

Committee on the Application of Standards

CAN/PV General Survey

Commission de l'application des normes

04.06.24

Comisión de Aplicación de Normas

112th Session, Geneva, 2024

112^e session, Genève, 2024112.^a reunión, Ginebra, 2024

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Second sitting, 4 June 2024, 11.30 a.m. (cont.)**Deuxième séance, 4 juin 2024, 11 h 30 (suite)****Segunda sesión, 4 de junio de 2024, 11.30 horas (cont.)**

Chairperson: Mr Różycki

Président: M. Różycki

Presidente: Sr. Różycki

Discussion on the General Survey**Labour administration in a changing world of work****Discussion sur l'Étude d'ensemble****L'administration du travail dans un monde du travail en mutation****Discusión sobre el Estudio General****La administración del trabajo en un mundo del trabajo en transformación**

Chairperson – We now turn to the second item on the agenda which is the discussion on the General Survey of the Committee of Experts on the Labour Administration Convention (No. 150) and Recommendation (No. 158) 1978, entitled *Labour Administration in a Changing*

World of Work. I would like to recall that, according to its working methods, the Committee has established speaking time limits for the discussion of the General Survey which are as follows: 20 minutes for the spokespersons of the Employers' and Workers' groups; 12 minutes for Government groups; 5 minutes for other members; and 10 minutes for the concluding remarks by the spokespersons of the Workers' and Employers' groups. I am now going to open the discussion of the General Survey. I would like to invite the two Vice-Chairpersons to make their introductory statements. I give the floor to Mr Marc Leemans, Worker Vice-Chairperson, to make his statement. Mr Leemans, the floor is yours.

Membres travailleurs – La thématique de l'étude d'ensemble est, cette année, celle de l'administration du travail dont le cadre général est régi par la convention (n° 150) et la recommandation (n° 158) sur l'administration du travail, 1978. Les transformations fondamentales et rapides qu'a connues le monde du travail, ainsi que les crises qu'il a traversées, rendent cette nouvelle étude particulièrement pertinente. Elle nous permet de nous rendre compte du rôle fondamental que joue l'administration du travail pour anticiper et accompagner ces transformations et ces crises au bénéfice de la promotion du travail décent, de la bonne gouvernance et du développement durable.

Les organes de l'administration du travail ont un rôle de premier plan à jouer dans l'élaboration, l'application, la coordination et l'évaluation des politiques nationales de l'emploi et du travail, ainsi que dans la préparation, bien sûr, et la mise en œuvre de la législation qui lui donne effet. La priorité de l'OIT et de ses États Membres doit être la création d'emplois décents et stables et la nécessité de sauvegarder et de protéger les droits des travailleurs contre les vulnérabilités découlant de ces transformations et de ces crises. Des systèmes d'administration du travail efficaces peuvent faire du travail décent une réalité pour tous les travailleurs en promouvant le plein emploi, en faisant respecter les normes du travail et en améliorant les conditions de travail et d'emploi, quel que soit le contexte. Les administrations

du travail ont un rôle de premier plan à jouer dans la réalisation de l'Agenda 2030 du développement durable, en particulier des objectifs de développement durable n^{os} 8 et 16. C'est guidés par ces objectifs que nos systèmes d'administration du travail doivent accompagner les transformations à l'œuvre et traverser les crises que nous connaissons dans le monde du travail. Ces transformations et ces crises ne peuvent être un prétexte pour remettre en question ces objectifs. Nous devons façonner les transformations à l'œuvre pour qu'elles permettent de garantir un travail décent pour toutes et tous et rendre le monde du travail plus résilient face aux crises. Le mouvement inverse ne peut se produire. Il ne peut pas être question de transiger sur ces objectifs fondamentaux pour laisser libre cours à ces évolutions qui donnent lieu à de graves déficits de travail décent.

L'étude d'ensemble met en avant que nous avons assisté au cours des trente dernières années à des fusions entre les ministères de l'économie et du travail, qui ont un impact direct sur la manière dont les politiques sont formulées et mises en œuvre. La priorité est bien souvent accordée au développement économique, au détriment de politiques visant à rencontrer les objectifs sociaux et de travail décent. Il est pourtant fondamental que les États Membres permettent à leur administration du travail de définir en toute autonomie les politiques d'emploi et du travail qui permettront de réaliser ces objectifs sans qu'un agenda purement économique n'entrave son action. Il est évident que l'administration du travail ne peut faire cela qu'à la condition de disposer des moyens humains, financiers et matériels nécessaires aux nombreuses missions qu'elle remplit. Malheureusement, nous constatons bien trop souvent que les administrations du travail sont victimes de coupes budgétaires qui sont la conséquence de politiques d'austérité, et ces coupes budgétaires privent les administrations du travail des moyens nécessaires à leur action efficace. Une administration du travail qui dispose de suffisamment de moyens est pourtant une administration qui pourrait aider à faire face à des situations économiques difficiles et à protéger les travailleurs

contre les conséquences sociales et économiques de ces crises. Il conviendra également de veiller à la formation adéquate des fonctionnaires de l'administration du travail, en ce compris les inspecteurs du travail. Elle aura aussi la capacité de favoriser une reprise centrée sur l'humain. Le renforcement de l'administration du travail s'inscrit dans la continuité de l'Appel mondial à l'action, de la Déclaration du centenaire de l'OIT et est au cœur de la Coalition mondiale pour la justice sociale.

La crise du COVID-19 a clairement montré la nécessité que les administrations du travail collaborent à la définition de politiques d'intervention et de mesures de relance à plus long terme dans le domaine du travail en recourant à un processus transparent et participatif dans le cadre du dialogue tripartite. Le rôle joué par les partenaires sociaux au cours de cette crise a démontré qu'il est d'une absolue nécessité de maintenir le dialogue social en temps de crise pour élaborer des solutions qui en atténueront les effets sanitaires et socio-économiques. Nous avons également vu que le maintien des processus de négociation collective est essentiel afin d'offrir des perspectives aux travailleurs et parvenir à des ajustements de salaire malgré la crise. Cette crise a suscité un appel mondial à l'action de l'OIT en vue d'une reprise centrée sur l'humain. Cette reprise ne peut se concevoir sans l'engagement des États Membres à renforcer la capacité des administrations publiques qui pourront contribuer à l'élaboration et à la mise en œuvre de stratégies, politiques et programmes qui permettront de concrétiser, en y associant les organisations de travailleurs et d'employeurs.

Another Worker member, speaking on behalf of the Worker members – The last point that has been raised is fundamental. The participation of workers, employers and their respective organizations in labour administration must be a cornerstone of any system of labour administration, in the light of the fundamental Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

Indeed, the Committee of Experts emphasizes that legitimate, independent, representative and democratic workers' and employers' organizations that engage in dialogue and collective bargaining contribute to the establishment of a tradition of social peace based on free negotiations and the reconciliation of conflicts of interests, making social dialogue a valuable contributor to progress.

The General Survey stresses that opening up tripartite social dialogue mechanisms to non-governmental organizations can bring added value to the governance of labour administration in terms of skills and knowledge. This enables all the groups that may be concerned to take part in drawing up policies and formulating solutions. With regard to the tasks delegated or entrusted to non-governmental organizations, the Committee of Experts rightly emphasizes that the participation of civil society in labour administration should not replace but should rather accompany the mechanisms of labour administration based on social dialogue, which relies on workers' and employers' organizations.

For all this to be possible, it is essential that the labour administration system guarantees good governance. This good governance will only be guaranteed if tripartite social dialogue is at the heart of any labour administration system.

As the Committee of Experts points out, it is this social dialogue that makes it possible to draw up, implement and evaluate social and labour policies at the national level, to meet the challenges posed by changes in the world of work and to achieve the objectives of sustainable development.

It is in this sense that the General Survey stresses that social dialogue is a driving force for social and economic resilience, competitiveness, stability, growth and sustainable and inclusive development. It is therefore vitally important that social dialogue be at the heart of the labour administration system.

Social dialogue must be at the heart of the many missions entrusted to labour administrations. In particular, they are responsible for drawing up and implementing employment and labour policies, developing labour legislation and regulations and promoting social dialogue. As such, they play a central role in promoting social peace through the establishment of solid industrial relations.

This broad field of action means that labour administrations are involved in many areas of work: social inspection, employment policies and services, tripartite social dialogue, freedom of association, collective bargaining, minimum wage setting, well-being and safety at work, training, child labour, forced labour, and so on.

Labour administrations intervene in areas that affect the difficulties faced by workers in the world of work: unemployment, wage and gender gaps, precarious forms of employment, labour migration, global supply chains, informal work and the lack of social protection for the most vulnerable groups of workers.

A lack of resources could affect their ability to define policies and provide services in these areas and also to tackle the problems faced by workers, especially as the tasks of labour administrations are not set in stone. They have to respond to emerging trends in the world of work, and these trends are not always positive.

We are witnessing a multiplication of forms of employment, a high proportion of work in the informal economy, the development of the platform economy, the use of self-employed workers, increasing labour migration and the intensification of global supply chains.

These trends represent challenges that labour administrations must be able to respond to. The coverage and effectiveness of traditional industrial relations mechanisms are under pressure. These mechanisms need to be adapted and policies rethought to ensure that the

services provided by labour administrations cover all categories of workers and can provide an adequate response to their specific needs.

In addition to the multiplicity of their tasks, labour administrations are also faced with the difficulty of the multiplicity of actors and levels of action. Labour administrators must ensure central coordination and supervision of all labour-related issues. They must also ensure that the infrastructure is in place to provide labour administration services throughout the country.

