, where ten of its 19 members are women, and in the Congress of the Republic, of which I am a member, today 30 per cent of members of Congress are women, while the historical average of female parliamentarians was just 8 per cent. There has been a similar trend in leadership in the private sector. However, in Peru we have not yet resolved the divide between men and women in terms of opportunities and rights. An example of this is the pay gap whereby women performing the same work with the same skills earn on average 30 per cent less than men. That is why, as a member of Congress in the Republic of Peru, I promoted a law that prohibits gender pay discrimination. It sets out clear rules concerning the assessment and remuneration of workers whether male or female. On the basis of this law, the Ministry of Labour and Promotion of Employment has published two sets of guidelines, which propose that the obligation arising from this law and its regulations shall be fulfilled through the objective evaluation of jobs without discrimination between men and women, following the methodology put forward by the ILO. In Peru, we seek to contribute to the elimination of wage discrimination through the implementation of the mandate contained in the ILO Equal Remuneration Convention, 1951 (No. 100), on equal pay for work of equal value.

We are working on a transformative agenda to achieve the protection of gender rights, dealing with problems such as sexual harassment in employment, where the victims are mostly women. To this end, Peru has taken a number of actions in order to prevent and sanction this problem: through regulatory measures and by implementing services, management tools and specific campaigns on the subject. Thus, in September 2018, the Government of Peru issued a legal rule clearly stating that sexual harassment is a form of violence, in line with the discussions held within the ILO. Therefore, any dismissal or non-renewal of a contract that has been caused by the filing of a complaint of sexual harassment is null and void and specific measures have been put in place to make internal procedures speedy and effective with a view to ensuring the safety of the victim in the public and private spheres. This protection also covers the witnesses involved in proceedings. In addition, the Ministry of Labour and Promotion of Employment launched a national, toll-free hotline 1819, within the “Work without Harassment” campaign, where legal advice is provided concerning cases of sexual harassment at work. These services include a personalized service with information concerning what constitutes a situation of sexual harassment at work and professional support is also provided to assist victims in filing a report.

I must also refer to informality in work, which is a phenomenon affecting many ILO member States. Reducing the informality rate in the labour market has become a major challenge for Latin American Governments, such as Peru. Informal jobs not only undermine decent employment, removing workers’ rights such as basic social security benefits, but they are a drag on increasing productivity as a whole, directly affecting the creation of decent jobs and workers’ incomes. In order to address this scourge, in its commitment to the protection of fundamental labour rights, Peru has been strengthening its principal supervisory authority year on year. The guiding principle of labour inspection is to combat poor labour practices and informality throughout the territory; this is carried out through the National Superintendence of Labour Control (SUNAFIL), an institution with a budget that has increased year on year and which is implementing a national plan and opening offices in all regions of the interior of the country with more labour inspectors. We are also fighting against all forms of exploitation, such as forced labour, child labour and human trafficking. Similarly, to ensure social protection of workers, the Government of Peru has initiated a comprehensive reform of the welfare and social security system, with the aim of ensuring universal social protection from birth to old age.

In addition, in following the route drawn up by the ILO, Peru, as a founding State, has a broad history of tripartite social dialogue in labour matters to which our Government is deeply committed. Thus, in its current form, the National Council for Labour and the Protection of Employment, originally established in 1969, is a vital institution to strengthen our country's democracy and it has reached important agreements and made constructive contributions on priority issues in order to improve industrial relations. As a part of our long-standing commitment to social consensus, we have been strengthening the processes of tripartite dialogue within Peru, promoting the active and effective participation of social actors in each of the 25 regional governments that make up our national territory. As a middle-income country, albeit with many disparities, Peru has found the ILO's commitment to social justice and its thoughtful attention to the future of work to be particularly useful and meaningful, especially in a context where there is growing concern about the social distances both within and between nations. In this regard, the contributions and consensus of the stakeholders gathered here will provide member States with the necessary tools to strengthen their capacity to adapt and to build resilience in the face of the disruptive changes posed by automation and digitization in the world of work. We are confident that the ILO, based on the extensive experience it has accumulated during its first 100 years, will continue to make progress in this new era, marked by the fourth industrial revolution, which points to a new reality and major challenges for the development of decent jobs.

In this context of technological change we cannot forget that we also face a risk that is as much, or even more, dangerous for the future of work: climate change. Peru has made a commitment to move towards a process of creating green jobs with the aim of addressing this risk. To this end, we have adhered to the OECD Declaration on Green Growth, expressing our commitment to promoting development that generates economic growth that is compatible with environmental and social sustainability. Peru is convinced, as the ILO points out, that transitions to environmental and socially sustainable economies can be a strong driver for job creation, job upgrading, creating green jobs, social justice and the eradication of poverty. The fight against climate change presents challenges for the world of work. The necessary action to mitigate and adapt to the effects of global warming will have a transformational impact on all societies in various ways, with significant impacts on job creation and wage opportunities, particularly for young people. This is undoubtedly a challenge that requires a broad social consensus based on dialogue and commitment from governments, workers and the business sector to move towards a green economy with opportunities for all. This issue will be addressed at the forthcoming Climate Action Summit convened by the Secretary-General of the United Nations and to be held on 23 September in New York. Peru and Spain, with the support of the ILO, are leading an initiative to ensure that the transition towards a sustainable economy that is resilient to climate change can provide opportunities for technological innovation, growth and investment that impact on the world of work, generating decent work and promoting the creation of environmentally responsible jobs. In this regard, the September Summit will be an opportunity to reiterate our commitment to a sustainable growth that leads to inclusion and that is compatible with the highest labour standards. We therefore urge all countries to support this initiative.

In conclusion, we must congratulate ourselves on these first 100 years of fruitful work by the ILO. We must be optimistic, but demanding in our respective responsibilities in order to ensure that the Organization continues to occupy a central space at the international level, strengthening tripartism and optimizing its institutional capacity to engage with the enormous challenges posed by a world of work that is changing rapidly and to make ever more progress towards the goals of social justice and decent work for all. Peru is convinced that the ILO will rise to this historic challenge.

