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Tercera sesión, 2 de junio de 2026, 15 horas**Third sitting, 2 June 2026, 3 p.m.****Troisième séance, 2 juin 2026, 15 h 00**

Presidenta: Sra. López
Chairperson: Ms López
Présidente: M^{me} López

Presidenta - Muy buenas tardes. Bienvenidos a la tercera sesión de esta Comisión. Quisiera anunciar que tenemos el honor de recibir en nuestra Comisión la visita del Presidente de la 114.^a reunión de la Conferencia Internacional del Trabajo, el Sr. Juan Castillo, Ministro de Trabajo y Seguridad Social de la República Oriental del Uruguay. Saludamos y agradecemos la presencia del señor Ministro y bienvenido a nuestra Comisión. Esta tarde continuamos con la discusión del Estudio General, seguida del examen de los casos de incumplimiento grave por los Estados Miembros de su obligación de envío de memorias y de otras obligaciones relacionadas con las normas, así como las respuestas al Juez Alain Lacabarats, Presidente de

la Comisión de Expertos en Aplicación de Convenios y Recomendaciones, de la representante del Secretario General, seguida de las observaciones finales de los Vicepresidentes sobre la discusión general.

Ahora tengo que hacer un anuncio. Me gustaría informarles que el proyecto de actas literales (*verbatim*) sobre la sesión de apertura está disponible en la página web de nuestra Comisión. Los miembros de la Comisión pueden presentar enmiendas a sus propias intervenciones en este proyecto de PV *verbatim* ante la secretaría de la Comisión hasta el miércoles 3 de junio a las 18 horas. Se ruega a los delegados que remitan sus enmiendas a la secretaría por vía electrónica con control de cambios a la siguiente dirección: can@ilo.org. Con el fin de hacer enmiendas con control de cambios los delegados están invitados a solicitar la versión Word del proyecto de acta literal enviando un correo electrónico a esta misma dirección. Les invito a leer el anexo III del documento D.1 sobre el procedimiento de enmienda a los proyectos literales. Dicho esto, continuamos con la lista de oradores inscritos para intervenir. Invito ahora a hacer uso de la palabra al representante de los trabajadores de Ucrania, Sr. Andreyev. Señor, tiene usted la palabra.

Worker member, Ukraine (Mr ANDREYEV) – Thanks a lot for the possibility to contribute from Ukraine to the discussion of the comprehensive General Survey of the Committee Experts. I would like to share the experience of Ukraine regarding labour market challenges, humanitarian response, internal displacement, veterans' reintegration and labour law reform during the ongoing war. First, I would like to emphasize the important role of the ILO in humanitarian response. Traditionally, humanitarian assistance is not considered a common mandate of the International Labour Organization. Nevertheless, the experience of Ukraine demonstrates that in times of extreme crisis protecting workers and their families requires immediate humanitarian action. Within weeks after the full-scale invasion started in Ukraine in February 2022, the ILO transformed many of the activities, educational programmes and

regular trade union work to assist temporarily displaced people with emergency humanitarian efforts. Trade unions, hotels, sanatoria, educational facilities became shelters for internally displaced people. Thousands of people received accommodation, food, clothing, fuel, medical supplies and other essential assistance. Ukraine was also very grateful for the support provided through international solidarity, including assistance coordinated by the ILO under the direct financial support of the ILO. The Ukrainian experience demonstrates that humanitarian response can become an indispensable component for protecting workers and their communities during armed conflict. Secondly, it is important to underline that even during emergencies and wartime, labour rights remain relevant and should not be disregarded. The Constitution of Ukraine and martial law legislation allows certain temporary restrictions on rights and freedoms. Three weeks after the start of the full-scale invasion, the Parliament adopted special legislation regulating labour relations under martial law. Some extraordinary measures were introduced to address unprecedented circumstances. However, practice has shown that many of those restrictions did not generate the expected benefits. For example, the possibility of introducing 12-hour working day proved to be of limited practical value in many sectors. Modern industries increasingly depend on highly-skilled workers whose productivity is determined by expertise, technology and concentration rather than simply extended working hours. Thirdly, the socio-economic integration of internally displaced people remains one of Ukraine's most significant labour market challenges. Millions of Ukrainians were forced to leave their homes due to military operations. Many relocated from heavily industrialized regions in the eastern south of Ukraine to the western region of the country where labour market structures differ significantly. As a result, many skilled workers face difficulties finding employment corresponding to their qualification. For example, metal workers from an industrial city may struggle to find appropriate work in the predominantly agricultural region. The Ukrainian Government has introduced relocation support

programmes for enterprises and vocational training vouchers to support the reskilling and upskilling of those people. In May 2026, a new initiative called “Experience Matters” was launched personally by the Prime Minister of Ukraine to support workers aged 50 and above in adapting the challenging labour market conditions.

Trade unions are also continuing to organize vocational training programmes for displaced persons who are accommodated in the trade union facilities. We appreciate the support provided by the ILO for several training initiatives implemented between October 2025 and March 2026. Such programmes help displaced people acquire new skills and improve their employment opportunities in host communities. Another major challenge concerns the reintegration of veterans into civilian life. Ukraine already has more than 500,000 people, veterans who have completed their military service, many of whom have experienced severe injuries, amputations and disabilities. Successful reintegration requires much more than psychological assistance and improved accessibility. Veterans need opportunities to return to meaningful employment and to feel fully included in their working places. We welcome pilot vocational training projects by the ILO for veterans and believe that such initiatives should be expanded in the coming years. Finally, I would like to stress the importance of maintaining compliance with international labour standards. For Ukrainian workers, stability in labour relations has been extremely important since the beginning of war. Certain legal adaptations were undoubtedly necessary. Many enterprises were destroyed, occupied or forced to relocate. Millions of people were displaced. At the same time, workers have been concerned about attempts to introduce permanent changes of labour legislation in wartime. We welcome the assurance from the Government and employers that future legislation will be fully aligned with the European Union. However, workers also expect that existing rights and protections and guarantees will not disappear simply because they are not explicitly mentioned in the European directives or international labour standards. Ukrainian recovery will require not only

investments in infrastructure but also strong labour institutions, effective social dialogue and full respect of international labour standards.

Presidenta - Doy ahora la palabra al Sr. Benetus Nangombe representante gubernamental de Namibia.

Government member, Namibia (Mr NANGOMBE) – Namibia thanks the Committee of Experts and the Office for conducting the General Survey on Recommendation No. 205. We also acknowledge the considerable difficulties the Committee of Experts faced in analysing article 19 reports, particularly the uneven availability of crisis-related data and the diversity of crisis situations. These challenges underscore the need to strengthen national reporting systems and to reinforce institutional capacities for crisis-responsive labour market institutions.

Namibia commends the Committee of Experts for its rigorous work under these demanding circumstances. The COVID-19 pandemic was an unprecedented crisis test, in living memory, with respect to the resilience of Namibia's labour market. Therefore, our Government guided by the spirit of Recommendation No. 205 and in close consultation with the employers' and workers' organizations, adopted an economic stimulus and relief package to mitigate the impact of the pandemic in the country. The package aimed to preserve jobs, protect incomes and support enterprises, especially micro, small and medium-sized enterprises. Measures included wage support schemes, tax relief, targeted support to hard-hit sectors, liquidity assistance and employment-intensive public works to sustain livelihoods.

The pandemic confirmed the central message of Recommendation No. 205, that employment and decent work cannot be an afterthought in crisis management but a core pillar of prevention, response and recovery. It also demonstrated that the strength of labour inspection, social protection and social dialogue institutions determined the speed, fairness

and effectiveness of national responses. The General Survey underscores the importance of coherent employment policies and the integration of employment impact assessments throughout all phases of crisis management. Towards this end, Namibia has taken steps to institutionalize employment impact assessments as a key policy tool. This will enhance our capacity to anticipate the impact of crisis on our labour market, develop targeted and timely interventions and ensure that vulnerable groups are not left behind.

By strengthening this framework, Namibia will be better positioned to give full effect to Recommendation No. 205 and to promote a more resilient and inclusive recovery in future crises. As an outcome of this General Survey discussion, Namibia requests that the Office strengthens and expands its technical capacity or its technical assistance to Member States, including through capacity-building initiatives for government institutions and social partners. This would enhance national capacities to fulfill reporting obligations and effectively implement the provisions of Recommendation No. 205 in times of crisis. Namibia reaffirms its commitment to continuously strengthen its regional capacity and policy frameworks to ensure that employment and decent work remain at the heart of national responses to crises. We believe that placing decent work at the centre of recovery efforts is essential to fostering resilience, promoting social cohesion and supporting sustainable peace and development.