The dual mission is not an easy one. The complexity of labour administration institutions and the multiplication of parastatal bodies can present the risk of weakening the technical capacities of the central labour authority and dispersing responsibilities. The establishment of local infrastructure must not lead us to lose sight of the need to ensure that these infrastructures are well coordinated in order to implement policies decided at the national level. This coordination is an additional challenge in federal states, where there is a greater risk of asymmetrical labour policies developing.

This coordination can only be achieved if mechanisms for exchanging information are put in place, if the social partners are involved at all levels, and if human and financial resources are made available and appropriate training is organized for all those involved.

Another Worker member, speaking on behalf of the Worker members – The introduction of public-private partnerships is regularly put forward as a way of revitalizing or rationalizing certain aspects of labour administration. The General Survey also notes the increasing use of the private sector for tasks traditionally regarded as core functions of the labour administration, such as industrial relations, employment, social services and social assistance.

In particular, it is noted that the number of private compliance-monitoring initiatives has increased in recent years, including control, monitoring and certification systems for labour

standards. Such self-certification mechanisms, if established, should in no way replace labour inspection mechanisms which are the direct responsibility of public authorities, or be used as an excuse for governments to reduce the scope of action of the labour inspectorate.

Some have put forward the preposterous idea that discouraging the adoption of privatization options – such as outsourcing or public-private partnerships – could have a dissuasive effect on the ratification and implementation of Convention No. 150 by the Member States. Privatization options can in no way replace substantial investment in labour administrations – Member States are responsible for the overall organization and effective operation of a system of labour administration.

Member States should in any event ensure that the enabling rights of freedom of association and the effective recognition of collective bargaining and other fundamental principles and rights at work are promoted and respected. They will also need to retain control over policy development and properly and effectively supervise the work of private partners and the quality of services provided through a mechanism that ensures transparency and accountability in order to achieve the objectives of the Convention.

All of this presupposes that the Member States allocate substantial budgets for their labour administration, since these private initiatives are not intended to replace the role of the government.

If such avenues are envisaged, they should only be on the condition that genuine social dialogue precedes the introduction of such solutions and that social dialogue is maintained on an ongoing basis to ensure the monitoring and evaluation of these initiatives.

However, we note from the General Survey that a large number of countries indicate that workers' and employers' representatives are not entrusted with activities in the field of labour administration. It seems to us that the priority should be to strengthen the involvement of the

social partners in labour administration before considering entrusting such activities to private partners. The General Survey also highlights the need to strengthen the special relationship that labour administration institutions have with the social partners in order to ensure good governance in labour matters and to develop economic and social policies.

While private initiatives may coexist with public initiatives in the field of social security, it is fundamental that the principles relating to the administration, financing and operation of social security schemes are respected.

It is the State that must assume overall responsibility for the provision of benefits and the proper administration of the institutions and services concerned, hence the importance of monitoring private initiatives.

However, it is out of the question for the Workers' group to envisage recourse to private initiatives in the field of social security in response to the growing pressure on governments to reduce public spending. The solution must be a better distribution of the profits generated by companies, which have all too often benefited from reductions in contributions that have had the effect of crippling public revenues. We wholeheartedly reject the individualization of profits and the collectivization of losses.

As in the world of work, the digitalization of labour administration services presents both opportunities and risks.

On the opportunities side, we can indeed recognize the potential for improving labour administration services through digitization, whether in terms of communication with the public or in terms of enhancing the monitoring and evaluation of labour market trends, compliance with labour laws, and the effectiveness of labour inspection services.

However, it is essential to work on limiting the risks of this digitalization and these risks include job changes, cybersecurity issues, the digital divide that could arise for both staff and

the beneficiaries of the labour administration services, and the importance of ensuring workers' data privacy and non-discriminatory outcomes.

It is therefore vital that this digitalization is the subject of social dialogue between labour administrations and workers' and employers' representatives to support its development and ensure that it serves the decent work objectives that labour administrations must pursue.

Chairperson – Now I give the floor to Mr Paul Noll, the Employer spokesperson/Vice-Chairperson, to make his statement. Mr Noll, you have the floor.

Employer members – Good morning distinguished delegates and colleagues. The Employers' group would like to thank the Committee of Experts and the Office for preparing this General Survey on Convention No. 150 and Recommendation No. 158. The Employers noted that information sent by 124 Governments, as well as by 24 workers' organizations and twelve employers' organizations, was taken into account in preparing the Survey.

The Employers' group believes that an effective labour administration is key for protecting workers and contributing to an enabling environment for entrepreneurship and sustainable enterprises, as called for by the ILO Centenary Declaration for the Future of Work. Well-functioning labour administrations also contribute to the resilience and stability of the labour market in times of crisis, as has been demonstrated in the financial crisis in 2008 and the recent COVID-19 pandemic.

Convention No. 150 and Recommendation No. 158 have been developed in the 1970s since there was the understanding that employment laws are worthless if there were no system of labour administration to assess and enforce compliance. At the Conference in 1978 Convention No. 150 has been unanimously adopted with 408 votes in favour, 0 against and 0 abstentions.

At the Conference in 1997, where an earlier General Survey on the two instruments was discussed, the Employers' group emphasized that employment laws and regulations would be worthless if there were no system of labour administration to assess and enforce compliance.

The present General Survey shows that Convention No. 150 and Recommendation No. 158 are flexible instruments, which facilitates their universal application.

At the Conference in 1978 the Government delegate and Reporter of the Committee of Labour Administration mentioned, and I quote: "The instruments are flexible enough to allow Member States, regardless of their social and economic development, to adopt and to ratify the Convention, and to allow countries which ratify the instruments to apply them faithfully for the benefit of the workers and employers concerned."

Convention No. 150 and Recommendation No. 158 focus on essential objectives, functions, actors and working methods of labour administration and are open to different national situations, as well as new developments and needs. Convention No. 150 does not require ratifying states to attain specific goals but to undertake their best efforts to improve labour administration systems. A basic principle that runs like a common thread through the two standards is tripartite cooperation in labour administration for the benefit of employees and employers alike.

The Employers have noticed that the General Survey also deals with a number of topics that have no direct connection to the provisions in Convention No. 150 and Recommendation No. 158. This includes, for example, platforms, self-employed persons, and global supply chains. These topics are not, or not yet, covered by specific ILO standards. Nevertheless, the General Survey takes positions on these topics and thus pre-empts the tripartite opinion-forming process. On this, it should be taken into account that the topic "Decent Work in the Platform Economy" will be discussed at the 2025 and 2026 International Labour Conferences.

On these general remarks, the Employers' group would like to provide more specific comments on the individual chapters of the General Survey.

On Chapter 1, Functions of the labour administration system. As regards the functions of labour administration in relation to studies, research and statistics, the Employers noted that in many countries this task is carried out by national social dialogue bodies. We strongly agree with the General Survey that there is added value in involving the social partners as much as possible in their implementation in order to increase the relevance of the results. In this regard, the Employers would highlight as an example worth imitating the tripartite National Productivity and Competitiveness Council in Mauritius, which reports to the competent Ministry and has the task of promoting or conducting research in all aspects. The Employers also agree with the increasing importance of cooperation and policy coherence on labour issues at regional and international level, in which labour administrations play a key role.

Regarding the negotiation and conclusion of free trade agreements, the Employers generally advise caution on the injudicious inclusion of labour provisions in view of the possible protectionist effects and unintended consequences for international trade and on the situation in countries on the ground. In any case, such labour provisions should not exert undue pressure on the ratification of ILO Conventions. It would in any case seem appropriate that the social partners of the countries covered by free trade agreements are consulted on the possible inclusion and design of these provisions. The Employers noted that Article 7 of Convention No. 150 provides for the promotion of the extension of the functions of labour administration to appropriate categories of workers who are not, in law, employed persons. In this context, the Employers would highlight the flexibility inherent in this obligation, as reflected in the formulation "When national conditions so require", which allows for a gradual extension if necessary, and which illustrates – rather than exhaustively defines – the categories of workers who are not, in law, employed persons.

As regards the reference in paragraph 143 to non-standard forms of employment and the platform economy, the Employers are of the view that it is for national labour administrations to decide, in consultation with the social partners, to what extent these sectors should be covered by the functions of labour administration. Self-employed persons also include independent contractors and freelancers who are not workers, regardless of whether they operate on platforms or not. It should be stressed that the detailed considerations in the General Survey on possibilities for extension of the scope of labour administration only illustrate what is and might be done, but do not reflect concrete obligations under Article 7 of Convention No. 150 in this respect.

Regarding the extension of the activities of labour administration to the informal economy, the Employers agree that, given the complexity of the problem, a broader government commitment is needed and that the social partners and informal economy actors should be involved in the formulation and implementation of relevant policies and laws. The Employers would emphasize that the final objective of these policies and laws should not only be to extend the functions of the labour administration to workers in the informal economy, but to minimize the informal economy as far as possible by facilitating the transition to and retention in the formal economy.

As regards the detailed considerations in the General Survey on the activities of labour administration in relation to non-standard forms of employment, the Employers note that this term is not used in Article 7 nor elsewhere in Convention No. 150. Nevertheless, the General Survey provides a detailed definition of non-standard forms of employment with four sub-categories, none of which are mentioned in the Convention. The Employers cannot help but notice that these considerations in this section are unrelated to Article 7 of Convention No. 150.

The Employers also noted that the General Survey, in the rest of Chapter 1, deals also with a number of labour issues in the context of labour administration which, as it admits, here too, are not specifically mentioned in Convention No. 150 or Recommendation No. 158. This concerns OSH, minimum-wage fixing and social security. The substance of these matters, including administrative issues, are addressed in specific ILO standards.