(Mr Dimitrov takes the Chair.)

**Statement by His Excellency
Mr Marjan Šarec,
Prime Minister of the Republic of Slovenia**

Mr Šarec
Prime Minister of the Republic of Slovenia

It is my pleasure and privilege to address the Conference. The celebration of the 100th anniversary of the existence of the International Labour Organization is a truly important occasion. Let me express my admiration and congratulations to the Organization, which is undoubtedly one of the cornerstones of the international multilateral system. During the past century, the efforts of the International Labour Organization and its Members to achieve social justice have positively marked many lives all over the world. The ILO represents a unique international forum founded on tripartism, social dialogue and continuous common striving for inclusive social advancement.

Slovenia is honoured to have been an active part of the ILO from its very beginning. We are among the countries with a higher number of ratified Conventions, including all of the fundamental and priority Conventions. What is even more important is that we strive to ensure their effective implementation in practice. On the occasion of the ILO's anniversary, I would like to stress the Slovenian Government's sincere and strong commitment to the principles and values of the ILO and its mission.

I am especially pleased that, together with the celebrations, we also have the opportunity to address the ILO Centenary Initiative, the Future of Work Initiative. This ambitious document, which is expected to be adopted at the end of this Conference, clearly shows us the relevance of the ILO.

Today's world is changing dramatically and faster than ever. These transformations are mainly driven by rapid technological progress – including digital changes – which continues to profoundly influence the characteristics of the labour market and the nature of work itself. Digitalization, robotics, artificial intelligence and automation bring many remarkable opportunities and challenges for the world of work. The ILO should lead the way in adapting to the modern era while ensuring the necessary respect for rights and standards. Ensuring labour rights and adequate social security must be a *sine qua non*. It should be very clear that if the emerging risk to the world of work is not properly addressed and regulated from the outset, this will have negative consequences for people and societies in the long run. We need to be proactive at the national, regional and international levels. Through joint tripartite efforts, we should empower people to adapt to new realities and avoid risks in the constantly changing world of work during the digital era.

Special attention should be paid to those who are the most vulnerable and least prepared for the rapid digital transformation. Since the skills of today will not match the needs and demands of tomorrow's labour market, investment in people's capabilities is crucial. Therefore, lifelong learning should become a standard for all. This should be the common responsibility of governments, employers and workers. We need to even further seize the advancement brought by technology in order to accommodate and upgrade workplaces for the benefit of the people. By doing so, we can enable people to prolong their active participation in the labour market.

We are at a crucial point in time. We are jointly faced with tremendous responsibility and a huge task: to properly address the challenges in order to ensure that technological advancement is for the benefit of all. Through joint efforts, we have to prevent the fruits of technological progress – which is the outcome of the aggregate knowledge and common efforts of humanity – from being grabbed by the few, leaving the majority with leftovers.

We need a comprehensive approach in order to achieve this major goal, an approach based on a human-centred agenda.

Within the International Labour Organization, significant steps towards this objective have already been made, including through the seven Centenary Initiatives set out in 2013. They have undoubtedly encouraged and contributed to the creation of the global 2030 Agenda for Sustainable Development. I firmly believe that ensuring decent work universally and shaping a future that works for all and leaves no one behind is something that the world already has the capacity to do. We all have to contribute to this goal. Governments, the business sector, workers and unions, we all have to join our efforts, cooperate and assume the responsibilities that each of us has as a stakeholder. Effective solutions can only be reached through intensive engagement of the social partners, through social dialogue and through broader public debate.

There is no doubt that as a consequence of digitalization, new technologies and recent developments, there is a need to profoundly review the adequacy of the current labour market institutions and social security systems. This review should not lead to any kind of deterioration of the existing labour institutions and social security system. Instead, we should jointly make all necessary efforts to upgrade and accommodate them to the new realities. Upgraded labour and social institutions should enable all workers and employers to seize all of the opportunities brought by technological progress in order to achieve general prosperity and social progress for all.

Slovenia is well aware that the new challenges in the world of work must be properly addressed on a national basis, as well as regionally and internationally. We have already proved our commitment and devotion to the principles and objectives of the Future of Work Initiative. One of the Slovenian Government's priority policies is ensuring the highest possible standards of the social state and state welfare in the future, a future marked by new types of work and work patterns. I want to stress that the Slovenian Government traditionally considers the social partners to be equal and valuable stakeholders that are the closest to current economic and social realities. This is why they have been, and will remain, key co-creators of all necessary reforms.

On the basis of tripartite dialogue, Slovenia has taken many steps through reforms that address the challenges arising in the world of work. Our national policies follow the principle that "every work counts". We consider it of vital importance to ensure that workers enjoy full economic, legal and social protection by enabling the creation of decent, high-quality jobs. Several documents and working papers have been prepared in the fields of decent work, the elderly, education, training and adequate working environments. Moreover, a range of analyses on future trends in labour has been conducted. One of these analyses deals with the impact of digitalization on work and includes suggestions for the better implementation of digital changes.

Slovenia stands ready to continue to actively and sincerely support the International Labour Organization's endeavours to better the legal, social and economic position of people at work all over the world. For us, the ILO represents a key international forum for addressing and resolving new global issues in the field of work. The future of work is not determined. While we are aware of that, our main guidelines should arise from the very basic awareness that technology is a human product, not vice versa. In all our endeavours, we must constantly keep in mind that the decision as to what kind of impact technology will have on all areas of our lives, including in the field of work, depends on us. We are the creators of the future and with proper measures and international tripartite collaboration, we can ensure that the future of work will be one that we all strive for: decent work for everyone.