Presidenta - Voy a pasar ahora el uso de la palabra al Sr. Carlos Augusto Müller en representación de los trabajadores del Brasil.

Worker member, Brazil (Mr MULLER) – On behalf of the Brazilian Trade Unions Confederations acting in unity in defence of the rights of the working class, I would like to begin by thanking and congratulating the Committee of Experts for its comprehensive and timely report. This document is not merely a technical analysis. This is an indispensable diagnosis that sheds light on the urgent need to apply Recommendation No. 205 in a world

marked by violence, inequality, climate crisis, geopolitical tensions and loss of rights. We are living through a decisive historical moment. The world of work is facing a true polycrisis which is also a crisis of civilization driven by the most aggressive logic of capitalism. Inequalities are deepening. The climate crisis destroying communities and geopolitical conflicts are reaching critical levels. In the Americas we are confronted by two different paths, democratic reconstruction, social justice and decent work or the regressive abyss of authoritarianism, anti-union policies in the extreme right. We reaffirm the importance of the concept expressed by the Community of Latin America and Caribbean States (CELAC) as a zone of peace. But peace is not merely the absence of armed conflict. Lasting and universal peace can only be sustained through social justice. And the engine of that justice is full, decent, freely chosen and protected employment. In Brazil, under President's Lula Government after years of setbacks workers have struggled for democratic reconstruction for the recovery of public institutions and for a development agenda based on rights, social inclusion and respect for trade unions. However, this report also warns us about the underlying factors of vulnerability that cannot be ignored. The exclusions of millions of workers from labour and social protection is not an accident. It is the result of precarious forms of work, informality, outsourcing without safeguards and the false classification of workers as self-employed. The COVID-19 pandemic exposed this injustice very clearly. While many former workers had at least some basic protection, informal workers, self-employed workers and digital platform workers were often left without income, without health coverage and without social protection. Responses to crisis must protect all workers regardless of the contractual form under which they work. The fight against the misclassification of workers as false self-employed must be a central part of any strategy for transition to formality. Formalization cannot be replaced by narratives of individual entrepreneurship that hide economic dependence, algorithmic subordination and the absence of rights. Platform workers must have social protection, freedom of association, the right to

collective bargaining, occupational health and safety, social security contributions and access to retirement. The report of the Committee of Experts is also very clear. There will be no real resilience if we do not pay special attention to historically vulnerable groups, including young people, indigenous and tribal peoples, persons with disabilities and migrants and refugees.

In our region, we see now climate change, deforestation and environmental destruction affecting livelihoods of indigenous peoples and traditional communities who are often excluded from prevention plans and crisis response policies. The protection of indigenous peoples and communities affected by the climate crisis must respect national sovereignty, the self-determination of peoples and the right to develop with justice. In this regard, Brazil's investments in public concessions aimed at strengthening the waterway transport can play an important role. If implemented with social dialogue, environmental safeguards and respect for indigenous peoples, these policies can help reduce the pressure caused by major highways cutting through or near indigenous territories while also contributing to lower carbon emissions and to the fight against climate change. We also wish to recognize the rights of those who are in the front line of crisis response, health workers, transport workers, agricultural workers, public service workers and many others. It is unacceptable that the sectors considered essential for the recovery are often the same sectors where workers face precariousness, informality, low wages, unsafe conditions and anti-union practices.

For an effective response, Recommendation No. 205 requires decent work and social dialogue at all stages, prevention, preparedness, response, recovery and reconstructions. This General Survey must not be treated as a decorative document. It is a road map for immediate action. It is not enough to quote the Declaration of Philadelphia while statistics show regression in rights, growing inequality and the weakening of collective bargaining. The workers of Brazil and the Americas will not take one step backwards. Faced with any authoritarian, anti-union and regressive projects, we will respond with more organization,

more collective bargaining, more democracy and more international solidarity. We want peace. We must cultivate social justice.

Presidenta - Paso ahora la palabra al Sr. Guy Serge Anganthé Ekpo, representante gubernamental de Côte d'Ivoire.

Membre gouvernemental, Côte d'Ivoire (M. EKPO) – Le gouvernement de la Côte d'Ivoire félicite le Bureau pour la qualité du document produit, basé sur la recommandation (n° 205) sur l'emploi et le travail décent pour la paix et la résilience, 2017, laquelle fournit un cadre normatif unique du monde du travail afin de prévenir et répondre aux effets dévastateurs des crises sur les économies et les sociétés.

Reposant sur quatre piliers, – la création d'emplois, la protection sociale, les droits du travail et le dialogue social –, le travail décent place les personnes au cœur du développement.

Il donne une voix aux travailleurs, en particulier aux populations vulnérables qui vivent dans des environnements fragiles ou touchés par des fléaux tels que la pandémie du COVID-19, les conflits armés que l'on observe de par le monde, et les catastrophes de toutes natures. Ces crises freinent le développement économique durable, exacerbent l'injustice sociale et les inégalités, et accroissent le travail informel en particulier pour les jeunes et les femmes.

À cet effet, l'accès à un travail décent est essentiel pour la paix et la stabilité, gages de toute économie prospère au sein de nos sociétés dans lesquelles les emplois peuvent être créés, les partenaires sociaux peuvent s'organiser, et la qualité des emplois peut être régulièrement améliorée en tenant compte de la dimension du genre. Comment les États devraient-ils s'engager dans ces contextes fragiles?

Il s'agit de mettre en synergie toutes les forces vives nationales (employeurs-gouvernement-travailleurs) car la complexité actuelle des crises ne peut être

traitée par un seul acteur et cela nous oblige à assurer la cohérence, la complémentarité et la collaboration. Ces actions s'inscrivent dans des programmes d'emplois et du travail décent qui traitent simultanément du manque d'opportunités économiques et de la perception d'injustice sociale par nos populations.

De ce fait, en adéquation avec les principes qui guident la pérennisation de l'emploi et du travail décent surtout en période de crise, le gouvernement de la Côte d'Ivoire et le secteur privé se sont dotés de stratégies et de programmes de développement à long terme, entre autres:

1. la création d'emplois directs pour tous y compris les personnes vulnérables qui cible notamment les secteurs de l'agro-industrie, les services financiers, le BTP et l'ingénierie, les Télécoms, l'énergie et les emplois verts. Ce qui génère la création de près de 100 000 emplois par an.
2. L'amélioration des conditions de travail et de vie des travailleurs à travers le renforcement continu des dispositifs réglementaires de la loi portant Code du travail et surtout l'augmentation du salaire minimum interprofessionnel garanti (SMIG) en 2013 et 2023 respectivement de 61 pour cent et de 25 pour cent, ainsi que des salaires minima catégoriels conventionnels (entre 8 et 29 pour cent).

La sécurité des revenus repose sur un système de protection sociale destiné à couvrir l'ensemble des travailleurs. Les salariés sont pris en charge à travers le régime général des travailleurs salariés, tandis que les travailleurs indépendants et ceux du secteur informel relèvent du régime social des travailleurs indépendants (RSTI). Par ailleurs, l'accès aux soins de santé est assuré via la couverture maladie universelle (CMU) qui compte plus de 25 millions de personnes enrôlées, soit un taux de

77,8 pour cent, ainsi que 1,5 millions de travailleurs indépendants et 1,1 millions de travailleurs salariés affiliés au RSTI.

Ce système, fondé sur un taux de cotisation de 12 pour cent, vise notamment à intégrer davantage le secteur informel, avec un objectif de 50 pour cent d'enrôlement à l'horizon 2028.

3. L'amélioration des compétences pour l'employabilité en Côte d'Ivoire, adressée par des réformes structurelles vise à combler le fossé entre la formation et les besoins réels des entreprises. Le gouvernement, via le Fonds de développement de la formation professionnelle, et des programmes comme le Programme d'appui à l'amélioration de l'employabilité et de l'insertion des jeunes, travaille à adapter l'offre de formation.
4. La consolidation à long terme du dialogue social tripartite très constructif qui nous a permis non seulement d'amortir rapidement le choc lié à la pandémie du COVID-19 mais également de bâtir une excellente relation de travail, de confiance et de franchise pour le bien-être de nos travailleurs et la stabilité socio-économique pour nos entreprises.

Aussi, il faut indiquer que cela a permis, depuis la tenue de la dernière Conférence, la ratification de quatre conventions de l'OIT.