The Employers question the relevance of addressing the issue of global supply chains in relation to labour administration in the General Survey. It must be emphasized that national labour administrations are responsible for all labour matters in their country, not only those concerning employers and workers that are part of global supply chains.

Apart from this, there is no evidence that labour conditions in companies that are part of a global supply chain are generally worse than in companies that are part of the domestic economy in the same countries. Where governments of the countries hosting these suppliers have sometimes lacked the institutional capacities or political will to fully regulate labour standards, they need to be reminded of their obligations when this failure results in non-compliance with ratified ILO Conventions.

On the other hand, where private compliance initiatives require suppliers in global supply chains to comply with their own labour provisions, the oversight of these private labour provisions is not primarily the responsibility of labour administrations.

On Chapter 2, Organization and structure of the labour administration system. The Employers note that this chapter is mainly of interest to governments, thus we do not have comments on this issue.

On Chapter 3, Participation by employers, workers and their organizations in the system of labour administration. The Employers noted that Chapter 3 deals with a key aspect of labour administration, which is the participation by employers, workers and their organizations in it,

which is addressed in several provisions of Convention No. 150 and Recommendation No. 158. Such participation of the social partners can take in essence three forms: consultation, cooperation, and negotiation. We agree with the view of the Committee of Experts that consultations with employers and workers are essential. The Employers would stress that, in view of the fact that employers and workers and their organizations have unique knowledge and experience in labour matters, that enables them to guide and help design and manage labour administration activities. Participation by the social partners in labour administration should, however, not blur the lines between government responsibility and responsibilities of the social partners and should in any case not put into question the overall responsibility of the government for labour administration. The Employers would therefore agree with the General Survey that labour inspection, which is part of the labour administration system, should remain an independent public prerogative.

Neither Convention No. 150 nor Recommendation No. 158. specify or require any particular structure for labour administration systems. Depending on the national context, such systems may foresee the outsourcing of certain services, including to private providers, as well as the building of public-private partnership. Such collaboration may help promote employment creation and may include, among others, partnerships with universities, management schools, as well as training organizations.

Regarding “tripartite-plus” mechanism and the delegation of labour administration activities to non-governmental organizations (NGOs), the Employers’ group advise caution. The involvement of NGOs on labour issues should only be considered where there is agreement among the tripartite constituents on the added value. The involvement of NGOs must not lead to the core competence of employers’ and workers’ organizations on labour issues being called into question, thereby undermining tripartism. In this context, the Employers would like to point out that both Convention No. 150 and Recommendation No. 158, in Article 2 and

paragraph 2 respectively, refer to NGOs exclusively when it comes to delegating certain labour administration activities to external actors and in this context particularly highlight employers' and workers' organizations as eligible NGOs.

On Chapter 4, Achieving the potential of the instruments. Convention No. 150 has so far received 78 ratifications which is above the average of all ILO Conventions. Moreover, there seems to be room for further ratification and implementation in view of the respective interest expressed by a number of countries. In our view, Convention No. 150 is a flexible Convention that could be ratified in ILO Member States regardless of their level of development and is therefore able to make a global contribution to improving labour administrations. By focusing on essential principles and objectives and refraining from short-lived details, Convention No. 150 has a model character.

To further facilitate ratification and implementation of Convention No. 150, the Employers' group suggest that the Office develops accompanying guidance materials. Such guidance materials could illustrate the different ways of implementing the provisions of the Convention by providing information on best practices and clear up possible misunderstandings about its requirements. Moreover, the Office may provide tailored technical assistance to interested Member States on their request with a view to expanding and improving the capacities of their labour administrations. This may possibly pave the way to the ratification of Convention No. 150 or help better implement it where it has already been ratified. Furthermore, additional support to workers, employers and companies should be considered.

Chairperson, to conclude, the Employers agree that Convention No. 150 and Recommendation No. 158, even after 46 years, fully retain their relevance in addressing the major features of labour administration. In this sense, they are indeed up to date.

Chairperson – Now I would like to invite distinguished representative of Belgium to speak on behalf of the European Union (EU). Mr Deridder, you have the floor.

Government member, Belgium (Mr DERIDDER) – I speak on behalf of the EU and its Member States.

The candidate countries North Macedonia, Montenegro, Serbia, Albania, Republic of Moldova, Ukraine, the European Free Trade Association (EFTA) country Norway, member of the European Economic Area, align themselves with this statement.

We warmly welcome the report of the Committee of Experts, which presents a comprehensive overview of the labour administration system, covering its roles, organization, stakeholder involvement, and recommendations for improvement.

Labour administration is firmly grounded in international labour standards, including through Convention No. 150 and Recommendation No. 158, which play a crucial role in ensuring efficient labour administrations and promoting social justice through decent work as well as contributing to sustainable economic growth.

We emphasize that the labour administration framework outlined in the instruments may be of interest to all ILO Member States.

Labour administration and inspection systems have faced great challenges in recent years, particularly during economic crises and the COVID-19 pandemic. As societies and the economic environment keep changing, labour administrations need to continue to adapt to new developments with new policies, new services, such as skills development, and new ways of enforcing existing laws, even beyond the formal economy and standard forms of employment. As pointed out by the Committee of Experts, it is important that the adaptation to changing environments happens while upholding rule of law, and bi- and tripartism. In this regard, we welcome and support the ILO's valuable technical assistance.

Labour administrations confront pressing challenges also in the context of globalization, such as in the context of labour migration, global supply chains, new technologies, including artificial intelligence, and new ways of working, such as remote work and platform work. To protect the most vulnerable workers on the labour market, sophisticated governance structures involving multiple ministries and stakeholders are needed.

Child labour, forced labour and human trafficking occur overwhelmingly within the informal economy. We support the attention the Committee of Experts gives to the role of labour administration to cover workers in the informal economy.

We would like to highlight the importance of social dialogue, respect for freedom of association and collective bargaining for an effective labour administration. Consultation, cooperation, and negotiation with social partners adds expertise and knowledge, ensuring that all potentially affected groups participate in policymaking and contribute to formulating solutions.

There is a strong need for a close cooperation and coordination across government agencies and between the different actors responsible for labour administration systems, both at national and international level, to ensure that policies and regulatory measures aimed at safeguarding workers are grounded in the most up-to-date knowledge.

It is imperative to underscore the significance of labour administrations conducting, endorsing and/or being aware of pertinent research and studies considering also the complexity and novelty of certain occupational safety and health (OSH) aspects within work processes.

Labour inspection is crucial for the effective implementation and monitoring of labour standards, to ensure social peace, promote good governance and contribute to economic and social progress. In this regard, ensuring that labour administrations, including labour

inspectorates, receive sufficient human, financial, and material resources even during crises is important.

The EU and its Member States recognize the importance of the involvement of private actors in labour governance and the efficient support of public-private partnerships for certain labour administration services. However, we emphasize the need for coordination and control, ensuring the participation of representative employers' and workers' organizations. These partnerships should complement, not replace, government roles and labour standards.

We stress the overriding importance of public labour inspections. Their action can be complemented by self-regulation initiatives, bearing in mind that self-regulation should not diminish government responsibility or the necessity of regular inspections.

We underscore the significance of integrating good governance principles into labour administration, aligning with the standards outlined in relevant instruments and elaborated upon in the 2018 United Nations (UN) Principles of Effective Governance for Sustainable Development. This approach aims to promote the achievement of decent work and to advance the Sustainable Development Goals, especially target 16.6 striving for effective, accountable, and transparent institutions at all levels.

We highlight the importance of ongoing adaptation and modernization of labour administrations, promoting social dialogue, emphasizing the importance of partnerships, technological advancements, and adherence to democratic values.

The EU and its Member States underline the importance of labour administration and its services in ensuring the promotion and respect for fundamental principles and rights at work and a conducive environment in which sustainable enterprises can operate.

We support the increased prioritization of ILO technical assistance and the development of an action plan to strengthen national labour administration systems.

Chairperson – Now I give the floor to the distinguished representative of Kuwait, speaking on behalf of Gulf Cooperation Council. Mr Al-Rashidi you have the floor.

Interpretation from Arabic: **Observer, Gulf Cooperation Council (GCC) Government Kuwait (Mr AL-RASHIDI)** – I am speaking on behalf of the GCC, the United Arabs Emirates, the Kingdom of Bahrain, the Kingdom of Saudi Arabia, the Sultanate of Oman, the States of Qatar and Kuwait.

At the outset allow me to congratulate the Chairperson and his Vice-Chairpersons on their appointment over this esteemed Committee. We also appreciate the Committee of Experts and the International Labour Office for their distinguished efforts in preparing the General Survey. The General Survey will serve Member States in providing a valuable opportunity to closely examine International Labour Standards and all relevant practises.

Based on the General Survey, that has been entitled “Labour administration in a changing world of work”, we have seen that this valuable General Survey has given attention to the many changes facing labour departments in terms of tasks, scope and prerogatives, because the responsibilities of labour administrations have increased and they have to be adjusted, they have to be flexible in the form of rapid adaptation of their structure to changing work forms such as platform work and new and green forms of work as well.

We see that many of these topics intersect with the competencies of other bodies, yet we see that the Committee of Experts is keen in the General Survey that no worker shall fall outside the scope of decent work and social protection. This is what some Member States have done when they have established administrations and departments for the informal economy and digital work as mentioned in the General Survey.