To conclude, up to the present time, the ILO with its unique tripartite structure has provided a role model for constructive social dialogue. Complex negotiations and patiently

seeking and reaching compromise between many opinions and positions is not to be taken for granted. This is something that is often lacking on other international podiums. Whenever we disregard the importance of compromise we dangerously shake the foundations of international peace, which is the precondition for prosperity and well-being. The powerful symbolism of three keys that can unlock a door only when turned together should become the modus operandi of decision-making in international forums. When we neglect or leave out one of the keys, the only way the door can be opened is by force. The International Labour Organization constantly shows us the other, better and sustainable way: the way of dialogue, social justice and inclusion, the way of peace and prosperity for all.

**Statement by His Excellency Mr Xavier Bettel,
Prime Minister of the Grand Duchy
of Luxembourg**

Mr Bettel
Prime Minister of the Grand Duchy
of Luxembourg
(Original French)

(The speaker begins in English.)

I will ask my social partners directly to ratify a new Convention tomorrow to make sure that we have one more than Bulgaria the day after tomorrow! First of all, I thank all those who have had the time and patience to stay in this room to listen to my speech. I want you to know that I really appreciate not being alone with my delegation, at least for the time being. Firstly, I would like to say that, this morning, I had a very sad moment. I met my colleague, His Excellency the President of Mali, who would really have loved to be here today but, because of terrorism and the attacks in his country, he is not able to be with us, and I know how important this meeting was for him. So I cannot speak for Mali, but to the extent that I have good contact with the President and I have heard the terrible news of what happened yesterday on the border with Burkina Faso, I would like to extend, on behalf of my delegation, all my friendship to our friends from Mali.

(The speaker continues in French.)

Director-General, first of all, thank you for inviting me to the Centenary of the International Labour Organization (ILO) today. This Organization was born after the First World War, which led to unprecedented social and technological change. It was a time of great inequality and also of very poor working conditions. Thus, in a world that wanted to recover from the Great War – I would remind everyone that this was to be the last, and we all know our history books – the ILO was founded in the belief that social justice was absolutely indispensable to achieve universal and lasting peace. The founders of the ILO were convinced of the essential link between international peace and social justice in countries. This link was so important that it was necessary to set up an organization to deal with labour-related issues in order to promote and protect peace. I do not need to speak before you about the adoption of the Declaration of Philadelphia, which has proved to be so important. I would just like to sum it up by saying that “labour is not a commodity”. This one phrase demonstrates the extent of the progress and the change in mentalities that were more than necessary at that time, but also the need to have freedom of expression and association that is indispensable wherever it exists.

For us, the Declaration remains a crucial and visionary text, which we must continually recall. Indeed, it contains the themes that underpinned the creation of the Organization we have today. For my country, the Organization is indeed unique in its structure and the tripartite approach, which have been gradually adopted in social relations in Luxembourg

and have led to a transformation of social rights, and in particular of labour law. The ILO has played a fundamental role in the advancement of workers' rights in my country, it has helped to strengthen and to disseminate the models that have been used in Luxembourg until now. In fact, in our country, social dialogue was institutionalized as early as 1924 through the creation of the professional chambers, then by that of the National Labour Council, which was established in 1936, the year in which the first collective agreements were also signed, and the Economic and Social Council, which was founded in 1966. The "tripartite", as we say at home, has enabled us to overcome the steel crisis of the 1970s and thus guarantee social peace. In Luxembourg, when we talk about a general strike, for most of us, this was a tragic time in our history. It concerned workers who decided in 1942 to resist Nazism and to strike – a general strike that we are still commemorating today – and who said "no" to the occupier. The 21 strikers were sentenced to death. So when we talk about a general strike in Luxembourg, the first thing that comes to mind is that heroic moment when workers decided to say "no" to the occupier.

Unless I am mistaken, the last national strike that really mobilized the largest number of people took place in 1982, when we had what was considered at the time to be a large-scale strike. In any event, the social model of my country does not seem at any time to have been a hindrance to the economic development of the Grand Duchy of Luxembourg: quite the contrary. I must tell you that I, and my Minister of Labour, who is with me here, practice tripartism and social dialogue; we have the European semester; we talk to social partners. For us, as a Government, with employers and with trade unions, I have to admit that it is not always easy. It is not always easy and sometimes you come out of those meetings and no one is happy! When everyone is happy, most of the time, it is the Minister of Finance who is not! What is important is that we are able to exchange views; that we can talk; that we can try to find solutions to the problems that arise and that we are mindful that we have something in common, which is the interest of our country so that it can continue to move forward. Luxembourg is a country that is experiencing strong economic growth today, and I think that the secret of this economic growth is also the social peace that we are able to achieve with a Minister of Labour who does not remain idle, who takes the time to discuss with others, and who tries to reach what we call tripartite agreements, in which each participant is able to take responsibility.

I did not come here to talk only about the past, even if we are celebrating a birthday, but also to talk about the future. I think Centenary is a good time to talk about the future, about what will happen in the future. So climate change – let me say this – is now mobilizing far more young people than the problem of employment. Today, there are more young people in European capitals who are ready to participate in demonstrations on the future of the climate than on the future of the world of work. So this is a subject that is important. I listened earlier to my colleague Emmanuel Macron, who talked about it, and I think we need to continue to do so. Demographic change, climate change, migration and change in the way that work is organized will affect all of our societies; all organizations, all workers, and all businesses. Demand for some jobs will change, other jobs will disappear and, you quoted me earlier, Mr President, many jobs will no longer look like they do today and will not actually be the same. I fully support what the Director-General, Mr Ryder, has said that social dialogue was, is and will remain the key to shaping the future of work. It must therefore be strengthened and improved in order to adapt to a changing world. So what are the structural changes to come? The digital economy, innovation, artificial intelligence, robotics and 3D printing, among other technological advances, will lead to structural changes in industry and the labour market, and then redefine types of work in our economies. These changes will also cause some apprehension and even fear to be widely felt by citizens. This morning I had a meeting not far from you at the International Telecommunication Union (ITU), where I spoke with the Secretary-General, Mr Zhao, who explained to me the links that are important with the World Health Organization, and therefore with health, with telecommunications, with work. Together, we have a common challenge, whether it is the impact on work, or the questions and doubts that may be had about health. You cannot have

progress where all the questions remain open. We need to sit around a table together to find the answers to the questions that arise today. Previous industrial revolutions have shown us that, after a phase of adaptation, technological change has brought improvements in the quality of employment without necessarily causing an overall loss of jobs. Current developments can therefore provide the opportunity to create quality jobs.