En conclusion, la vulgarisation de la recommandation n° 205 à travers la promotion de l'emploi et du travail décent renforce davantage la paix et instaure à long terme la résilience à tout choc endogène ou exogène.

Presidenta - Voy a pasar ahora la palabra al Sr. Sirr ALkhatim Mohammed en representación de los trabajadores del Sudán.

Interpretation from Arabic: **Worker member, Sudan (Mr MOHAMMED)** – Let me start by thanking the Committee of Experts for providing this report. This report comes at a timely juncture when we are dealing with a very important topic. When we speak about conflicts, we speak about numbers, statistics, but we know that behind each number, behind every statistic, there is a worker, there is a nurse that works without electricity in very difficult condition.

Behind these numbers and statistics there are workers who have lost their jobs and a population that has lost any hope in the future because of the war. That is the reality in Sudan today. Since April 2023, when this civil war broke out, 14 million people were displaced and more than 30 million people are in need of humanitarian assistance. We have a problem with food security. The numbers that I can cite may seem unbelievable, but we know they reflect the reality and have their impact on the community.

The world looks at Sudan and sees a humanitarian crisis, but as workers, we see a labour crisis. Public services have been disrupted. Infrastructure has been destroyed. Workers are leaving the country in their droves and workers are finding themselves fighting to work under informal conditions without any job security. The International Confederation of Trade Unions in Africa (ITUC-Africa) found that strategic sectors such as energy, have been severely affected. Public utilities have identified shortages, and, of course, displacement, unemployment and war-related injuries have also had an impact.

Workers have pointed out that they lost their life savings because of the failure of financial institutions and the destruction of infrastructure. Recommendation No. 205 reminds us that peace does not mean only the absence of fighting. Peace needs effective institutions that provide services, social dialogue and social justice. I think we need to deal with the root causes of these crises, not just with what happened afterwards. The situation in Sudan can only be understood looking at the bigger picture where we can see a large number of mercenaries and

foreign fighters who are contributing to the ongoing violence in the country. I think this is one issue that we have to deal with.

In other parts of Africa, we have seen the devastating effect of crises, such as health crises in the Democratic Republic of the Congo. If we are to speak about resilience, if we are to speak about peace, we have to be brave enough to confront those who are causing these wars. The ongoing discussion about Recommendation No. 205 is an important opportunity for us to deal with issues like what we are facing in Sudan. I think that is how we can deal with displacement, the lack of livelihoods, the need to reconstruct and to reintegrate. Therefore, we call upon the ILO to adopt a specific programme for Sudan in line with Recommendation No. 205.

This programme should call for reconstruction, the revival of social dialogue, the rebuilding of institutions, the strengthening of social protection and the provision of protection for those who are displaced. Recovery does not mean building schools, roads, hospitals or power stations. I think we have to focus on rebuilding lives and restoring dignity, while ensuring that workers are partners in building peace rather than victims of crises or conflicts. The people of Sudan have shown an incredible degree of resilience and what they need now is solidarity. We need to translate the provisions of Recommendation No. 205 into action in order to provide decent work for those workers.

Presidenta - Antes de comenzar el próximo punto, tenemos que avisar que hoy, 2 de junio, se está celebrando la sesión de votación electrónica acerca de la propuesta de suspensión de la aplicación de determinadas disposiciones del Reglamento de la Conferencia Internacional del Trabajo. Dicha suspensión permitirá a los miembros de la delegación del Estado de Palestina ejercer, en la presente reunión de la Conferencia, los derechos y privilegios adicionales que se le confiere en la Resolución sobre la condición de Palestina en la OIT y los

derechos de participación de Palestina en las reuniones de la OIT, adoptada en la 113.^a reunión de la Conferencia. La votación se cerrará a las 17 horas.

Los resultados de la votación se anunciarán en la sesión plenaria matutina de mañana 3 de junio. Recordamos que el enlace de la plataforma de votación se envió por correo electrónico antes de las 10 horas a los delegados titulares y a los suplentes. El primer código de votación figura en los mensajes de correo electrónico. El segundo código de votación de cuatro caracteres, está impreso en el distintivo de la Conferencia de cada delegado. Las personas con derecho a votar podrán hacerlo utilizando su propio distintivo, un ordenador principal o un teléfono inteligente.

Las estaciones de votación son disponibles en el Salón de los Pasos Perdidos— detrás de la sala de asambleas en el Palacio de las Naciones—, en la entrada del CICG o bien aquí mismo, frente a la sala del Consejo de Administración en el edificio de la OIT. La secretaría estará presente en los tres lugares para prestar la asistencia que resulte necesaria. Encarecemos a aquellas personas que todavía no han hecho uso del ejercicio de voto que, por favor, se acerquen a las máquinas de votación.

Ahora, siguiendo con la lista de oradores voy a dar la palabra a la Sra. Murna Joy Loma quien hablará en representación del Gobierno de Nigeria.

Government member, NIGERIA (Ms LOMA) – Nigeria welcomes the General Survey concerning the employment and decent work for peace and resilience and commends the Committee for a detailed General Survey. The focus of the Survey on the core mandate of the ILO against the backdrop of social justice for peace is critical to the world of work at this time, particularly as it aligns with Recommendation No. 205. Indeed, the intricate relationship between lasting peace and social justice cannot be overemphasized when juxtaposed to the ILO's pillars of the Decent Work Agenda promoting decent and fair employment and

enterprise, entrenching and upholding inclusive social protection systems, promoting social dialogue and strengthening social dialogue institutions and guaranteeing fundamental principles and rights at work, especially by closing inequality gaps. The General Survey is also of great significance as it identifies employment and decent work as key principles that must be deployed in designing crisis management frameworks. Capacity-building of constituents, skills and vocational training, labour market institutions form a strong nucleus of the crisis management framework. The Survey further recognizes that post-crisis management cannot be done in isolation.

International and regional cooperation, as well as coordination between and amongst Member States, should be mobilized and strengthened to achieve positive results. Furthermore, beyond governments driving the crisis recovery strategies, societies must be intentional in harnessing the opportunities presented by public-private interventions by providing an enabling environment for a holistic recovery, growth and investments. These must be at the core of our programmes as an Organization, and as Member States, if the wheel of the vicious cycle of crisis situations will be turned to produce stability and new wealth. The realities, challenges and opportunities identified by the General Survey require intentional and collaborative action by critical actors, individuals, multinationals, societies, governments rising to their respective responsibilities and harnessing the social, economic, political and technological resources at their disposals to entrench peace and resilience in our world. Nigeria is particularly drawn to the Survey as it aligns with our internal crisis experiences and national priorities for recovery. The transformative policy thrust of our Government aims to reposition Nigeria as a prime global investment destination. Nigeria's renewed hope agenda is hinged on the vision of pursuing and instituting sustained social economic prosperity for our country through obtaining job creation, skills and vocational training, inclusiveness, food security, poverty eradication, economic growth, access to capital, improving security for life

and property, rule of law and fight against corruption. These priorities are aimed at building a more just and equitable society recognizing that the foregoing are critical components for national growth and development, as well as laying a springboard for international integration. Finally, the Nigerian Government commends the Office for the recommendations put forward, particularly as it relates to standard related actions and technical cooperation. We, however, call on the ILO to recognize the peculiarities and difficulties faced by emerging economies of some Member States and deploy programmes and technical support to these Member States as required or requested.

Presidenta - Voy a pasar ahora el uso de la palabra a la Sra. Marta Pujadas en representación de los trabajadores de la Argentina.

Miembro trabajadora, Argentina (Sra. PUJADAS) - Voy a intervenir en representación de las centrales sindicales argentinas y también de la Central Sindical de las Américas (CSA) y Central Sindical Internacional (CSI), para expresar nuestro reconocimiento a la Comisión de Expertos por este Estudio General sobre la Recomendación núm. 205.

Como observa la Comisión de Expertos en el Estudio General, las crisis vinculadas al clima aumentan en todo el mundo. Lo vivimos con el aumento de intensidad de las tormentas, las olas de calor y de frío, las sequías, las inundaciones, los incendios forestales y la proliferación de enfermedades endémicas. Estos fenómenos comprometen la infraestructura de nuestros países, dañan la capacidad productiva y ponen en riesgo las oportunidades y las condiciones de trabajo de las personas. En la Argentina, el progreso para abordar la crisis climática se ha estancado, o incluso ha retrocedido.

La política de austeridad fiscal aplicada a las políticas ambientales y de transición justa se enmarca en una posición ideológica de negacionismo climático afirmada por el Gobierno.

La pérdida de jerarquía del Ministerio de Medio Ambiente, convertido hoy en Subsecretaría, es una muestra de ello.

