

Mr. President, distinguished delegates, ladies and gentlemen.

It's my pleasure to address the 109th session of the International Labour Conference. We have a difficult year behind us as covid-19 and its socio-economic consequences hit hard and made life difficult for both – employers and employees. However, due to our own resilience and support offered by national governments, entrepreneurs managed to prevail, although not without losses in terms of closed companies and workers that lost their jobs. From this place I want to thank international bodies, like ILO and IOE, for their role in facilitating global response to what was a truly global emergency.

Now, let me focus on what in the opinion of Polish employers is missing in the DG Report, so we can point out areas that need improvement. Firstly, we feel that ILO shall shore up its effort on monitoring and reporting the business dimension of the pandemic. ILO is uniquely designed for such work and we expect more complex research to be gathered and promoted. That work should lead to conclusions on how to tackle serious crises in the future, which activities work and which are futile and shouldn't be taken into account. We need to assess what kind of instruments were of most importance and be ready to use and adapt them, if the situation warrants it.

Secondly, there is a need to rethink the meaning of productivity – as it is not all about labor productivity and, for example, cutting costs. To the contrary, total factor productivity is highly linked to a country's economic efficiency and its governance. This means that additional thought has to be put on national institutions, education systems and rule of law issues. Productivity is an important part of resilience of work and workplaces, especially in the formal economy.

Thirdly, we expect ILO to become a global thought-leader on skills anticipation and development. The future of work is forged today and mismatch between worker skills and workplace requirements are growing fast. This problem is of more importance for countries like Poland, where digital skills lag behind other countries, especially in a key group of employees aged 50 or more.

Moving from the report to general proposals for the future, we as Employers constantly appeal for the reduction of bureaucracy and red tape, stable and transparent business regulations, elimination of national and trans-national barriers for investment. Such measures should be addressed to all market players, however in first instance they should be focused on simplifying and facilitating terms of conducting economic activity by small and medium

sized enterprises, condition of which is essential for economic recovery. To this effect, we strongly urge all participants to demand that social dialogue at national level really takes place and is meaningful, so that social partners can truly impact the decision making process. Consultations should be fair, honest and straightforward and conducted with attention to all stakeholders, including local ones, who are often omitted.

Finally, we shall also focus on green and digital transitions, assure that transformation to eco-friendly and more digitalized economies is just and fair, so it doesn't leave anyone behind. As pandemic has shown, such shocks can actually happen and we need to be ready for them.

When we are united, we can prevail.

Thank you for your attention.

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