That is why I believe that technological progress is not necessarily a threat to the world of work. On the contrary, I am of the opinion that when accompanied, when channelled by responsible and lucid policy, it has the potential, in the coming years, to significantly improve working conditions, to reduce the share of painful and repetitive tasks in our daily lives and, above all, to rebalance the relationship between work and family life in a resolutely favourable way. Yes, it is a matter that is close to my Government's heart. I have to tell you that we have to stop thinking that family life or work life are choices and that it is either one or the other. Today, you can no longer say to someone, "You have to stop working if you want to have a family." I myself, and it is not in my text, but I want to say it – was a lawyer for 11 years. I was also an elected municipal representative so, on the positive side, I officiated at weddings. As a lawyer, I also organized the after-sales service for weddings! And I can tell you that the weakest person in a divorce is usually the one who hasn't worked; the one who has made the choice to take care of the children and who, at the end of the day, has to go begging for child support since she or he has made the choice to take care of the family. I find it sad that, in 2019, some still advocate this model, whereby one of them has to stay at home, and pretend that she or he has no choice, that it is in fact a choice imposed by policies. We must do everything we can to give people the opportunity to spend time with their families, but also not to break the bond they may have with the world of work. For example, our Government has promoted parental leave, and I am very proud that, today, parental leave has almost doubled in length for fathers who have decided to take time to care for their children. If I continue, we have also decided to guarantee free childcare facilities, to have this social mix that is so important to us, and so that it is offered not just to a minority of children from some families, but rather to all children. And to challenge people again in relation to the decisions we have taken, public transport will be free from next year. So if you come to Luxembourg, don't look for a booth to buy your tickets! All this makes people want to work, they have no reason to say, "I can't afford it," since even a travel subscription can be a big expense for some people.

So, with regard to the Grand Duchy of Luxembourg, I am very pleased that our Government has conducted a process of participatory reflection on the future of our economic and social model. Launched in January 2016, the first phase of this participatory process resulted in a first strategic document presented to social partners in September 2016. The Ministry of Labour was tasked with coordinating the discussion with social partners on the "work, employment and social issues" component, and one of the conclusions of these discussions was that this approach should be taken – which you quoted Mr President – which consists in placing the human element at the heart of the digital strategy. If digital change is inevitable, it must be accompanied by policies that help to shape it so that it serves human progress and social cohesion. Thus, our Government's action has not been limited to discussion and reflection, but concrete actions have been taken, particularly in the field of training, to accompany technological change through investment in skills for women and for men.

In this context of investment in human potential, a pilot project has been launched by the Minister for Labour, Employment and the Social and Socially Responsible Economy, which is still being implemented. This project accompanies and financially supports ten or so companies and their staff, faced with a radical change in the organization of work following the introduction of new technologies, which is based on retraining, enabling the continued employment of employees whose jobs were at risk. The pilot project, called Luxembourg Digital Skills Bridge, has been honoured by the *Financial Times* and Google as one of Europe's top 100 digitalization projects. Luxembourg is now one of the countries

with the most advanced digital economy. I have to tell you that the challenges arising from the impact of the digital economy on employment are obviously enormous, and we have created a Ministry for Digitalisation in response. It is a ministry that works with others, as a facilitator to break with the silo mentality, which is very widespread in this area. We used to say: “That’s my domain!” whereas today, at the digital level, if we still think in terms of walls, we have not understood anything about this whole situation. There is a demand in Luxembourg, as in other countries in Europe, for digital skills. This is a challenge for our education systems, and if we create new jobs, we need trainers and training to meet the needs of these jobs, and many types of training must also be adapted. Once again, digital transformation cannot be reduced to its economic and technical aspects, but it must also include issues related to the world of work. I would like to stress here that the future of work depends not only on technological change, but also on social change and the aspirations of society.

The Government, as I told you earlier, has continued to work for equality between men and women, through parental leave, through the pay gap that we have reduced, through the fight against harassment and new forms of violence in the world of work, where a new law is being drafted at the initiative of the Ministry of Labour. My Government is also committed to pursuing reforms in employment policies and skills development, such as an adaptation of labour law that should not see its protective role diminish, but which, in the context of making it more secure, must accompany the mobility that will increasingly characterize the economy of tomorrow. My country is also working with the ILO on concrete projects in the field of cooperation and development and, believe me, a policy on cooperation is not the most highly valued policy in your own country. Whenever we talk about cooperation policy, we are met with the comment: “You do not think that we should do it first in our own country instead of in other countries?” I am proud that, under our Government, dear Daniel, we are still one of the few countries in the world to keep 1 per cent for cooperation, 1 per cent that is invested in areas where the prospects for the future are not the same as at home. And believe me, at the last international summit I attended, where I had to explain why I wanted to invest more in people than in weapons, I was convinced of what I was saying. Because I have visited Niger, I have visited Ethiopia, and I have seen, in these projects that we manage to carry out through cooperation, a hope, a future, a desire to do something, and it seems to me that this is the best antidote against fanaticism, against extremism, against violence, against war: giving young people hope, a future and a desire to do something.