Vale la pena recordar que la Corte Internacional de Justicia ha determinado en su opinión consultiva que las obligaciones climáticas de los Gobiernos son aplicables a todos los Estados, sean o no partes en los principales acuerdos climáticos.

Los recortes presupuestarios en mi país alcanzan áreas sensibles de política pública como la salud, la educación y la protección social. Se producen constantes olas de despidos en el sector público, que incluye a aquellos organismos vinculados con la gestión y la respuesta ante crisis.

Todos los que trabajan en primera línea no cuentan con estabilidad laboral y acumulan demandas por mejoras salariales y reconocimiento de sus cualificaciones laborales. Por eso, reivindicamos hoy a esas trabajadoras y trabajadores esenciales de la salud, el transporte y la educación.

Es una injusticia intolerable que quienes estuvieron y están en primera línea en respuesta a todas las crisis sufran la persecución sindical y el ajuste. Valoramos que la Comisión de Expertos aliente en su Estudio General a los Estados Miembros a que «adopten medidas para apoyar y proteger el empleo en el sector público mediante una dotación de personal y unas condiciones de trabajo adecuadas». La Comisión de Expertos también señala la importancia de «mejorar las condiciones de trabajo y aumentar la inversión en los trabajadores situados en primera línea».

El retiro del Estado en áreas de alta sensibilidad social resulta de gravedad toda vez que el impacto de la crisis afecta especialmente a los sectores cuyos derechos han sido históricamente vulnerados. Abogamos por un enfoque interseccional en todas las políticas de resiliencia, de gestión de crisis y de transición justa.

La paralización de la obra pública en mi país, por ejemplo, priva a las comunidades afectadas de las oportunidades que programas de inversión intensivos en empleos centrados en esa infraestructura puedan tener en la prevención, en la preparación, en la respuesta y en la recuperación, así como en la construcción de una sociedad resiliente. Tanto la Recomendación núm. 205, como el Estudio General, reafirman la importancia del diálogo social tripartito reconociendo la participación de las organizaciones de trabajadores y de empleadores como un requisito previo para el éxito de la gestión de la crisis.

La Argentina atraviesa un marco generalizado de debilitamiento o ausencia del diálogo social tripartito institucionalizado, que incluye a los instrumentos y organismos de la gestión de la crisis.

Las trabajadoras y los trabajadores argentinos, junto a las centrales sindicales regionales y mundiales, reafirmamos la defensa de los derechos fundamentales del trabajo y reivindicamos el diálogo social tripartito institucionalizado. Estos no debilitan la capacidad de respuesta de los Gobiernos frente a una crisis. Al contrario, la defensa de los derechos fundamentales y su aplicación efectiva así como el diálogo social institucionalizado tripartito, fortalecen la política pública, la dotan de mayor coherencia, de mayor integralidad y efectividad en la prevención y la gestión de la crisis.

Presidenta - Voy a pasar ahora la palabra al Sr. Helal Maamoun Abdallah en representación del Gobierno de Egipto.

Interprétation de l'arabe. Membre gouvernemental, Égypte (M. HELAL MAAMOUN) –
Nous sommes tout à fait fiers de participer, dans ce débat important sur l'Étude d'ensemble sur l'emploi et le travail décent pour la paix et la résilience. Nous remercions aussi la commission d'experts et tous ceux qui ont participé à ces travaux pour la préparation d'un rapport exhaustif qui traite l'une des questions les plus importantes du monde du travail

contemporain. Ce débat se tient au moment où le monde est confronté à des difficultés croissantes, qu'il s'agisse de conflits armés, de crises économiques, de catastrophes naturelles, de changement climatique ou de mutations technologiques, autant de défis qui ont un impact direct sur le marché du travail et sur les capacités des États à réaliser une croissance d'ensemble et durable. Nous sommes convaincus que l'emploi et le travail décent sont les piliers de la stabilité sociale, du renforcement de la cohésion sociale, et de la paix et de la prospérité. Partant, l'Égypte, au cours des années passées, a adopté un train de mesures et de législations, ainsi que de programmes nationaux qui visent la création des emplois décents, le renforcement de la protection sociale et le développement des capacités et des compétences humaines, car elles constituent un élément intégral de la création de sociétés capables de résilience. Face aux défis, nous avons adopté un nouveau Code du travail, une nouvelle stratégie de l'emploi qui vise à réaliser la croissance d'ensemble et du capital humain, et à répondre à l'évolution du marché du travail. Nous avons aussi renforcé le partenariat avec le secteur privé, en soutenant l'esprit d'entreprise et les PME qui sont des moteurs de l'emploi et du développement. L'Égypte met aussi en œuvre un vaste programme de protection sociale, qui vise les couches les plus défavorisées. Nous citons l'exemple des programmes de solidarité comme le Fonds du travail informel. Nous œuvrons à l'intégration de la femme, des jeunes et des personnes handicapées dans le marché du travail; à lutter contre les formes de travail forcé, le travail forcé des enfants, la traite des personnes, de sorte à réaliser la croissance économique et à créer de nouveaux emplois rémunérateurs. Nous insistons aussi sur l'importance de l'Étude d'ensemble, qui rappelle le rôle du dialogue social dans la gestion des crises. À cet effet, nous rappelons la nécessité de soutenir les mécanismes de concertation sociale entre les pouvoirs publics et les associations d'employeurs et de travailleurs, car elles constituent un outil essentiel pour l'équilibre entre les exigences du développement économique et celles de la justice sociale. Nous avons à cet égard renforcé le Conseil supérieur

de la concertation sociale qui, aujourd'hui, est doté d'une personnalité juridique et d'un budget indépendant. Le succès de nos efforts exige le renforcement, le respect des priorités nationales, ainsi que le transfert des technologies et le renforcement des capacités. Nous signalons que la région arabe est confrontée à une problématique complexe, crises régionales en tous genres qui créent des pressions économiques et sociales. À cet égard, l'Égypte rappelle l'importance du renforcement du rôle de l'Organisation internationale du Travail, de l'appui aux États Membres, en particulier les pays en développement par la mise en œuvre des programmes de développement et des initiatives qui visent à la création de marchés du travail plus souples et plus inclusifs et capables de résilience.

Cette année, nous commémorons le centenaire de la création de la Commission de l'application des normes. Dans le même temps, nous tenons à souligner le rôle historique joué par cette commission au cours du siècle passé pour renforcer le respect des normes internationales du travail et consolider les principes de la justice sociale et du dialogue tripartite. Nous soulignons la nécessité de maintenir le caractère technique, neutre et objectif des mécanismes de contrôle de l'OIT, de sorte à renforcer la confiance entre les États Membres et garantir l'efficacité des normes internationales du travail pour faire face aux défis de notre temps. Pour conclure, nous rappelons notre attachement aux objectifs et principes de l'Organisation internationale du Travail, notre désir de poursuivre la coopération avec l'ensemble des partenaires sociaux et des États Membres pour réaliser un travail décent, un développement durable, la paix et la prospérité pour tous.

Presidenta - Vamos a pasar ahora el uso de la palabra al Sr. Saad Muhammad en representación de los trabajadores del Pakistán.

Worker member, Pakistan (Mr MUHAMMAD) – I am speaking on behalf of the workers in Pakistan who are among those already heavily affected by multiple crises including

consequences of armed conflicts in the region as well as natural disasters such as tragic floods in 2022 which submerged a third of the country and affected 33 million people in Pakistan. I wish to raise the issue of the need for social dialogue and involvement of the trade unions in the design, development, monitoring and implementation and review of crises. Recommendation No. 205 is clear that lasting peace can be established only if it is based on social justice. Social dialogue based on respect for freedom of association and the effective recognition of the right to collective bargaining plays a crucial role in shaping policies to promote social dialogue and social justice. The General Survey confirms that social dialogue is a cornerstone of crisis management. Pakistan reported about conducting consultation as part of the whole of society approach. We support broad consultation but it is important to ensure that consultation with trade unions and employers' organizations is given a special place when it comes to impacts of crises response and recovery measures on employment and workplaces. I want to recall that the General Survey emphasized that in line with Recommendation No. 205, crises response must not be used to circumvent social dialogue or to introduce legislative reforms that are aggressive and incompatible with international labour standards. I also wish to cover the topic of decent work and jobs with rights as part of crises response. Pakistan reported that more than 1.4 million jobs were created as part of their tsunami programme which they started in 2019. We support job creation, but as part of crises response, we need to show that precarious job is not a solution. For crisis recovery to be successful and sustainable in the long term, we need jobs with rights. All countries including Pakistan should align responses with the Decent Work Agenda. Recovery and reconstruction framework after conflict or disasters should be linked to the long-term decent work strategy through extended social dialogue to ensure that initiatives create inclusive job opportunities, reinforce social cohesion and promote resilience against future crisis situation. Such approach should be applied to all stages of interventions including during humanitarian development and peace-

building effort. This is why responding to and preventing crises must be rooted in decent work, social protection, freedom of association, collective bargaining and social dialogue. These principles are not optional. Indeed, their obligations stemming from international labour standard and the institutional constitutional ILO's mandate.