We are well aware that there is no single model for the form of labour administration that would suit all countries but indeed, as the General Survey stated, all experiences should

achieve a model that meets the standards of effectiveness, accountability and transparency. These requirements mean that we need to set clear strategies and policies with performance indicators and review indicators, and this is actually what is being applied and what we are working on in the GCC countries in response to national visions and development plans. The Council of Labour Ministers in the GCC recently adopted a strategy for the upcoming five years. This strategy addresses the effect of the change in patterns and forms of work and ensures that the interventions undertaken by the GCC countries are appropriate and will contribute to enhancing the working environment at all levels. Of course, this in addition to the initiatives and experiences that take place in each GCC country.

At the end I would like to reiterate my thanks to you and to the Office.

Chairperson – Now I invite to speak the distinguished representative of Namibia on behalf of the Africa group. Ms Nicodemus you have the floor.

Government member, Namibia (Ms NICODEMUS) – Namibia is delivering the statement on behalf of the Africa group. At the outset, the Africa group would like to thank the Committee of Experts for its well-drafted and important report, providing the solid foundation for our discussions in this Committee. We would also like to comment on the input of constituents into the General Survey which underlines their commitment to effective and efficient labour administrations which are instrumental in addressing inequality in the world of work and creating the legal and policy framework that is necessary to achieve social justice through decent work.

The report illustrates the vital importance of labour administration and its services in ensuring the promotion and respect of fundamental principles and rights at work and the conducive environment in which sustainable enterprises can operate. It further rightly illustrates the central role that the labour administration system played, in consultation with

social partners, in managing the immediate response to the COVID-19 crisis and in planning and implementing longer term recovery strategies that are rights-based, inclusive, sustainable, and resilient. The Africa group took note of the emphasis by the Committee of Experts on the importance of good governance to be embodied in the delivery of functions in the structural organization of labour administration as enshrined in the instrument and as elaborated in the 2018 UN Principles of Effective Governance for Sustainable Development to fulfil the Sustainable Development Goals (SDGs), particularly target 16.6, in the attainment of decent work. We commend the countries that have provided information on national strategies, programmes or initiatives aiming to integrate the SDGs and in particular the SDG target 16.6 in the work of labour administration. The Africa group submit that effective labour administration can indeed be a catalyst for good governance and sustainable development.

The Africa group note several new labour governance challenges, such as labour migration and global supply chains, as highlighted in the Survey. The Africa group welcomes the consideration by the Committee of Experts for the Office to prepare an Action Plan to ensure follow-up to the findings of the General Survey. The Committee listed some strategies and initiatives to be included in the Action Plan, such as labour regulation, enforcement and social dialogue and capacity building for the actors in the labour administration system. The afore-mentioned list should serve as a guide only and the Office should prepare an Action Plan in consultation with government, workers' and employers' organizations at national level in order to address the current challenges experienced in the management of labour issues.

Though the Conventions offer substantial flexibility, the overall ratifications stood at 78. While during the past ten years, six countries recorded ratification which include four countries from Africa. The Africa group calls on the Office to scale up its efforts on promotional activities to increase the ratification of this very important instrument. The Africa group welcome the commitment of the Committee of Experts to contribute to the improvement of the

understanding and application of instrument through its supervisory work with the countries that have ratified the Convention, as well as the call for the ILO to prioritize technical assistance requested by the countries.

Chairperson – Now I invite to take the floor the distinguished representative of Cote d'Ivoire. The floor is yours.

Membre gouvernemental, Côte d'Ivoire (M. EKPO) – Le gouvernement de la Côte d'Ivoire félicite le Bureau pour la qualité du document produit, qui passe en revue la législation et la pratique des États Membres de l'OIT en ce qui concerne la convention n° 150 et sa recommandation n° 158. Il examine, en effet, les effets de ces instruments et de leur application, y compris les difficultés rencontrées et les manières de les surmonter.

L'administration du travail est le partenaire stratégique de l'OIT pour la réalisation de la justice sociale et du travail décent afin de parvenir à la cible 6 de l'objectif de développement durable 16 qui vise à promouvoir la mise en place d'institutions efficaces, responsables et transparentes.

Les enjeux consistent ainsi à renforcer l'adhésion de tous, notamment la confiance dans les institutions d'administration du travail, et faciliter l'accès à la justice sociale et lutter contre l'insécurité dans l'emploi.

Cette vision appelle la mise en place de dispositifs cohérents et renforcés en la matière par tous les États Membres de l'Organisation, qu'ils aient ratifié ou non la convention susmentionnée.

À cet égard, notre pays, la Côte d'Ivoire, au regard de l'ampleur des changements intervenus dans le monde du travail, en plus d'avoir ratifié la convention n° 150, dispose d'un système d'administration du travail capable d'apporter une réponse aux défis qui s'imposent dans le monde du travail.

Ces réponses sont consacrées par ces quelques institutions et structures suivantes: l'existence des services d'inspection du travail; le fonctionnement efficient de nos trois institutions de prévoyance sociale; le bon fonctionnement de nos organes de dialogue social ainsi que les comités sectoriels tripartites (le Conseil national du dialogue social, la Commission consultative du travail, la Commission indépendante permanente de concertation); le Service public de l'emploi à travers l'agence Emploi Jeunes; l'Observatoire national de l'emploi et de la formation; le Comité emploi.

La mise en œuvre et le fonctionnement efficient de ces organes ont permis d'aboutir à ces quelques résultats suivants: le renforcement de notre dispositif législatif et réglementaire en matière de travail en adéquation avec les thématiques du télétravail, de la revalorisation du salaire minimum catégoriel et des minima catégoriels, de la sécurité et santé au travail, de la sécurité sociale; l'élaboration de politique nationale en sécurité et de la santé au travail, en sécurité sociale, et dans le domaine de l'emploi; l'élaboration d'une planification stratégique de l'inspection du travail dans les secteurs du commerce, du bâtiment et des travaux publics (BTP), de l'agriculture et de l'industrie; la mise en place d'un répertoire des mesures incitatives à la création et au maintien des emplois en Côte d'Ivoire; l'accélération des dispositifs de protection sociale à l'exemple de la couverture maladie universelle, du régime social des travailleurs indépendants et du régime de retraite complémentaire par capitalisation des fonctionnaires et agents de l'État; à ce jour, ce sont plus de 12 500 000 personnes qui ont été enrôlées à la couverture maladie universelle.

Ces résultats sont le fruit du concours des partenaires sociaux que sont les travailleurs et les employeurs, avec qui le dialogue social en Côte d'Ivoire porte réellement ses fruits.

Toutefois, des efforts restent encore à faire en vue de rendre toutes les administrations du travail plus fortes, car ce sont elles qui animent et régulent le monde du travail en se

préoccupant du maintien de l'être humain en général et du travailleur en particulier. La Côte d'Ivoire entend ainsi poursuivre la dynamique amorcée, même si elle paraît insuffisamment portée, en vue d'offrir aux inspecteurs du travail davantage de moyens et d'améliorer subséquemment leurs conditions de vie, tel que le recommande la convention (no 81) sur l'inspection du travail, 1947.

C'est pourquoi le gouvernement sait compter sur l'appui du Bureau international du Travail et ses partenaires techniques et financiers pour la matérialisation de cette vision réaffirmée dans la Déclaration d'Abidjan de 2019, qui vise à façonner l'avenir du travail pour plus de justice sociale avec et pour tous les acteurs du monde du travail, y compris les inspecteurs du travail.

Chairperson – Now I will give the floor to the distinguished Employer delegate from Belgium. Madam, you have the floor.

Membre employeuse, Belgique (M^{me} HELLEBUYCK) – Les employeurs estiment qu'une administration du travail efficace est essentielle pour protéger les travailleurs et contribuer à la création d'un environnement favorable à l'esprit d'entreprise et aux entreprises durables. L'administration du travail est par essence un service public. Ses multiples fonctions vis-à-vis du citoyen et de l'entreprise sont détaillées dans l'étude d'ensemble. J'aimerais épingler cinq points d'attention.

1) La Belgique est un État fédéral et la politique de l'emploi est partiellement décentralisée vers les autorités régionales. Il est essentiel que les différentes entités collaborent entre elles, par exemple l'administration fédérale avec les administrations régionales ou encore les régions entre elles. Il faut éviter un morcellement du marché du travail et, si on évoque notre petit pays dans l'Europe et dans le monde, que dire de l'importance de favoriser la mobilité transfrontalière? Ici, également, l'administration du travail

doit jouer un rôle de facilitateur, notamment en fournissant clairement les informations utiles quant au droit social applicable au personnel mobile. Il faut éviter que les entreprises ne doivent recourir à des consultants coûteux simplement pour obtenir la sécurité juridique. Ceci est un exemple du rôle de support de l'administration du travail pour les entreprises.

2) La Belgique implique fortement les partenaires sociaux dans le développement des normes nationales du travail. Ils sont généralement consultés de manière sérieuse, même si les délais de consultation s'avèrent parfois trop courts, voire irréalistes. Or, il est de notoriété publique que la concertation sociale de bonne foi nécessite un certain temps. Lorsque la concertation ou la négociation bipartite fournit un résultat positif, par exemple un avis unanime sur un projet de loi ou sur l'application d'une convention collective, il nous semble crucial que les autorités respectent et valorisent cet accord et, le cas échéant, le mettent en œuvre de manière fidèle.

3) Il n'appartient pas à l'administration du travail d'interpréter la loi lorsque celle-ci est suffisamment claire. En outre, en ce qui concerne les conventions collectives, ce sont les parties signataires elles-mêmes qui ont la pleine autonomie pour interpréter leurs instruments.

4) Les études, et en particulier le développement de statistiques propres par l'administration du travail, doivent – cela va sans dire – être effectuées par des experts qualifiés, quitte à développer des collaborations externes. La qualité des données, notamment la validation des chiffres et autres données, est d'autant plus indispensable lorsque ces données sont ensuite utilisées par les partenaires sociaux comme un point de départ dans leurs négociations collectives.