Our country has a new general cooperation strategy that was signed in 2018 and which focuses on human rights, giving priority to the sectors of health, decent work for youth and social protection. With regard to decent work for young people, at the end of 2017, Luxembourg pledged to support this new global initiative for decent youth employment to the tune of €2 million. This initiative presents many points of convergence with the priorities of our country’s cooperation. Strengthening young people in the rural economy, quality learning and digital skills are issues that concern us. I would like to say a few more words about the driving role my country intends to play in the development of the social dimension of the European Union. The Luxembourg economy is fully integrated into the European single market, which is one of the pillars of my country’s prosperity. But a market that wants to be unique needs common social standards. A choice between two processes then arises as a matter of course: either a race to the bottom or a gradual upward convergence, which nevertheless takes into account the specific features of national economies and leaves no one behind. For me, this upward convergence is necessary to complement the internal market of the European Union. And my country knows what the European Union is. And I too, I know what the European Union is. Since 1957, it has been a project for peace. Like many of our fellow citizens, I regret – there are 28 of us today, there will be 27 of us tomorrow – I regret the choice of the British. I respect the choice, but I regret it. However, since 1957, we have been living in peace and we have forgotten what the European Union has given us on a daily basis, because we take most things for granted. We think it is normal for us today to be able to travel without a visa, without health insurance. Not to ask questions in most countries, to

have a single currency, to have freedoms. While on our own continent, let us not forget that before 1957 a few years before, Germany and France were at war and Europe was divided in two. When I talk about Germany and France, everyone was at war with each other. We grew up in peace. I have never experienced war. I studied in France, I studied in Greece, I never wondered about the equivalence of my diplomas. Many of our young compatriots and fellow citizens have forgotten what Europe is. Sometimes I wonder if it would not be useful – I say it out of provocation, I don't want us to do it – to imagine one day being without the European Union. Today, when I move around the European Union, I no longer turn off my phone, whereas on my first trips, I remember, my phone bill on my return cost more than that of my entire stay! As roaming no longer exists today, I no longer ask myself these questions. And it's thanks to Europe! So I think that the last European elections – and I am glad that the democratic forces remain the majority in the European Union – are a sign of the will to maintain this peace. When I still see our friends from Mali, we must be aware of how lucky we are to live in peace, when at the border of our European Union, even in Ukraine, people are fearful about their security, about their future.

This European Union has also brought a lot of positives for us. I am thinking above all of the revision of the Posted Workers Directive (96/71/EC), which allowed the principle of the same salary for the same work to be enshrined in the same place, to the directive on work-life balance, which imposed minimum standards for parental leave, maternity and paternity. I am also thinking of the foundation of social rights, which has yet to be implemented by a future European Commission. However, any regulation, any standard is obsolete if we do not give ourselves the means to apply it, to implement it and to impose sanctions in case it does not happen. This is why there is a need for enhanced coordination and cooperation between the inspection services and the labour authorities of the various Member States.

I would like to conclude by congratulating the Global Commission on the Future of Work, which was co-chaired by my Swedish colleague, Stefan Löfven, and by the President of South Africa, Cyril Ramaphosa, and which included 25 other eminent members. In fact, the report describes the challenges of new technologies, climate change and demographics, and calls for a global collective response to the upheavals these challenges are causing in the world of work.

Why do I speak of this first and last? My country was a fortress. Through the Treaty of London, we removed the walls, and it was by removing the walls that we made my country successful. So when some people think that in Europe we have to build walls, I am very proud that it has been possible to remove the last wall that existed, that divided Europe – the Iron Curtain. Today, those who believe that a national response will solve European problems or that those who go beyond national borders are trying to pull the wool over their eyes, are only trying to please the electorate and to win their votes with solutions that may not even be achievable.

This report reminds us of the unique role that the ILO must play in developing a human-centred programme within the international system and requires the Organization to prioritize implementation of the recommendations it contains. We are here to reaffirm the ILO's mission of social justice, and I very much hope that the final declaration adopted by our Conference will have a value comparable to that of the texts adopted at other pivotal moments in the history of our Organization. This is a unique historical opportunity to strengthen the fundamental principles, strategic objectives and normative role of the ILO, and to once again enshrine the value of tripartism and social dialogue, while looking to the future. We must all support our Organization in its role as a tripartite compass, in order to promote labour rights, foster the creation of decent jobs, improve social protection and strengthen social dialogue to resolve problems related to the world of work. I thank all those who stayed until the end of my speech and listened to me, but let us never forget that there is no social justice without peace, and that there will never be peace without social justice.

**Statements by Their Excellencies
Mr Nicola Selva and Mr Michele Muratori,
Captains Regent of the Republic of
San Marino**

Mr Selva

Captain Regent of the Republic of San Marino

(Original Italian)

The Captains Regent are pleased to take part today in the solemn celebrations of the Centenary of the International Labour Organization. We warmly welcome the successful preparation of these celebrations in the presence of the highest institutional representatives of governments, businesses and workers.

Economic and social progress in the Republic of San Marino are directly tied to the history of this Organization. The development of social justice in our country is, indeed, deeply linked to the ILO's achievements over its long existence. The landmark accomplishments of this organization have had a significant and concrete impact on our societies, making the ILO one of the guiding lights worldwide in the search for peace and prosperity.

The Organization's authority derives not only from its long history, but also from its unique and effective tripartite structure and the far-sighted approach adopted when it was established 100 years ago. This far-sightedness is demonstrated by the topics that we are addressing on this occasion, which are still central at the national and international levels.

The subject chosen for this important session of the International Labour Conference, on the basis of the Report of the Global Commission on the Future of Work, has never been more appropriate and topical, namely "Working for a brighter future".

The objectives pursued in recent decades have not been such that we do not see how the world we live in is still characterized by injustice and violence. We know that serious breaches of human rights still occur in various ways today, and that economic inequality continues to undermine social peace in our countries, engendering unavoidable repercussions that are difficult to manage and control.