Presidenta - Ahora voy a pasar el uso de la palabra al Sr. Felix Anthony en representación de los trabajadores de Fiji.

Worker member, Fiji (Mr ANTHONY) – I wish to speak in solidarity with the workers of the Maldives who cannot be present due to their Government's failure to ensure tripartite delegation to this Conference. First, I would like to make a point about the disastrous impact crises have on basic civil liberties of Workers and Employers, including their right to life, freedom from inhumane treatment, freedom from arbitrary arrest and detention, freedom from assembly and freedom of opinion and expression. In context of the crisis response, recovery and prevention, it is absolutely crucial role of role to promote Workers' collective rights, including the fundamental right to bargain collectively and for the purpose of furthering their rights and interests. We note the observation made by the General Survey that Governments should make the utmost to support collective bargaining, including in times of crisis. We note that the Committee of Experts specifically observed that where such agreements are few in number or completely nonexistent, this often signals a lack of trust between the parties and the need to rebuild confidence and strengthen national frameworks. The General Survey cited in this regard observations made by the Committee of Experts in 2021 in regard to compliance by the Maldives with the ILO Convention No. 87. We note that many countries whose economies benefit significantly from the hospitality sector restrict workers' collective rights in false conviction that ensuring business operations is more important than social dialogue with Workers' representatives. This used to be the case of the Maldives where labour organizing in the country's booming resort industry was prohibited and later restricted.

It was only in 2023 where the Parliament of the Maldives passed the Industrial Relations Bill followed by the first official registration of workers' trade union. This historic achievement is the culmination of an 11-year journey in strategic planning and unwavering struggle by workers and unions in the Maldives. Support to business continuity should never be given at the expense of workers' fundamental rights. On the contrary, business should be supported on condition that they create decent jobs, respect workers' rights and bargain in good faith. Recognizing the importance of freedom of association, social dialogue and collective bargaining for developing sustainable long-term crisis response policies is of particular importance for the Maldives. The Maldives is an island nation highly vulnerable to sea level rise, therefore exposed to adverse impacts of climate change. The country has actively participated in the recent proceedings in the International Court of Justice concerning the issuing of an advisory opinion regarding the obligations of states in respect of climate change. We note that the ICJ has confirmed that states' duties in this area are derived from human rights laws. Another international tribunal, the Inter-American Court of Human Rights has in the same time issued its opinion in which it explicitly recognized that states have an obligation to involve employer and workers' organizations in transition planning. In view of this recent legal developments, it is even more urgent for all countries, including the Maldives, to review their protective labour legislation in order to evaluate the effectiveness of the national collective bargaining institutions and processes to adopt progressive labour reforms that grant collective rights and basic labour protection to all workers.

Presidenta - Voy a pasar la palabra ahora al Sr. Fidèle Kiyangi Matangila, quien hablará en representación de los trabajadores de la República Democrática del Congo.

Membre travailleur, République démocratique du Congo (M. KIYANGI MATANGILA) – Je m'exprime au nom des travailleurs de la République démocratique du Congo, qui sont gravement touchés par les effets néfastes de multiples crises, notamment les conflits armés,

la récente pandémie mondiale de COVID-19 ainsi que les impacts négatifs croissants du changement climatique.

Le travail forcé et le travail des enfants en République démocratique du Congo constituent une crise généralisée des droits humains, alimentée par les conflits armés et la demande mondiale de minéraux stratégiques. Des centaines de milliers d'adultes et d'enfants subissent des formes modernes d'esclavage dans les secteurs minier, agricole et dans la traite des êtres humains. Les travailleurs sont exploités dans des mines artisanales dangereuses, sans équipement de protection de base. Même dans les mines réglementées, les travailleurs employés par des entreprises sous-traitantes sont confrontés à une exploitation extrême, avec des salaires insuffisants pour vivre, des conditions de travail dangereuses et des horaires excessivement longs. Ils sont fréquemment victimes de violences physiques et de représailles.

En réponse aux crises, la recommandation (n° 205) sur l'emploi et le travail décent pour la paix et la résilience, 2017, souligne l'importance d'éliminer le travail forcé et obligatoire, y compris la traite des êtres humains, ainsi que le travail des enfants. La commission d'experts rappelle que les mesures visant à prévenir ces crimes, à sanctionner leurs auteurs et à aider les victimes doivent être adaptées au contexte de crise.

Dans le cas de la République démocratique du Congo, le travail forcé est aggravé par les conflits armés dans le pays. Les groupes armés eux-mêmes recourent au travail forcé pour l'exploitation minière illégale. Pour y mettre fin, il est nécessaire que les auteurs de ces crimes soient poursuivis et qu'il soit mis un terme au soutien apporté aux groupes armés non étatiques.

Il est également indispensable d'améliorer considérablement la traçabilité et la régulation des chaînes d'approvisionnement mondiales. La République démocratique du Congo abrite plus de 50 pour cent des réserves mondiales de cobalt. Les violations criminelles des droits des

travailleurs dans les mines de cobalt de la République démocratique du Congo impliquent des entreprises technologiques et automobiles internationales qui dépendent de ces minéraux pour la production de batteries rechargeables utilisées dans les véhicules électriques, les smartphones et les technologies d'énergie renouvelable. Ces entreprises multinationales présentent souvent leurs produits et services comme faisant partie de la transition écologique dont nous avons tous désespérément besoin. Dans le même temps, elles tirent profit de l'exploitation criminelle des travailleurs et des enfants dans les mines.

Cette situation doit changer. Nous avons besoin d'une meilleure transparence des chaînes d'approvisionnement mondiales.

(coupure d'enregistrement)

(toute cette partie du discours a été coupée: Les entreprises nationales et multinationales doivent identifier, prévenir, si nécessaire atténuer et dans tous les cas rendre compte de la manière dont elles traitent leurs impacts négatifs potentiels et réels sur les travailleurs et leurs droits.

Un autre facteur qui contribue à exposer les travailleurs à des crimes tels que le travail forcé ou le travail des enfants est l'inefficacité de l'inspection du travail en République démocratique du Congo. La recommandation n° 205 est claire: le renforcement de l'inspection du travail, conformément à la convention (n° 81) sur l'inspection du travail, 1947, de l'OIT sur l'inspection du travail, que notre pays a ratifiée, est un élément clé d'une réponse efficace aux crises. Sans cela, il est impossible de permettre une reconstruction fondée sur le droit, de prévenir de futures crises et de

L'Étude d'ensemble note que les services d'inspection du travail sont confrontés à des défis récurrents dans le monde entier, tels que des ressources insuffisantes et un nombre trop faible d'inspecteurs, défis souvent aggravés en situation de crise.

Nous appelons notre gouvernement et tous les États Membres de l'OIT à mettre effectivement en œuvre la convention (n° 81) sur l'inspection du travail, 1947, et à soutenir les inspections nationales du travail par des ressources matérielles adéquates, une autonomie juridique et une formation continue, en tant que mesures à prendre pour répondre aux crises.

Presidenta - Vamos a pasar al uso de la palabra al Sr. Gholamhossein Hosseininia en representación del Gobierno de la República Islámica de Irán.