5) Je termine en soulignant positivement que notre administration fédérale du travail met son expertise et des moyens importants à la disposition des partenaires sociaux

afin de soutenir et faciliter la concertation sociale, ceci se traduit notamment par le personnel et les frais de fonctionnement du Conseil national du travail en ce qui concerne la concertation sociale interprofessionnelle. Il existe également des conciliateurs sociaux pour présider les commissions paritaires en ce qui concerne la concertation sociale sectorielle. Il s'agit de structures de dialogues sectorielles bipartites dans environ 180 secteurs d'activité. Ces conciliateurs neutres peuvent également jouer un rôle important en cas de conflit collectif du travail, non pas d'office, mais sur demande d'une partie intéressée.

Chairperson – Now I invite to take the floor the distinguished representative of Norway. Madam, the floor is yours.

Government member, Norway (Ms GRAATRUD) –On behalf of the Government of Norway, I would like to thank the Committee of Experts for their comprehensive General Survey on this topic.

Good labour administrations are central to our labour market model. Norway ratified the labour administration Convention in 1980. We believe that efficient labour administrations are key to achieving social justice, decent work, and fighting workplace inequalities and worker exploitation. Norway has greatly benefited from labour migration and the free movement of people in Europe. At the same time, we have experienced that labour migration puts pressure on the labour market, wages and social benefits.

Social dumping and low-wage competition are growing challenges, especially in sectors with more non-standard work. We have also seen that some exploit the market by systematically violating regulations. Such criminal activities are often conducted in an organized manner that exploit workers, distort competition, and undermine our social structure. To counter these issues, we need a holistic approach and collaboration both between countries and across sectors.

In 2022, the Norwegian Government launched an Action Plan to combat social dumping and work-related crime. The main goals are to reinforce workers' rights, prevent exploitation of workers and improve social dialogue.

Addressing undeclared work and labour market offences involves many policy areas and administrative levels. We are focused on enhancing coordination and collaboration between labour administration bodies. To give an example: Norway has implemented inter-agency cooperation, bringing together the police, labour inspectorate, and other relevant authorities like tax and social security. Cooperative centres dedicated to fighting work-related crime are now operational in eight cities across the country. However, evaluations have shown that collaboration between agencies can be challenging. One issue is how information is shared between administrative bodies, especially in the context of requirements to safeguard personal data.

As we tackle issues like social dumping and undeclared work, it becomes evident that these problems transcend national borders. Therefore, Norway emphasizes the importance of international collaboration and works closely with labour inspection authorities in the Nordic countries and the Baltic states to address these challenges.

Norway strongly believes in collaborating with the social partners to combat social dumping and undeclared work. The Government is committed to promoting organized industrial relations and extending collective agreements. Our Action Plan, developed in dialogue with the social partners, emphasizes these commitments. We are eager to continue working together with our partners to ensure progress in this important area.

Chairperson – Now I will give the floor to the Employer delegate from Uruguay. The floor is yours.

Miembro empleador, Uruguay (Sr. SCREMINI) – Gracias señor Presidente, le deseamos una buena gestión y una labor fructífera para estas dos semanas de trabajo.

A lo largo de todo el Estudio General que analizamos, la Comisión de Expertos considera que las disposiciones del Convenio núm. 150 y de la Recomendación núm. 158 sobre la administración del trabajo, del año 1978, mantienen plena actualidad. Se trata de una opinión que reitera al analizar cada uno de los temas abordados en el Estudio. Para la Comisión de Expertos, el Convenio y la Recomendación ofrecen una flexibilidad considerable; podrían aplicarse en todos los Estados Miembros y «proporcionan el marco general para lograr un sistema eficaz de administración del trabajo». Esas afirmaciones nos generan dudas frente a la realidad que observamos. Si las soluciones que se presentan en el Estudio son tan evidentes, ¿por qué estas normas no han despertado la adhesión inmediata de los Estados Miembros de la OIT?, como sí sucede con otros convenios que a los pocos años de aprobarse tienen una amplísima ratificación. Solo sobre el final del Estudio encontramos una mención muy breve (párrafo 420) donde se dice que la mayoría de los países no están considerando la posibilidad de ratificar el Convenio. Y es preciso recordar, lamentablemente, que un país no deja de ratificar un convenio valioso por desinformación o por pereza parlamentaria; creemos que esa es justamente la esencia del tema que es necesario profundizar; pero estos aspectos de la realidad jurídica no se explicitan en el Estudio.

Ayer el Director General recordó las cifras deshonrosas de desempleo en el mundo. Quizás hemos creado un sistema jurídico adecuado para la protección de derechos, pero ineficaz para colmar los déficits de empleo y la desesperanza de millones de personas. En nuestra opinión, para acercarnos a mejorar esa situación, es necesario abordar los temas del mundo del trabajo desde nuevas perspectivas.

Chairperson – Now I give the floor to the distinguished Worker delegate from Canada.
Madam, you have the floor.

Worker member, Canada (Ms DUBOIS) – Article 5 of Convention No. 150 stresses the importance of consultation, cooperation and negotiation between the public authorities and the social partners at the national, regional and sectoral levels.

In Canada, the subnational jurisdiction of Quebec has achieved a robust model of social dialogue with the Commission of Labour Market Partners, which has the mandate to identify the development needs of the current and future labour force and advise the Government on labour market policy and meeting labour market needs, including the determination of criteria for allocating the 1 per cent training levy on employers to measures, programmes and labour and employment funds. Approximately 1,000 partners are involved in a network that includes 29 sectoral labour committees, 17 regional councils of labour market partners, and advisory committees representing groups that are under-represented in the labour market.

It is well recognized that sector councils are essential to identifying and coordinating responses to industry-specific skills needs, training gaps, and adjustment challenges. Unfortunately, Quebec's rich system of social dialogue is unique. In the rest of the country, bipartite and multipartite sector councils of the social partners are mostly underfunded or non-existent. And governments have virtually no institutionalized social dialogue on critical issues affecting the future of work, such as digitalization and artificial intelligence. The Federal Government signs labour market transfer agreements with provinces and territories to deliver federal funding for skills training and labour market programming. The agreements do not stipulate that the social partners must be consulted and involved in the design and delivery of programming. This is despite the fact that it is workers' and employers' money that is being transferred to provinces and territories for training and workforce development.

Workers' and employers' representatives are nominally involved in the administration of the Employment Insurance fund, which is financed by workers' and employers' contributions.

Canada's sole tripartite body within the Federal Government is the Employment Insurance Commission. In a welcome step, the Government of Canada has recently restored a tripartite appeals adjudication process for jobless benefit claimants. Too often, however, the Canadian Government maintains tight control of information and decision-making, and commonly excludes workers' and employers' representatives from policymaking and administration of benefits and programming for jobless workers.

The Government of Canada can and should engage unions and employer groups in workforce development and labour market programming to a far greater extent than it does now. We believe it should start by ratifying Convention No. 150. Convention No. 150 notes that labour administration means public administration activities in the field of national labour policy. We are concerned with public-private partnerships in the delivery of public employment services. Public bodies responsible for labour administration should not be used as an instrument for private gain by consultants and brokers. In one large Canadian province, the government body providing frontline employment services to jobseekers has been installed within a chain of office-supply stores. The public employment service should be used to ensure responsive labour adjustment and employment services for displaced and unemployed workers.

Finally, we urge the Government to adopt a more robust system of compliance assessment and enforcement of labour and workplace standards.

In the last two decades, increasing numbers of employers have adopted business models based on outsourcing and subcontracting, employee misclassification, and subjecting contractors and workers to intensified competitive pressures, making cost minimization

paramount. In this context, a complaint-based system of enforcement, profound and deepening workplace power imbalances between employees and employer, and limited resources for labour inspections combine so that most infractions go unreported and unaddressed.

Currently, the Government of Canada's enforcement model rests on the assumption that violations are the result of lack of awareness or capacity to comply, that employers are inclined to act within the confines of the law, and that violations are exceptions to the rule. We urge the Government to instead adopt a model of regulation rooted in deterrence, in which non-compliance with the law is understood as the outcome of behaviour driven by a rational cost-benefit calculation. Unions and workers' organizations should be incorporated into this enforcement model.

Chairperson – Thank you very much. Now I give the floor to the distinguished representative of Türkiye. Sir, you have the floor.

Government member, Türkiye (Mr GURDAL) – On behalf of Turkish Delegation, I would like to congratulate you and your Vice-Chairpersons on election to Committee Chairmanship and to thank the Committee of Experts for their comprehensive and updated General Survey.

Distinguished delegates, our Government is committed to the development of our country, the welfare of our citizens, social peace and decent work, therefore taking important steps in labour administration. In this regard, the Ministry of Labour and Social Security has the mandate and authorities in many areas of labour administration. Along with the central organization of our Ministry, there are affiliated institutions such as the General Directorate of the Turkish Employment Agency, Social Security Institution Presidency and the Vocational Qualifications Institution which are responsible for labour administration in Türkiye. These

institutions and organizations enables standards setting on the issues related to labour administration.

In terms of consultative bodies, the Social Policies Board, which is composed of academicians, carries out its activities under the Presidency and the Parliamentary Committee for Health, Family, Labour and Social Affairs which convenes to discuss the draft laws and proposals.

Regarding the institutional framework for the coordination of the functions and responsibilities, there are also different bodies within the system of labour administration, the Labour Assembly, the Tripartite Advisory Board and the Minimum Wage Fixing Commission which are tripartite structures tasked to develop labour peace and industrial relations in the working life.