The Republic of San Marino strongly supports multilateralism and the promotion of dialogue as the main instrument for achieving peace and establishing fruitful international relations. We broadly share the views voiced by many of the illustrious speakers so far, and are aware in particular that the topic of the future of work is still central to a debate that is leading our societies towards this noble objective.

In one of his speeches, Pope Francis, referring to work, said, "All those with responsibilities in the political and administrative field are required to carry out patient and humble work for the common good, seeking to strengthen the bonds between people and institutions, so that this tenacious weave and choral effort may develop true democracy and begin to find a solution to issues that, owing to their complexity, no one may claim to be able to resolve alone."

We endorse these universal words of encouragement to dialogue, with particular reference to the world of work. This Conference offers a unique opportunity to foster such dialogue, which is the first step towards meeting our responsibilities as representatives of the social partners in our nations.

Mr Muratori

Captain Regent of the Republic of San Marino
(*Original Italian*)

It was exchanges of views and dialogue that gave rise to a document entitled “San Marino: Businesses and work – The challenge of new macroeconomic scenarios”. This arose from the dedication of a working group comprising representatives of the Government, workers and businesses in San Marino. The document takes stock of the path taken so far and offers a snapshot of the current macroeconomic scenario, with the aim of achieving agreement on the best path to take for our country’s economy.

Other forums for the exchange of views and dialogue have emerged in the institutional framework of the Republic, such as the Labour Commission, a tripartite body chaired by the Minister of Labour which is entrusted with standing consultations on the planning of labour policy and training at the national level. One of its most vital tasks is to advertise training and reskilling courses for workers, as well as carry out an annual market study to understand and interpret the country’s professional skills, cross-reference them against the needs of companies and identify prospects for national development and growth. Training and lifelong learning are at the heart of the reskilling efforts that San Marino is making with the aim of expanding training opportunities for workers and improving their well-being. At the same time, it is important to draw institutions closer to our citizens, especially the most vulnerable groups, by using all available modern technological means. In this context, we have established an online portal to facilitate direct matching between labour demand and supply and the streamlining of bureaucratic procedures. This allows jobseekers to find appropriate work as quickly as possible.

Furthermore, a new office concerned with active labour policies was established in November 2018, also with the aim of improving access to jobs for the unemployed and revitalizing labour market institutions. The office also supports workers by providing them with information, guidance, training and contacts with businesses, helping them to shape a clear, realistic business plan and to acquire the tools needed to actively seek jobs and improve their employability.

In this sense, work is the cornerstone of an individual’s success in society and provides a counterbalance to social isolation. When regulated and guaranteed by internationally enshrined rights and obligations, labour ensures social justice, inclusion and personal growth. We believe that a functional labour market should be inclusive, and capable of preventing and avoiding long-term unemployment and the exacerbation of inequalities. We have thus paid special attention to the promotion of incentives targeting disadvantaged groups, women and people over the age of 50, and to providing ad hoc solutions and facilitated schemes for those most in need of them.

The future of work must necessarily involve renewed and strengthened focus on dialogue and on an exchange of views aimed at establishing shared principles enshrined in the many Conventions that this Organization has worked so intensively to produce over the last 100 years. The sustainability of our systems is strongly linked to the recognition of certain inalienable rights, rights which we can adapt to an ever-changing world. In this regard, it is with sincere satisfaction that yesterday San Marino deposited the instrument of ratification for the Maternity Protection Convention, 2000 (No. 183). This is one small step, perhaps, but a very important step towards a single unequivocal direction, that of ever greater protection for human dignity.

The Republic of San Marino will continue to consider this Organization, whose Centenary is being celebrated today, to be a reliable guarantor of social and economic progress. San Marino is proud to be an ILO Member. In the future, it will not fail to lend its

support and experience towards the common path of promoting peace, social dialogue, and the safeguarding of fundamental rights and principles. We wish you all every success in your work.

**Statement by Her Excellency Ms Theresa May,
Prime Minister of the United Kingdom
of Great Britain and Northern Ireland**

Ms May

Prime Minister of the United Kingdom
of Great Britain and Northern Ireland

This year, we mark the Centenary of the International Labour Organization, an agency born of the bloodshed of the First World War, dedicated to building a better tomorrow, and inspired by a simple yet vital goal: to end “injustice, hardship and privation” in the workplaces of the world.

Today, the ILO can look back with pride at what it has achieved through a century of tireless work, with employers, trade unions and governments. Safer workplaces, fairer conditions, better pay. It has been a hundred years of steady progress, a hundred years that have built the foundation on which we stand today, as we gather in Geneva to look to the future of work and to ensure that future works for us all. Because advances in technology and culture are already revolutionizing the workplace. But how we respond, and how we prepare for and anticipate advances that have yet to happen, is crucial. For it will determine the extent to which that revolution brings benefits rather than just change, and whether those benefits are felt by just a handful of individuals, or each and every one of us.

After all, we have already seen how the rise of globalization brought increased prosperity to many, but that a failure to ensure that the benefits were shared by all meant that whole communities found themselves feeling left behind. Today, we live in a world where what it means to be an employer or employee has changed – is changing – and that can be a good thing. It can mean better working conditions, greater flexibility, more independence and higher wages, but only if regulations keep pace with the rapidly evolving workplace. That is why one of my first acts as Prime Minister was to commission an independent review of employment practices in the modern economy. In response to its findings, we are delivering the biggest improvement in UK workers’ rights for 20 years, including making sure that agency workers are not paid less than permanent staff, improving the enforcement of holiday and sick pay, and quadrupling the maximum fines for employers who break the rules.

Government also has a duty to ensure that the workplace is truly open to everyone, including people with disabilities, and those with children or other caring responsibilities. Only by doing that can we ensure that all employees can fulfil their potential, and that all employers can draw on the widest possible talent pool. And that is why I was proud to help change British law so that all employees can request flexible working, and why I introduced shared parental leave and pay to the United Kingdom. But more still needs to be done, including making it possible for both parents to spend time at home with the new baby, so that sharing the responsibility for raising a family is a norm established from the outset, and I want to see that happen.