Government member, Islamic Republic of Iran (Mr HOSSEININIA) – The Islamic Republic of Iran participates in this International Labour Conference at a time when the country's world of work and production is confronted with both structural and sudden challenges arising from regional tensions and imposed illegal war and the continued imposition of unjust unilateral sanctions. This situation goes beyond economic fluctuation. It directly targets the very concept of decent work and the sustainability of the labour market. According to official data during the one-year period leading up to summer 2025, nearly 237,000 individuals left the labour force, 72 per cent of whom were formerly in formal employment. Furthermore, a reduction of 597,000 formally insured persons during critical periods clearly indicates a forced shift in employment patterns from the formal to the informal sector. We also condemn direct attacks on civilian education and research infrastructure. The destruction or psychological insecurity in educational environments such as the bombing of the Minab school deprives the young generation of their fundamental right to learning. The forced transition to online education in the context of technology-related sanctions and digital inequality has exacerbated the educational gap among different income. Nevertheless, the Government of the Islamic Republic of Iran in collaboration with its social partners has been implementing intelligent national responses under the initiative entitled resilience through steadfastness. This includes the draft public employment programme, support for micro and home-based businesses through the thousands of bazaars and thousands of arenas,

exhibitions, the provision of low-cost facilities conditional on the retention of workers, the launch of the electronic food voucher scheme and the expansion of unemployment insurance capacities. The delegation of the Islamic Republic of Iran requests the ILO to go beyond the condemnation of wars and sanctions and to provide Islamic Republic of Iran with the technical expertise needed for skills rebuilding and virtual learning models. We further call upon the ILO to adopt a clear position regarding the detrimental effects of sanctions on the right of access to work.

Presidenta - Vamos a pasar ahora el uso de la palabra al Sr. Tirivanhu Marimo quien hablará en representación de los trabajadores de Zimbabwe.

Worker member, Zimbabwe (Mr MARIMO) – I would like to raise the urgent issue of criminalization of legitimate trade union activities in crisis contexts. Trade unions in Zimbabwe have been repeatedly victimized during political conflicts and called terrorist organizations by politicians.

For example, in 2012, the then acting spokesperson of the ruling party publicly called the Zimbabwe Congress of Trade Unions (ZCTU) a “terrorist organization” and a “trojan horse” for the opposition Movement for Democratic Change Alliance (MDC alliance). This Government of Zimbabwe must fully implement the numerous observations of the Committee of Experts and bring laws and practice in full compliance with Convention No. 87 for effective response to the accelerating global policy crisis. We need full respect for workers’ trade union rights. I also wish to underline the critical importance of education. Universal education is the primary foundation for stabilizing societies during crisis and preventing future systemic collapse.

When an economic, health, or environmental disaster strikes, traditional socio-economic infrastructures fracture. Universal access to basic education ensures that children and marginalized populations maintain structural continuity, psychosocial support and access to

critical survival information. The General Survey highlights efforts by the Government of Zimbabwe to align national education programmes with post-crisis recovery needs. Trade unions endorse these efforts. However, we see serious gaps, such as ignoring precarious employment conditions for teachers, lack of dedicated plans for informal economy, under-resourced vocational centres that lack basic utilities or internet connection, especially in rural areas.

These gaps must be addressed, or they will nullify the utility of any modernized curriculum. I also want to talk about social protection for crisis response. In Zimbabwe, more than 75 per cent of the workforce is employed in the informal economy, completely logged out of workplace-based safety nets. Casual labour, cross-border traders and agricultural workers have no access to health insurance, sick leave or pensions. Domestic workers are explicitly excluded from statutory workplace accident and injury compensation schemes. In our view, the state social protection is ad hoc, underfunded, fragmented and fundamentally reactive.

We demand coherent and systemic action that includes indexed minimum wage and all public pension payouts, full inclusion of trade union representatives on the boards of regulators, and extension of social security nets to all those excluded categories such as informal or domestic workers. I would like to underline the need to support migrant and refugee workers often concentrated in precarious informal or low-wage sectors. These workers lack the institutional safety nets available to citizens, making them exceptionally vulnerable to exploitation, sudden unemployment and social exclusion during disruptions. Addressing their plight requires shifting from short-term humanitarian relief to comprehensive long-term development policies and protective legislative frameworks. As part of such action, we call on all countries, including Zimbabwe, to withdraw their reservations to Article 17 of the 1951 Convention relating to the status of refugees.

Article 17 dictates that contracting States shall accord to refugees lawfully staying in their territory the most favourable treatment accorded to nationals of a foreign country regarding their rights to engage in wage-earning employment. By maintaining reservations to this Article, states legally restrict refugees from accessing formal labour markets on equal terms. This restriction forces many into the informal economy, perpetuates systemic poverty and deprives the host country of regulated tax revenue, and the use of the full skill sets of its migrant population. Lastly, I also want to refer to the critical topic of gender equality. Global frameworks increasingly recognize that crises are not gender-neutral.

From climate-induced disasters, like cyclone Idai in Zimbabwe, to socio-economic emergencies, women experience distinct vulnerabilities such as heightened exposure to gender-based violence, the disruption of informal livelihoods and disproportionate burden of unpaid care work. Consequently, ensuring a woman's perspective in crisis response and prevention policies is not merely a matter of human rights. It is a prerequisite for effective resilience. We call, therefore, for:

- (1) action that includes women in the design of disaster risk reduction;
- (2) adoption of gender responsive economic resilience initiatives;
- (3) effective implementation of prohibition of discrimination in employment and occupation, to avoid clustering women in inferior jobs; and
- (4) eradication of workplace sexual harassment and "sextortion" (demanding sexual favours in exchange for hiring, promotion, or retaining a job) and comprehensively enforcement of the Violence and Harassment Convention, 2019 (No. 190), to institute mandatory independent workplace investigation committees and criminalize gender-based economic coercion.

Presidenta - Vamos a pasar ahora la palabra al Sr. Tristan Chevalier que va a hablar en nombre de los trabajadores de Francia.

Membre travailleur, France (M. CHEVALIER) – Il n'est plus à démontrer que des mécanismes de négociation collective solides et le respect de la liberté syndicale contribuent largement au renforcement de la résilience et à la bonne gestion de crises.

En ce sens, rappelons ici ce qui devrait pourtant sonner comme une évidence: ce sont bien les travailleurs qui connaissent le mieux le travail et les conditions de sa réalisation. Trouver les solutions les plus appropriées pour résoudre une crise, passe par eux.

Si, comme le souligne la commission d'experts, la France figure au nombre des pays dans lesquels la négociation collective fut déterminante dans la gestion de la crise de la COVID-19, il n'en demeure pas moins que l'Étude d'ensemble retient que «les situations de crise s'accompagnent souvent d'atteintes aux droits des travailleurs». Ce fut le cas dans notre pays avec des restrictions disproportionnées du droit de grève pendant la pandémie.

Comme le documente la Confédération syndicale internationale (CSI), les atteintes à ce droit fondamental se sont multipliées dans le pays ces dernières années. Les défenseurs des droits que nous sommes savent que très, très, souvent les restrictions provisoires aux libertés se poursuivent bien au-delà des périodes exceptionnelles.

Par ailleurs, la capacité à pouvoir gérer convenablement une crise réside avant tout dans la nécessité de s'en donner les moyens. À ce titre, la commission d'experts retient plusieurs critiques formulées par la Confédération générale des travailleurs (CGT) selon lesquelles «la coopération entre les organisations de la société civile, les partenaires sociaux et le gouvernement est devenue de plus en plus formelle et de moins en moins effective en raison de la réduction importante des subventions publiques accordées aux associations. Cela entraîne une baisse des ressources humaines disponibles pour suivre les discussions, ainsi

qu'une insécurité financière accrue des organisations qui pèse sur leur capacité à assurer le suivi de projets ou à apporter des réponses en temps de crise.»

Cet état de fait est d'autant plus criant, compte tenu de l'état général alarmant de l'inspection du travail. La nécessité de renforcer les services d'inspection du travail et de respecter les normes internationales du travail dans ce domaine constituent des enjeux vitaux. En France, les faits demeurent en ce sens inexorablement têtus:

- une suppression des sections d'inspection dans un contexte d'accroissement du champ de contrôle et de complexification constante du droit du travail;
- un décompte au deuxième trimestre de 2025 de 21 031 900 salariés du secteur privé et 3,186 millions d'auto-entrepreneurs administrativement actifs, pour seulement 1 878 inspecteurs du travail;
- une remise en cause fréquente de l'indépendance de ces agents est également à citer.

Autant de violations structurelles des principes fixés par la convention (n° 81) sur l'inspection du travail, 1947, et la convention (n° 129) sur l'inspection du travail (agriculture), 1969, ratifiées par la France.

Il convient néanmoins de reconnaître que certaines mesures prises par le gouvernement durant la pandémie de COVID-19 en matière de soutien financier, notamment aux petites et moyennes entreprises, ont pu permettre de maintenir l'activité. Songeons à cet égard aux différents prêts garantis par l'État, de même qu'aux mesures de chômage partiel, ayant permis de conserver de nombreux emplois.