The National Employment Strategy is a policy document prepared with the participation of relevant stakeholders to provide the institutions in the labour administration with a vision and recommendation on strengthening the relationship between education and employment, ensuring security and flexibility in the labour market, increasing employment of groups requiring special policies, empowering the relationship between employment and social protection.

We reaffirm our commitment to continue encouraging the promotion of the fundamental principles and rights at work in our labour administration system. We hope that coordinated action, in collaboration with the social partners and in consultation with other relevant stakeholders will be intensified and it serves to promote social dialogue and decent work conditions for all.

On behalf of Turkish Delegation, I cordially greet all participants with my respect.

Chairperson – Now I will give the floor to the Worker delegate from Argentina. Sir, you have the floor.

Miembro trabajador, Argentina (Sr. MARTÍNEZ) – Señor Presidente, quiero felicitarlo por su designación y al equipo que acompaña a la presidencia de esta Comisión.

Destaco el informe de la Comisión de Expertos fundamentalmente considerando que dentro de la gobernanza que tenemos que llevar adelante es tan importante la estructura económica como la estructura socio-laboral. Indudablemente me apoyo en los datos y en las evidencias que muestran que cada vez hay una mayor desigualdad y cada vez haya menos protección a los derechos fundamentales del trabajo para trabajadores y trabajadoras.

También dentro de lo que vendría a ser este capítulo se debe generar un marco jurídico y político para lograr la justicia social. Las políticas que se vienen adoptando en mi país por el nuevo Gobierno difieren de los estándares enunciados en el informe, a tal punto, que colisiona los conceptos y valores de la justicia social con la idea de transferir al sector privado el rol del Estado.

Nosotros reafirmamos que sin Estado no hay nación. El Gobierno no interviene en las resoluciones de conflictos, no promueve políticas de empleo, se despreocupa de la formación profesional, pretende limitar la negociación colectiva y se ausenta de sus obligaciones de combatir el trabajo no registrado con el de habilitación de la inspección laboral. Esto representa claramente la contracara de las conclusiones de la Comisión de Expertos de la OIT donde el diálogo social es de vital importancia para abordar las cuestiones relacionadas con el trabajo.

Mediante un decreto de necesidad de urgencia el Poder Ejecutivo de mi país, sin consulta con los actores sociales y la sociedad civil y sin acudir al Poder Legislativo, pretendió introducir la reforma laboral más regresiva desde que recuperamos la democracia.

Una reforma precarizadora y antisindical con la finalidad de imponer un conjunto de políticas económicas y reformas estructurales que dañan las condiciones de vida y restringen el ejercicio de la libertad sindical. La respuesta al movimiento obrero fue a través de la justicia y con masivas movilizaciones con una consigna «ni un paso atrás». Hubo la reducción del rol del Estado eliminando ministerios, organismos autárquicos, despidiendo masivamente a trabajadores del sector público y, como consecuencia de la fuerte recesión, se produjeron despidos en el sector privado producto de la parálisis de la actividad económica; por ejemplo, el sector de construcción, motor del desarrollo económico sostenible de cualquier país, se ha visto golpeado con la paralización injustificada de obras públicas y de infraestructura, generando la pérdida de miles de puestos de trabajo además de comprometer las inversiones con el desarrollo productivo del país.

Es fundamental tener una administración del trabajo virtuosa para garantizar el paso de la informalidad a la formalidad y para dar respuesta a ese 60 por ciento de trabajadoras y trabajadores informales que hay en nuestro país.

La Comisión de Expertos resalta el rol fundamental que cumple el Ministerio de Trabajo. En la Argentina la primera medida adoptada por el Gobierno actual fue degradar nuestro Ministerio al rol de secretaría del trabajo reduciendo sus funciones y vaciándolo de su finalidad pública.

Los trabajadores de mi país apelamos al diálogo social como llave maestra de democracia para la construcción de una Argentina con desarrollo, producción y trabajo. Un nuevo contrato social que responda a los desafíos del mundo del trabajo, pero fundamentalmente que atienda a las demandas de nuestro pueblo.

Chairperson – Now I give the floor to the distinguished representative of Senegal. Sir, you have the floor.

Membre gouvernemental, Sénégal (M. NDIAYE) – Le gouvernement du Sénégal tient à féliciter le président de la commission et se réjouit de la qualité du rapport de la commission d'experts dont le thème traite de «l'administration du travail dans un monde du travail en mutation». En réalité, adapter l'administration du travail aux mutations du monde du travail est un défi que tout système d'administration du travail doit relever afin qu'il puisse continuer à exercer ses responsabilités et toujours mettre l'humain au centre de ses préoccupations. C'est fort de cela que le gouvernement du Sénégal s'est engagé à adapter son administration du travail aux nouvelles réalités du monde du travail en mettant en œuvre un certain nombre de mesures qui prennent en charge les défis de l'heure.

D'abord, la pandémie de COVID-19 a permis de mettre à l'épreuve la résilience de notre système d'administration du travail. En vue d'y faire face, des mesures idoines ont été prises de concert avec les organisations d'employeurs et de travailleurs pour la sauvegarde des droits des travailleurs, tout en garantissant la productivité et la compétitivité de l'entreprise. Ainsi, l'ordonnance n° 001-2020 interdisait tout licenciement sauf s'il est motivé par une faute lourde, et garantissait une rémunération à hauteur de 70 pour cent au travailleur mis en chômage technique pendant cette période.

Par ailleurs, à la faveur de la pandémie de COVID-19, plusieurs procédures de l'administration du travail ont fait l'objet de dématérialisation. Il s'agit notamment des procédures de dépôt du contrat de travail, de la DASMO, du bilan social et de la demande d'attestation de régularité.

Dans le but de renforcer la consultation et la négociation entre les partenaires sociaux, il a été créé le Haut Conseil du dialogue social qui est l'institution tripartite nationale de dialogue social, composée de représentants des employeurs, des travailleurs et du gouvernement.

Relativement à la protection sociale, des mesures d'extension à l'économie informelle ont été mises en œuvre. Il s'agit notamment de la mise sur pied de la mutuelle sociale au profit des artisans.

Enfin, dans l'optique de renforcer la surveillance dans les milieux de travail et pour donner plus d'impact à l'intervention des inspecteurs du travail, le renforcement de leurs moyens matériels et juridiques figurent en bonne place dans le projet de réforme du Code du travail.

En définitive, le gouvernement du Sénégal reste ouvert à toute proposition allant dans le sens d'améliorer son système d'administration du travail pour une meilleure prise en charge des droits fondamentaux tout en préservant l'outil de travail.

Chairperson – I now give the floor to the distinguished worker delegate from Republic of Korea. Madam the floor is yours.

Worker member, Republic of Korea (Ms RYU) – Korea ratified Convention No. 150 in 1997. Articles 5 and 6 emphasize the importance of the active participation of the workers' and employers' organizations in the systems of labour administration. Chapter 1.5 of the General Survey examines the role of the labour administration to support industrialization and services by the Labour Ministry to promote voluntary negotiation between management and labour.

Korea continues in worst practices on this point. The Trade Union laws provide other administrative bodies with excessive authority to interfere in or exert control over labour relations. The current administrative is abusing this authority. I raise some recent examples. In February 2023, the Ministry of Employment and Labour required 334 union organizations with 10,000 members or more to conduct safety inspections on their fulfilment of the obligation to produce and keep documents and to report the results with evidence. This was not in response to any complaint or allegation raised by the union members but motivated by senior government officials union bashing rhetoric such as "organized criminal" or a "cartel of

vested interest” without any basis. When the Korean Confederation of Trade Unions (KCTU) refused a request to defend the autonomy of the organization, the Ministry imposed an administrative fine and excluded the organization from various tripartite consultation or advisory bodies.

In February again, the Ministry of Labour announced that it would review the trade unions’ bylaws and resolutions to issue corrective orders on provisions they deem illegitimate. In May of 2023, Ministry of Labour ordered four KCTU affiliates to change provisions in their bylaws regarding internal rules to maintain organizational unity. Seeing the administrative authority’s order to change the union constitutions as a violation of the right of unions to draw their own rules in full freedom, the industrial level unions refused to comply with the correction orders and the union leaders are subsequently being investigated for criminal charges.

In May, the Ministry inspected 510 unionized workplaces with 1,000 or more employees on the operation of the paid time-off system. The Ministry issued administrative guidance to correct the so-called misuse of paid time off for activities deemed illegal such as participation in upper-level union activities or attendance at unfair labour practices investigation as a complainant. These measures directly affect union operations and reduce capacity for collective bargaining. For instance, in the case of the Korean Public Service and Transport Worker’s Union (KPTU) Seoul Metro Union, 25 union officials were dismissed and 9 disciplined for using paid time off for union activities, which had been guaranteed for 15 years by the agreement between the labour and management. Full-time Korean Metal Workers’ Union (KMWU) union officials at auto parts and module companies suddenly face non-payment of wages and were unable to take unpaid time off and a major shipbuilding company is unilaterally recording some full-time union officials and safety officers as absent without authorization.

In these companies paid time off was secured by the signed collective bargaining agreements. The nullification of the agreement provisions from these administrative actions gives rise to labour relations conflicts as a guaranteed time for bargaining committee members was reduced in many workplaces.

In June, the Ministry of Labour requested the Labour Relation Commission to issue corrective orders for collective agreements requiring consultation with the unions for change of working conditions at 136 public institutions including local government. Moreover, in September and October the Ministry sent out official letters titled “Information of the precaution prior to signing collective bargaining” to the local government to interfere with free and voluntary bargaining processes.

All of this administrative interference in labour relations results in creating harmful environment for social dialogue and meaningful participations of workers organizations in the labour administration system.