Finally, shaping the future of work means investing today in the skills that our people will need to do the jobs of tomorrow. So, in England we have created millions of new high quality apprenticeships for school leavers, and are launching new, advanced technical qualifications for young people. When I look at the opportunities on offer, the opportunities we can harness through better training and changes in regulation and culture, I see a future

of work that has rarely been more exciting, and I want to see a world in which everyone can enjoy the benefits it promises.

But for that to happen, it is not enough to focus on above-board employment, on the companies that play by the rules and do the right thing. We must also address a relic from the past that plays an all too significant part in the present, and which must be banished from its future: modern slavery.

Well over 100 years ago, in nations across the world, governments condemned slavery to the history books. It should not exist anywhere today. Yet, around the world it remains a daily reality for more than 40 million men, women and children. People like Ajoba, who was lured to Britain with the promise of decent work, but ended up spending nine years as an unpaid domestic servant, banned from leaving the house or meeting other people. Or Olive, from China, who was told that she could pay back her husband's gambling debts by taking a job in a London restaurant, only to be forced into prostitution. Raped seven days a week for several years, she considered killing herself, but was told that if she did so, her parents would be murdered. Or Harry, British born and bred, always proud to have a job. Becoming homeless after struggling with mental health problems, he was targeted by a gang who offered him work, food and accommodation. He ended up living in a damp, overcrowded caravan, doing hard physical labour for 16 hours a day. Weak and malnourished, when he asked for his pay he was beaten, and his suffering continued when he was sold to another gang, yes "sold", in modern Britain, for £3,000.

These are just three stories among many millions. Indeed, the sheer scale of modern slavery is frightening to behold. The United Kingdom is an advanced liberal democracy, at the forefront of the fight against such exploitation. But if tonight we were to free everyone in Britain who is trapped in some form of slavery and bring them to the ILO so that we might hear their testimony, they would not merely take every seat in this hall, they would fill it seven times over. To find room for every victim in the world, we would need a city 200 times larger than Geneva. Modern slavery truly is a global epidemic. It hides in plain sight in our towns and cities, our fields and factories. It reaches into every corner of our lives, in the clothes we wear, the food we eat, the services we pay for. Yet for many years it seldom captured the world's attention or outrage, allowing those who trade in human misery to quietly continue their work, and allowing all of us to look the other way as we benefited from the forced labour of this growing underclass.

Throughout my time in government, first as my country's Home Secretary, more recently as its Prime Minister, I have fought to change that. To put the issue of modern slavery firmly on the domestic and international agenda. To prevent men, women and children becoming trapped in modern slavery and free those who are. And to relentlessly pursue, apprehend and bring to justice the barbaric individuals responsible. Over the past nine years, we have made much progress, and the tide of international opinion is with us. Almost 90 governments have now endorsed the Call to Action to end Forced Labour, Modern Slavery and Human Trafficking that I launched in 2017. But there is still much more work for all of us to do.

So, as I prepare to step down as Prime Minister, I believe that it is more important than ever that we not only continue the fight against modern slavery, but that we accelerate it. That we recommit ourselves to the task. That we match our words with actions. And do all that we can to meet the goal of the United Nations (UN) of ending this abhorrent crime by 2030. Because modern slavery is simply immoral. No leader worthy of the name can look the other way while men, women and children are held against their will, forced to work for a pittance or no pay at all, and routinely beaten, raped and tortured. Those of us who can speak out, who have a platform from which to be heard, have a duty, a moral duty, to raise our voices on their behalf.

But those trapped in slavery are not its only victims. The gangs, the people smugglers and the child abusers who prey on the poor, the desperate and the vulnerable in this way are criminals, and the money they make from forced labour is used to fuel and finance further criminality: organized crime, the drug trade, even terrorism. Around the world, the proceeds of modern slavery are destroying lives and communities with every bit as much callous indifference as the slave trade itself. It is a major cause of dangerous illegal immigration, with all the risks that brings for the migrants, and the challenges it brings for nation states.

And, while it may seem cold to speak in such terms when dealing with a global human tragedy, there is a high economic cost. As the founding treaty of the ILO says, “the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries”. The same is true of businesses. How can an honest, ethical entrepreneur possibly compete and succeed when they are undercut by those who cut corners, exploit the vulnerable, and ignore the regulations that keep us all safe? The ILO estimates that US\$150 billion of illegal profit is generated from forced labour each year, a quarter of a million dollars every minute of every day. Every penny of that is being diverted from the pockets of responsible businessmen and women. And with criminal gangs almost inevitably evading taxes, that also means less money for the State, less money for public services, less money for our schools and hospitals.

So, in one way or another, modern slavery harms each and every one of us. And each of us has a role to play in helping to defeat it, something that must involve tackling not just the symptoms, but also the underlying causes. Because, while ultimate responsibility for modern slavery lies with the criminals involved, it does not exist in a vacuum. Indeed, it can exist only if certain conditions are met. To begin with, poverty and lack of opportunity create the vulnerability and desperation that is exploited by criminals. In the United Kingdom, we are committed to building a strong economy, ensuring that the benefits of it are felt by everyone, and tackling the burning injustices that still hold back too many people. And overseas we remain committed, in law, to spending 0.7 per cent of gross national income on official development assistance. Because aid works. And it has a crucial role to play in tackling the causes of modern slavery, by helping children go to and stay in school, promoting safe employment, and fighting the diseases that cause poverty and desperation.