Pour autant, il n'en demeure pas moins que, de façon générale, l'attribution indifférenciée et sans conditions d'aides financières importantes de l'État au profit des plus grandes entreprises, est d'une nécessité autrement plus discutable. L'étude d'ensemble souligne à cet

égard qu'«en France, les autorités ont sanctionné des employeurs qui avaient déclaré illégalement des travailleurs en activité partielle alors qu'ils leur demandaient de continuer à travailler à plein temps, qualifiant ces pratiques de travail non déclaré passible de sanctions, pouvant aller jusqu'à des sanctions pénales, et au remboursement des fonds publics perçus.»

Des mesures louables, mais largement insuffisantes. Il est plus que jamais nécessaire que les aides accordées aux entreprises – à plus forte raison lorsqu'il s'agit de faire face à une crise – soient conditionnées au respect des droits fondamentaux et syndicaux des travailleurs. Négociation et conventions collectives, protection sociale, santé et sécurité, sans oublier la création d'emplois décents, assortis notamment de ces mêmes droits.

Il n'y a qu'en remédiant de façon significative à ces maux, qu'ensemble, de façon tripartite, nous œuvrerons efficacement pour la paix et la résilience.

Presidenta - Pasamos ahora la palabra a la Sra. Aesha Hamoudda, quien hablará en representación de los trabajadores del Estado de Palestina.

Interpretation from Arabic: **Worker member, State of Palestine (Ms HAMOUDDA)** – I take the floor on behalf of the Palestinian workers' Delegation while also bringing a broader perspective to this important discussion on the General Survey. The General Survey reminds us that response to crisis cannot be limited to emergency humanitarian relief in situations of war, occupation, displacement and violence.

The world of work becomes central to resilience, dignity, recovery and peace building. The ILO's role in crisis prevention and response must remain firmly anchored in international labour standards. In the State of Palestine, workers are living through an unprecedented crisis. Destruction of livelihoods, workplaces and essential services has deprived hundreds of thousands of workers and their families of income, social protection and decent working

conditions. Unemployment has reached unprecedented levels with the degradation of the working conditions.

Unemployment has reached unprecedented levels, particularly in Gaza which is compounded by poverty and food insecurity. In the West Bank, settler violence and movement restrictions continue to undermine workers' access to employment and livelihoods. This is not only a humanitarian crisis; it is a labour rights crisis that destroys jobs, expands informal economy, weakens labour institutions and exposes workers to exploitation. The State of Palestine is not an isolated case. Across the Arab region and the broader Middle East, workers continue to suffer the consequences of conflict, occupation, economic crisis, climate shocks and forced displacement.

These challenges affect countries such as Yemen, Syria, Lebanon, Libya, Iraq and the Islamic Republic of Iran. The rights of workers take a back seat. We cannot accept such an approach. Rights should become more necessary than before. Therefore, we call for the full implementation of Recommendations No. 205 on employment and decent work for peace and resilience.

Recommendation No. 205 clearly recognizes that recovery and reconstruction must be built on decent work, fundamental rights at work, social dialogue, social protection, equality and non-discrimination. Of course, with the active participation of workers' and employers' organizations, this should be part of any plan towards achieving these goals. We also underscore the importance of freedom of association and collective bargaining provided for under Conventions Nos 87 and 98. Trade unions must be protected, and they should be consulted and not ignored, and should be empowered. We cannot achieve rights-based recovery if workers are denied the ability to organize, to negotiate and participate in decisions affecting their lives and livelihood.

Social protection is also essential in line with Convention No. 102 and Recommendation No. 202. Any crisis response must ensure income security, access to healthcare, protection of displaced and unemployed workers, taking the measures that target support for women, youth, migrant workers and workers in the informal economy. Humanitarian assistance should reinforce labour rights, not replace them. We call on the ILO and its constituents to make sure that crisis response, recovery and reconstruction programmes in the State of Palestine and across the region are guided by international labour standards, in particular Recommendation No. 205. Reconstruction should not lead to vulnerability in employment or the perpetuation of exploitation.

We must make sure that any employment opportunity is accompanied by protection and fair wages. Peace and democracy are part and parcel of life at work and, without stability and protection, we cannot achieve peace. Respect for civil rights and the rule of law is necessary to build confidence. Our message is clear: workers should not be the invisible victims of crises and they should be enjoying the protection of ILO instruments and this should apply not only to Palestinian workers but also to workers across the region and, of course, the principles of this Organization and decent work should be at the heart of all of this.

Presidenta - Vamos a pasar ahora la palabra a la Sra. Meredith Fendt-Newlin, que hablará en representación de la Organización Mundial de la Salud.

Observer, World Health Organization (WHO) (Ms FENDT-NEWLIN) – The World Health Organization welcomes the General Survey on employment and decent work for promoting peace, preventing crises and building resilience. WHO is working to advance decent work standards across the full spectrum of health workforce policy from pandemic preparedness and protection in conflict to international recruitment and retention recognizing that decent work is both a labour rights imperative and a foundation for resilient health systems.

Health and care workers are on the front lines of every emergency, yet they face precarious employment, occupational hazards, violence, burnout, unequal wages and in conflict settings attacks on healthcare. Women who make up 67 per cent of the health workforce bear the greatest burden. As the Committee of Experts notes, the WHO pandemic agreement adopted by the World Health Assembly last year includes provisions that require states' parties to ensure decent work, protect the safety, mental health and well-being and strengthen the capacity of the health and care workforce. It extends those protections to other essential workers during pandemic emergencies. These are health and labour standards commitments.

In conflict and humanitarian settings, WHO systematically monitors documents and condemns attacks on healthcare. Since late 2017, more than 5,000 health workers have reportedly been affected by attacks across 27 countries and territories. In keeping with the General Survey's call for international cooperation frameworks, the World Health Assembly last month adopted amendments to the WHO global code of practice on the international recruitment of health personnel, extending its recommendations to the care workforce and to pandemics and emergencies requiring surge support. The ILO, OECD and WHO Working for Health Programme, a partnership established one decade ago, supports countries to plan, educate, employ and protect their health and care workforce. The WHO global health and care workers compact sets out concrete commitments on safe working conditions, fair pay, mental health support and freedom from violence and harassment.

WHO stands ready to work with the ILO and Member States to turn standards into coherent national policies that protect health and care workers and build lasting resilience.

Presidenta - Vamos a pasar ahora la palabra al Sr. Camilo Rubiano en representación de la Internacional de Servicios Públicos.

Observador, Internacional de Servicios Públicos (ISP) (Sr. RUBIANO) - Me referiré a un número limitado de cuestiones planteadas por los expertos que son de suma importancia para nosotros.

La Comisión de Expertos señala que los conflictos se encuentran en su nivel más alto desde la Segunda Guerra Mundial y observa con profunda preocupación que el mundo del trabajo es una de las principales víctimas cuando no un objetivo directo de la guerra moderna. De hecho, según el Centro de Monitoreo del Desplazamiento Interno (IDMC), el número de personas desplazadas se ha duplicado en una década y, en 2025, por primera vez en la historia, las guerras desplazan a más personas que las inundaciones y otros desastres naturales.

Algunos actores de conflictos armados han atacado deliberadamente a civiles e infraestructura civil, como hospitales, suministro de agua, escuelas y universidades. Por ejemplo, durante los primeros 12 días de ataques contra la República Islámica del Irán se registraron alrededor de 10 millones de desplazamientos desde Irán y otras ciudades. Está ocurriendo ahora mismo en Palestina, Líbano, Sudán, la República Democrática del Congo y muchos otros lugares. Asimismo, a medida que aumentan los conflictos y las guerras los ataques contra trabajadores de la salud y servicios de emergencia se han intensificado y existe el riesgo de que se normalicen.

El hambre viene utilizada cada vez más como arma de guerra. Datos recopilados por Insecurity Insight revelan que desde 2018 se han registrado 21 403 incidentes en 15 países donde los suministros de alimentos han sido atacados intencionalmente.

También, durante los últimos años la inteligencia artificial ha desempeñado un papel cada vez más importante en las guerras y los conflictos armados, desde su uso para la vigilancia masiva hasta armas letales autónomas. Los peligros de una expansión descontrolada de los sistemas de inteligencia artificial para la maquinaria bélica, son reales y mucho mayores de lo

que jamás hubiéramos imaginado y deben abordarse con urgencia. El Papa ha denunciado la cultura del poder que impulsa el rápido auge de la inteligencia artificial, advirtiendo que esa tecnología debe estar sujeta a restricciones éticas más rigurosas ya que se infiltra en todos los ámbitos desde el trabajo hasta la guerra.