I hope the conclusion of this discussion includes a strong message recalling the preamble of the Convention to request the Government to fully respect the autonomy of employers’ and workers’ organizations in labour administrations and an emphasis of the terms of Conventions Nos 87 and 98.

Chairperson – And now I invite the distinguished representative of Argentina to take the floor. Sir, the floor is yours.

Miembro gubernamental, Argentina (Sr. RUTILO) - Agradecemos a la Comisión de Expertos por el Estudio General titulado «La administración del trabajo en un mundo del trabajo en transformación».

Compartimos los lineamientos del documento y coincidimos con la importancia de contar con una administración del trabajo eficaz y eficiente. Ello es clave para abordar las

desigualdades en el mundo del trabajo, crear un marco jurídico y político necesario para lograr el trabajo decente haciendo aplicar las normas laborales y para construir y estimular el crecimiento económico, incrementando la competitividad y la productividad. De esta manera, se propicia un entorno estable para las empresas por medio de la formulación y aplicación de políticas concebidas para aumentar las tasas de empleo y la cohesión social.

La Argentina ha ratificado el Convenio núm. 150 y cumple los estándares allí previstos. En tal sentido, cuenta con una administración del trabajo sólida con responsabilidades en: la preparación y el cumplimiento de las normas del trabajo, la administración de las relaciones laborales, la orientación y la formación profesional, la investigación y el estudio de las condiciones de trabajo y empleo, y los asuntos internacionales del trabajo.

Desde esta perspectiva, mi país considera fundamental la consulta, la cooperación y la negociación entre las autoridades públicas y los interlocutores sociales y para ello implementa importantes mecanismos de articulación y de participación.

Entre ellos, la Comisión Nacional para la Erradicación del Trabajo Infantil (CONAETI) coordina, evalúa y da seguimiento a las políticas de prevención y la erradicación del trabajo infantil y la protección del trabajo adolescente. La Comisión cuenta con una composición interministerial, intersectorial y tripartita donde participan representantes de diferentes ministerios del Poder Ejecutivo Nacional y representantes de los trabajadores y de los empleadores. También lo hacen, en calidad de asesores, la OIT y el Fondo de las Naciones Unidas para la Infancia (UNICEF). Las reuniones plenarias de esta Comisión tienen a su vez carácter federal con la participación de las Comisiones Provinciales para la Erradicación del Trabajo Infantil.

Por su parte, el Consejo Nacional del Empleo, la Productividad y el Salario Mínimo, Vital y Móvil —ámbito en el que participan trabajadores y empleadores, el Estado Nacional y el

Consejo Federal del Trabajo— evalúa temas referidos a las relaciones laborales, la asistencia a los desempleados, la generación de empleo genuino y decente y la erradicación del trabajo no registrado. Además, determina el salario mínimo vital y móvil y los montos máximos y mínimos de las prestaciones por desempleo entre otras funciones.

En materia de empleo, en los consejos sectoriales se planifican políticas de formación profesional para cada sector y se atienden las necesidades de formación con políticas y propuestas de capacitación, para lograr trabajadores formados y empresas con empleados capacitados. En este espacio participan representantes de los interlocutores sociales, las organizaciones educativas, las asociaciones de la sociedad civil y el Estado, que articula sus acciones.

En un mundo en constante transformación, signado por los desafíos que nos presentan el cambio tecnológico, las nuevas formas de trabajo y el cambio climático, la educación y la formación profesional adquieren especial relevancia para garantizar el trabajo digno, el desarrollo social y económico, la inclusión, las posibilidades de reconversión laboral, el desarrollo de competencias, y el aprendizaje a lo largo de la vida; para ello, la formación de las personas es una prioridad básica de la política económica para que el trabajo pueda contribuir plenamente al desarrollo humano.

Asimismo, la negociación colectiva constituye un pilar dentro del sistema de relaciones laborales de la Argentina. Para el efectivo ejercicio de este derecho fundamental, la Argentina posee un marco normativo específico que prevé el intercambio de información entre las partes intervinientes a fin de garantizar una negociación colectiva libre e informada y establece mecanismos de conciliación, mediación y arbitraje para para la resolución de conflictos entre los actores.

Los Estados tenemos la responsabilidad de salvaguardar y promover los derechos laborales fundamentales, y las administraciones del trabajo desempeñan un papel crucial para el cumplimiento de este objetivo.

Chairperson – And now I give the floor to the distinguished Worker delegate from France.
Madam, the floor is yours.

Membre travailleuse, France (M^{me} FRAPARD) – J'interviens ici au nom des travailleurs français. La France figure, à ce jour, parmi les pays qui n'ont pas ratifié la convention n° 150. Pourtant, à la lecture du rapport de la commission d'experts et du rapport remis par le gouvernement français, il apparaît que la France applique volontairement la plupart des dispositions de cette convention. Sa ratification permettrait néanmoins de renforcer la politique nationale de travail en y associant davantage les partenaires sociaux et ainsi permettre de reconstruire une confiance perdue dans le climat social tendu que nous connaissons. Tel que le souligne l'étude d'ensemble et la convention n° 150, associer les partenaires sociaux pour garantir le bon fonctionnement de l'administration du travail est fondamental. Pour la commission d'experts, «la politique nationale devrait être conçue, mise en œuvre et revue en consultation avec les organisations de travailleurs et d'employeurs les plus représentatives». Or, pour certains domaines de la politique du travail, cette dimension de dialogue social est loin d'être satisfaisante aujourd'hui en France. C'est le cas de l'assurance-chômage, où nous dénonçons une reprise en main par l'État de la définition des règles dans l'intention de les durcir, alors que les partenaires sociaux en avaient assumé pleinement la responsabilité depuis 1958. Ainsi, aucune convention d'assurance-chômage n'a pu être agréée depuis 2019, car les lettres de cadrage de l'État sont tellement prescriptives qu'elles ne laissent presque aucune marge de manœuvre aux partenaires sociaux pour la négociation.

Sur la politique de la santé au travail, nous déplorons le nombre d'accidents du travail et d'accidents mortels qui élèvent la France au rang des pires élèves au sein de l'Union européenne. Chaque jour, en France, deux travailleurs meurent au travail. Perdre sa vie en voulant la gagner n'est pas acceptable. Si le gouvernement a lancé une grande campagne de communication et de sensibilisation sur les risques professionnels, la question des moyens de contrôle reste encore entière: les caisses de santé au travail sont dotées de seulement 570 contrôleurs pour 20 millions de salariés, les médecins du travail se raréfient, avec moins de deux médecins pour 10 000 salariés. Et la Cour des comptes nous indique que l'inspection du travail a perdu 16 pour cent de ses effectifs entre 2015 et 2021, soit près de 740 équivalents temps plein en moins. Ajouté à cela, les conséquences de la réforme de l'organisation territoriale de l'État de 2021, qui a largement consisté à transférer au ministère de l'Intérieur la gestion des moyens de l'inspection du travail au niveau local. Ce transfert engendre des difficultés de fonctionnement des services départementaux de l'inspection du travail et des difficultés dans l'exécution des missions telles qu'elles sont prévues à la convention n° 81. À ces problèmes d'effectifs et de budgets, s'ajoute un problème d'évaluation. Ainsi, les indicateurs sont pauvres et ne permettent donc pas d'évaluer correctement les facteurs de risques. De même, les remontées des organisations syndicales, expertes du terrain, au sein d'instances nationales consultatives ne sont pas suffisamment prises en compte dans l'évaluation et la redéfinition des politiques, notamment pour faire baisser le nombre d'accidents du travail dans un secteur comme le BTP. Or la commission d'experts estime que «le contrôle et l'évaluation de la politique du travail sont des étapes essentielles pour atteindre l'objectif de développement durable n° 8 en permettant l'adaptation progressive et régulière de la politique du travail pour l'ajuster à l'évolution des conditions nationales et du monde du travail».

Je souhaiterais ajouter que, durant la crise sanitaire liée au COVID-19, le dialogue social a montré qu'il constituait un élément essentiel de réussite, de gestion et de sortie de crise. Les résultats d'une enquête conduite par la Confédération française démocratique du travail (CFDT) et l'institut de sondage Kantar en 2021 mettent ainsi en évidence que:

- dans les entreprises et les administrations où les représentants des salariés n'ont pas été consultés, les répondants sont plus nombreux à estimer que les conditions de travail et l'état psychologique des travailleurs se sont dégradés;
- de même, 87 pour cent des répondants de cette enquête pensent que, pour sortir de cette crise et préparer l'avenir, les pouvoirs publics devraient associer davantage les travailleurs et leurs représentants.

Par ailleurs, un autre élément à souligner au niveau des secteurs, est la négociation par les partenaires sociaux d'accords sur l'activité partielle de longue durée qui est un dispositif permettant aux entreprises impactées par la crise du COVID-19 de préserver leurs emplois et de sauvegarder leurs compétences. Il est donc temps que les partenaires sociaux soient véritablement associés à la conception, la mise en œuvre et l'évaluation de la politique de travail en France.

Avec l'ensemble de ces éléments, les organisations syndicales françaises appellent aujourd'hui la France à ratifier la convention n° 150. La ratification de la convention permettrait ainsi de renforcer la politique nationale de travail.

Chairperson – And now, I pass the floor to the distinguished representative of Bahrain. Sir, you have the floor.