But we must not attack modern slavery simply and solely from the supply end. Demand is just as important, and modern slavery will remain a stain on our conscience as long as enough of us are willing to plead ignorance in return for higher profits or cheaper goods and services. Businesses of all kinds must do more to ensure they are not relying, even inadvertently, on forced labour in their workforce or supply chains. I want to help them do this, which is why, on the eve of the World Day against Child Labour, I can announce that the United Kingdom will be funding a £10 million programme to reduce the exploitation of boys and girls in Africa’s rapidly expanding agricultural industries. By building an evidence base and developing new intervention policies, we can prevent children from being drawn into dangerous work in the first place, protecting young people, and keeping sources and supply chains ethical.

But businesses must also take responsibility themselves and, if they fail to act, politicians should not be afraid to make them. In the United Kingdom, our groundbreaking Modern Slavery Act 2015 already puts a duty on large businesses to be open about what they are doing to stamp out abuses in their supply chains. I want us to go further still, strengthening and improving the transparency statements required of big businesses, and expanding the law to cover the public sector and its vast purchasing power. Last year, the United Kingdom, the United States, Canada, New Zealand and Australia agreed to use the collective purchasing power of our public sectors, worth more than US\$600 billion annually, to demand higher ethical standards in our supply chains and crack down on modern slavery. I want to see other nations joining us in this.

The United Kingdom is already turning promises into action. For example, we are piloting an innovative new programme that will improve responsible recruitment in parts of our public sector supply chains that pass through Asia. And the more nations and organizations subscribe to this approach, the more effective it will be. The combined purchasing power of every government and organization represented here today would represent an unprecedented lever with which to improve standards.

However, the most powerful voice of all belongs not to business or government, but to the consumer. It is customers who ultimately decide whether a business succeeds or fails, and if enough of us turn our backs on companies that exploit forced labour, modern slavery will cease to be commercially viable. It sounds optimistic, but it can be done. After all, a decade ago, single-use plastics were barely controversial. Today, retailers around the world are falling over themselves to remove them from their shelves. Buying something from a company that uses slave labour should not be any less socially unacceptable than using a disposable coffee cup.

So, as well as talking to governments, multilaterals and non-governmental organizations (NGOs), today I want to call on ordinary shoppers the world over to vote with their wallets. To shun those companies that do not make the ethical grade, and instead support their rivals who take an active role in fighting modern slavery. That is why we plan to launch a new central registry of modern slavery transparency statements, so that we can all see exactly which companies are serious about stamping out abuses, and which should be avoided by consumers with a conscience. And it is why we are already running a £1 million campaign to raise awareness of the issue in the United Kingdom.

So, we can and must attack modern slavery from both ends, working together internationally to reduce supply and demand. But none of this should distract from the central piece of the puzzle: pursuing the criminals at the heart of it all. Governments around the world are increasingly recognizing the scale of the problem and legislating to deal with it. I am immensely proud of the lead that the United Kingdom has shown here, with the Modern Slavery Act 2015 being used to successfully prosecute a steadily growing number of individuals: 81 in 2016 and 153 in 2017. The most recent figures show more than 1,300 active police investigations, up from 188 in 2016. And last year, we saw the full reach of the law, when a British court jailed a British citizen for her part in trafficking five women from Nigeria to Germany, even though none of her crimes took place in the United Kingdom.

While the United Kingdom has led the way in this regard, we are far from the only nation taking such steps. President Buhari of Nigeria demonstrated great leadership when he personally committed to champion the fight against modern slavery across sub-Saharan Africa. Australia has recently adopted stringent transparency legislation. And, just last month, the Dutch Senate voted to adopt the Child Labour Due Diligence Bill. So, right around the world, on every continent, governments are stepping forward to join the fight.

But if we are to make a real impact, our actions must also involve a greater level of international cooperation, not just in terms of law enforcement operations, such as the joint UK–Latvian operation that broke up an organized crime gang late last year, but across the board. Because, at present, too much of the global effort is uncoordinated, and, as a result, less effective than it could be. Alliance 8.7 has been established to bring a greater focus to much of this work, increasing collaboration and providing a platform for dialogue and knowledge-sharing. We in the United Kingdom fully support the work of the Alliance, and the work that the African Union is doing to coordinate the continent’s approach to ending child labour.

But it is clear that around the world there is still much work being duplicated, and insufficient sharing of experience and insight. That has to change, and it is the responsibility of governments, multilaterals and NGOs to make sure this happens. That is why we will be

putting £140,000 into the UN's anti-trafficking coordination mechanism, the Inter-Agency Coordination Group against Trafficking in Persons (ICAT). And I am proud to announce today that I am creating a new International Modern Slavery and Migration Envoy for the United Kingdom, an advocate for tackling modern slavery globally, helping us coordinate our efforts with his or her counterparts in other nations.

In Lagos last year, I met some remarkable young women who, having escaped from people traffickers, were rebuilding their lives with the help of the Salvation Army, funded by the UK Government. Throughout my career, I have met victims of truly horrendous crimes. Yet, even judged against that standard, what I heard that day was deeply disturbing. It will stay with me for many years to come. But the women also told me how the support they were now receiving meant they could move from the darkness into the light. That, for all they had suffered, they could now face the future with renewed hope and confidence. It was a tangible reminder of the human cost of modern slavery, but also of the very real difference that we can make to individual lives if we match our warm words with real actions.

So this week, as we look to the future of work, let us say for once and for all that modern slavery has no place in the modern world. And let us commit ourselves to a future in which all the people of the world can be employed in dignity, safety and freedom. A future in which men are not trapped in debt bondage. A future in which children are not forced into back-breaking labour. A future in which women are not shipped around the world and sold into prostitution. A future in which modern slavery becomes a thing of the past. That is the future of work I want to see. And that is the future of work that we can and must deliver.

The President

On behalf of my colleagues from the Office and all Conference delegates, I wish to express my profound gratitude to you for having honoured us with your presence today and having shared your thoughts and your vision.

I hereby adjourn this high-level section, organized in the fourth plenary sitting of the 108th Session of the International Labour Conference

(The sitting adjourned at 7 p.m.)