Interpretation from Arabic: **Government member, Bahrain (Mr SALMAN)** –To begin with, let me congratulate you on your election as Chairperson of the Committee, and I wish you full success. I am grateful to the Committee of Experts and to the ILO for the efforts they have put

into the General Survey. In the Kingdom of Bahrain, we agree with the conclusions which have been reached by the Survey, particularly in respect of the flexibility of provisions relating to labour administration and the possibility of taking into account changes in the nature of the working relationship and the impact of technology, as well as the effect of labour migration. Labour administration plays a crucial role in creating a safe and productive environment for work to be carried out. That is a *sine qua non*, especially in times of crisis. The Government of Bahrain, ladies and gentlemen, has not ratified the Convention on labour administration but we have taken our inspiration from it in setting up a system for managing the labour market. Our Labour Ministry deals with the monitoring issues and the provision of labour services and it governs dispute settlement as well. In the Labour Ministry we have a body which is responsible for regulating the labour market, as I said, which has a labour fund and which is tripartite in structure and thereby plays a crucial role in managing human resources nationally. This is done through a solid system based on an economic policy to cover development in Bahrain until 2030, and also the Government's labour policy. In its conclusions, the Committee of Experts has indicated that the participation of non-governmental bodies should not be an alternative to a system based on social dialogue. It did, however, confirm that it improves the results on policy implementation and effective decision-making. This is the approach of many governments at the moment and they are also trying to involve the private sector in the preparation of standards and carrying out inspection, including digitally, and in carrying out audits there are now third parties involved. We have an electronic system in Bahrain which enables the simple payment of wages and which also has indicators which help us to intervene quickly if a problem arises or a dispute breaks out. This is the kind of experience we think could be useful to others and could be considered by the ILO when it develops its measures. The Survey picked up the fact that the organization of non-traditional labour relations is very important for labour administration these days, and many of these kinds of relationships are

no longer protected by legal text. This means that workers can be exploited and do not enjoy things such as fair working hours, paid holidays, and they also do not necessarily have the possibility of contributing to a pension fund. The situation remains fluid especially when we are talking about cross-border labour relationships, with the worker being in one country but working for an electronic platform which is hosted by another country, for example. A recent ILO study by Miriam A. Cherry looking at the challenges faced by the issue of platform work shared some experiences. She concluded, however, that for the time being there was no one-size-fits-all answer to this situation. In her conclusion, she said, and I quote “Socially responsible crowd work is possible but it will require creative thinking”. This is an indication of the complications being brought in by new methods of work. At the next session of the Conference, we will, I believe, be looking at the preparation of a new standard for platform work. We hope that participants that work will be capable of creative thinking and able to develop innovative provisions which will be in line with the provisions in, say, the maritime Convention which covers people who work under various jurisdictions as a result of the nature of their work. In conclusion, I wish the Committee full success.

Chairperson – And now I give the floor to the Worker delegate from Latvia. Madam you have the floor.

Worker member, Latvia (Ms PREISA) – A well-functioning labour administration is essential to economic and social progress of each country. It represents an opportunity to put in place and enforce laws and regulations that correspond and timely react to the labour market needs and new tendencies. This is important at all times, but in particular, in the context of the post-pandemic recovery.

The Committee of Experts mentions that labour administrations' functions cover a wide range of issues, including labour inspection, employment services, tripartite consultations,

freedom of association, collective bargaining, social security, working conditions, occupational safety and health, equality of opportunity and treatment. Please let me comment on some of these functions.

The cornerstone of successful labour governance is tripartite social dialogue and involvement of social partners is essential. Social partners test and show the application of labour policies and laws in reality, they highlight drawbacks, lack of regulation and challenges in enforcement. Therefore, social partners are best placed to propose solutions that work in practice and correspond to actual situation in the labour market.

Tripartite negotiations are an important element of policy and law-making in the area of social policy in Latvia. The national level social partners were involved also during COVID-19 pandemic. Taking into account the experience gained, from trade union perspective, it would be important to stress that also in times of crisis and uncertainty, classical structures of tripartite social dialogue should not be abandoned, should be summoned regularly, and proportionate representation of social partners should be guaranteed. It must be stressed that investing into the system of tripartite negotiations and social partners' capacity to be effectively involved in it, is a precondition for quality socio-economic policies and legislation and social peace.

Collective bargaining is another essential instrument for successful labour administration. Collective bargaining helps to prevent the approach of "one standard for everyone" and allows to adjust regulation to specific needs of workers and employers in sectors and companies. The experience of Latvian social partners during the COVID-19 pandemic showed that collective agreements, in the times of crisis can help to react, find compromises and adjust regulation to the to the new circumstances and emerging needs of the labour market in the moment.

Finally, one of the most important functions of the labour administration is labour inspection. The Committee of Experts recalled the importance for labour inspectorates to be

adequately resourced and to harness these resources through various strategies, including targeting specific sectors and occupations. The Committee of Experts encouraged governments to take the necessary measures to ensure that the labour administration has sufficient material resources and number of staff and urged governments to ensure that labour administrations are allocated the adequate budgetary resources to perform their tasks and to ensure that their role and the importance of their work receive due recognition.

This point cannot be stressed enough. Labour policies and legislative acts do not reach their objectives if the labour inspectors are not able to carry out unexpected inspections to all workplaces to check the work conditions in reality. Considering the fact, also noted by the Committee of Experts, that digital technologies, automated decisions, AI are increasingly used in the management of work, labour inspectorates also should be equipped with adequate digital tools, knowledge and skills in order to be able to inspect these new work organization patterns.

Furthermore, efficient enforcement of labour law regulations often requires also involvement of tax administration and social security authorities. In addition, cooperation agreements between trade unions and labour inspectorates aimed at efficient exchange of information on labour law violations, can contribute to the successful work of labour inspectorates.

Therefore, to ensure successful labour administrations, the governments, among others, should pay attention to supporting the system and capacity of tripartite negotiations, autonomy and capacity of social partners to engage in collective bargaining, as well as capacities, sufficient and well-paid staff and resources of labour inspectorates.

Chairperson – Now I invite the representative of Cuba to take the floor. Sir, the floor is yours.

Miembro gubernamental, CUBA (Sr. OROZCO ORTEGA) – Agradecemos a la Oficina por la elaboración del Estudio General «La administración del trabajo en un mundo del trabajo en transformación», esta temática es de especial interés para mi país y por ello tenemos la voluntad de ampliar el reconocimiento y las garantías a los derechos laborales guiados por la elaboración y promoción de normas del trabajo acordes con los cambios que se han suscitado en el orden legislativo, económico y demográfico en Cuba.

En un contexto recrudecido por el bloqueo económico, financiero y comercial impuesto por el Gobierno de los Estados Unidos de América contra mi país, el Gobierno cubano comprende la importancia de contar con actualizaciones periódicas de la política laboral, involucrando a las organizaciones de empleadores y de trabajadores representativas. El proceso de actualización legislativa se inició en 2019 con la promulgación de la Constitución de la República, aprobada por referéndum popular. Este proceso se ha mantenido con la aprobación de la Asamblea Nacional del Poder Popular de más de 118 normas jurídicas. Estas normativas han tomado debidamente en cuenta la realidad actual de la sociedad cubana, los objetivos nacionales de desarrollo, las obligaciones asumidas por Cuba en virtud de instrumentos internacionales y la Agenda 2030 para el Desarrollo Sostenible, entre otros factores.

Como podrán comprender se trata de un arduo proceso de consultas, conciliaciones y diálogos sociales con las diferentes partes interesadas donde los actores del mundo del trabajo están directamente implicados. En este contexto el Ministerio de Trabajo y Seguridad Social lidera el proceso de modificación del Código del Trabajo y la Ley de Seguridad Social, bases de la protección laboral y social de los trabajadores. Esta actualización de la máxima norma nacional en materia laboral toma en cuenta, entre otras cosas, los avances de la ciencia e innovación tecnológica y su impacto en el mundo del trabajo; el compromiso de Cuba para cumplir con los principios y derechos fundamentales en el trabajo así como las obligaciones y

derechos reconocidos en las normas internacionales del trabajo, en particular, los 90 convenios ratificados por mi país y las normativas internacionales para la eliminación de la discriminación y acoso en el mundo del trabajo.

El nuevo Código del Trabajo se perfila como una ley de avanzada en varios aspectos, entre ellos, podemos destacar las prestaciones de seguridad social relativas a la maternidad de las trabajadoras y la responsabilidad de las familias, la protección desde varios ámbitos de los ancianos, de personas en situación de discapacidad, de los jóvenes y se ahondará el fenómeno de la inmigración y su incidencia en el empleo.

Los Estados Miembros de esta Organización asumimos el compromiso de velar por la organización y el funcionamiento eficaz del sistema de administración del trabajo, coordinando adecuadamente su funciones y responsabilidades con los intereses de los mandantes sociales. Una sociedad más justa se crea desde la base de la adopción de políticas laborales que garanticen la protección.

Le puedo asegurar que la política laboral se encuentra en el centro de atención del Gobierno cubano y es a la vez protagonista de los cambios legislativos y económicos que hoy se llevan a cabo en el país, por eso resulta tan oportuno participar en el debate que desarrollamos en el día de hoy para compartir nuestras experiencias y nutrirnos igualmente de las mejores prácticas en materia de políticas laborales y sistemas de administración del trabajo.

Chairperson – We are ahead of schedule so I propose to conclude our work for this morning now.

This afternoon at 3 p.m. sharp, we will continue the discussion on the General Survey, followed by the discussion of the "Cases of serious failure by Member States to respect their reporting or other standards-related obligations" and the responses from Judge Thomas-Felix

on behalf of Committee of Experts Chairperson, the Representative of the Secretary-General as well as concluding remarks from Vice-Chairpersons on the General Discussion.

See you all in the afternoon. The sitting is closed.

The sitting closed at 1.20 pm.

La séance est levée à 13 h 20.

Se levantó la sesión a las 13.20 horas.