La Comisión de Expertos también señala que una comprensión integral de los riesgos y las vulnerabilidades es fundamental para prevenir o reducir el impacto de las crisis. Uno de los mayores riesgos al que nos enfrentamos actualmente es el de un mundo cada vez más monopolizado. Los monopolios corporativos están en auge. El poder económico los bienes y servicios esenciales y la infraestructura crítica se concentran cada vez más en manos de unos pocos actores dominantes. A modo de ejemplo: i) casi el 60 por ciento de las calorías consumidas a nivel mundial provienen solo de cuatro cultivos: soja, maíz, arroz y trigo y alrededor de las tres cuartas partes de la producción de estos provienen de solo cinco países; ii) solo dos empresas poseen cerca del 40 por ciento del mercado mundial de semillas; iii) solo cuatro empresas controlan el 44 por ciento del mercado mundial de maquinaria agrícola, y iv) solo cuatro empresas dominan el 62 por ciento del mercado de agroquímicos.

Esta monopolización plantea un riesgo particular. La posibilidad de que las interrupciones o fallas individuales se conviertan en una falla sistémica. Hemos vislumbrado este tipo de fallos durante la crisis financiera de 2008, la pandemia de COVID-19 y ahora el conflicto en el Estrecho de Ormuz.

La concentración de poder y las desigualdades nos debilitan. Los parches tecnológicos propuestos por billonarios no son la solución.

Necesitamos revertir el rumbo y construir sociedades más inclusivas y resilientes donde las personas y su bienestar, la naturaleza y el medio ambiente, sean lo más importante. Tras analizar datos globales de 150 países entre 1995 y 2009, investigadores han determinado que

las sociedades inclusivas con una alta capacidad estatal sufren significativamente menos víctimas y perturbaciones por desastres naturales como inundaciones y terremotos. Los Estados fuertes poseen los recursos necesarios para la gestión de crisis, mientras que la rendición de cuenta garantiza una distribución equitativa de la ayuda. Además, los sistemas inclusivos, con servicios públicos de calidad, fomentan la cohesión social, estrategias de respuestas ágiles y salvaguardias vitales contra los abusos.

Para finalizar, casi todos los esfuerzos de reconstrucción tras un desastre natural o un conflicto armado o para dar respuesta a situaciones como la pandemia del COVID-19 se han visto empañados o consumidos por la corrupción. Debemos entonces redoblar los esfuerzos para combatirla y proteger a los trabajadores que la denuncian.

Presidenta - Damos la palabra ahora al Sr. Esmail Abdi, en representación de la Internacional de la Educación.

Observer, Education International (EI) (Mr ABDI) – I stand before you in disbelief at the presence of a delegation from the Iranian regime and in the State-manufactured “Khaneh Kar”. This, while genuine workers and teacher leaders rot in prison, is a blatant affront to the tripartism at the very heart of the ILO’s mandates.

I hope we agree that modern democracy begins in the workplace, in trade unions and in schools. But what we witness in the Islamic Republic of Iran, under autocratic rule and neoliberal economic policies, is the sustained persecution of trade unions activists and the systematic dismantling of already fragile labour organization, stripping workers and teachers of their last defense against inequality. Hence, full implementation of ILO Conventions Nos 87, 98 and 100 is an inescapable necessity, a modest but vital step to workers’ genuine control, and one the Islamic republics has consistently and frequently ignored.

While the poverty line is about 300 US dollars per month, teachers subsist on around 150 and workers on an average of 120. Workers and miners frequently lose their lives or their capacity to work due to unsafe working conditions that are well known to those in power – yet left unresolved.

Since the murder of Mahsa Amini in September 2022 and the subsequent woman life freedom uprising in Islamic Republic of Iran, hundreds of teachers have been arrested, imprisoned or dismissed from their posts for lawful trade union activities. Workers and labour activists in the steel, oil, mining, transportation, half the sugar cane industry and the syndicate of workers of Tehran and subversive company have faced comparable persecution and repression. January 2026 witnessed yet another uprising. Once again met brutal crackdown. Tens of thousands were killed within just two days and many more arrested. And yet the people of Islamic Republic of Iran are standing, continuing their struggle for democratic Islamic Republic of Iran.

We ask you to stand with them. Demand the following from the Iranian Government: (i) immediate restoration of all lines of communications; (ii) stop all executions; (iii) release all imprisoned workers, trade union activists and human rights defenders; (iv) permission for Human Rights Watch and the ILO to freely communicate and engage with independent trade unions inside the Islamic Republic of Iran; and (v) Guarantee fair wages and safe working conditions for all workers.

Long live international solidarity.

Presidenta - Pasamos ahora el uso de la palabra al Sr. Kirill Buketov, quien hablará en nombre de la Organización Sindical Mundial Alimentaria Agrícola Hotelera y Más.

Observer, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) (Mr BUKETOV) – Today the world faces

multiple interconnected crises. Armed conflicts, climate change, natural disasters, economic instability, food insecurity and forced displacement affect millions of workers and their communities. The workers represented by the IUF, agricultural and plantation workers, fishers, food processing workers and other across food supply chains are among those most exposed to these challenges.

Our members continue working through pandemics and lockdowns. They are planting and harvesting in conflict zones where bombs and drones fall and continue working in the former battlefields which remain contaminated by mines. For them, Recommendation No. 205 has special significance. It provides a vital framework to ensure that crisis response and recovery are grounded in decent work, social justice and respect for fundamental rights. In this regard, we would like to highlight the importance of recently adopted ILO policy guidelines for the promotion of decent work in the agri-food sector. These guidelines offer practical direction for applying the principles of Recommendation No. 205 in one of the world's most important and vulnerable sectors. Together, the two instruments provide a strong road map for building resilient, inclusive and sustainable agri-food systems.

The vulnerabilities facing agri-food workers are always intensified during crisis. Conflicts disrupt production and distribution. Extreme weather destroys crops and livelihoods, and economic shocks undermine incomes and employment. Workers who are already vulnerable become even more exposed to exploitation, poverty and even threats to their lives.

For this reason, implementation of Recommendation No. 205 should go hand in hand with implementation of the ILO agri-food policy guidelines. The guidelines promote stronger labour protections through agri-food value chains including safe and healthy working conditions, living wages, formal employment, gender equality, skills development and effective social

dialogue. These are not only development objectives. They are essential foundations of resilience.

Workers who enjoy labour rights and social protection are better equipped to withstand crisis. Enterprises with strong social dialogue can respond more effectively to shocks. Food systems built on decent work are more sustainable and resilient. The guidelines also address the widespread challenge of informality in agriculture and food production. Informal workers are often the first to lose their livelihoods during crises and the last to benefit from recovery. Recommendation No- 205's emphasis on inclusive labour market policies and expanded social protection provides an important framework for extending protection and support to these workers.

Occupational safety in health is another area of strong convergence. Agricultural workers continue to face some of the highest rates of workplace injuries and fatalities. Climate change is increasing exposure to heat stress and other occupational risks. The policy guidelines call for stronger prevention measures and greater worker participation in health and safety systems. While Recommendation No. 205 reinforces the need to protect workers during emergencies and reconstruction.

Both instruments also recognize the essential role of social dialogue. Trade unions, Employers and Governments must work together to address immediate crisis impacts and long-term structural challenges. Through their trade unions workers must have a meaningful voice in decisions concerning food systems, climate adaptation recovery programmes and rural development. For us social dialogue and collective bargaining are fundamental pillars of resilience. The IUF calls on Governments, employers, international organizations and development partners to fully integrate the principles of Recommendation No. 205 and the ILO

policy guidelines on the promotion of decent work in the agri-food sector into their policies, programmes and investments.

Presidenta - Pasamos ahora el uso de la palabra al Sr. Arnoldo Rodríguez Hernández, en representación de la Confederación de Trabajadores de las Universidades de las Américas.

Observador, Confederación de Trabajadores de las Universidades de las Américas (CONTUA) (Sr. RODRÍGUEZ HERNÁNDEZ) - En representación de las y los trabajadores de México, nucleados en la CSA, CSI y la CONTUA, saludamos este Estudio General como un aporte técnico y político fundamental para la gobernanza del mundo del trabajo en estos tiempos de fragilidad. Si bien compartimos las preocupaciones planteadas previamente por los delegados de nuestro Grupo, queremos poner la atención ahora en la defensa de la paz, como base de cualquier política sostenible, en la deuda pendiente de las cadenas globales de valor y la responsabilidad de las empresas ante las crisis.

Para el sindicalismo mexicano, la paz y el compromiso de la CELAC no son negociables: exigen el respeto absoluto a la soberanía, la autodeterminación y el fin de las presiones unilaterales y bloqueos, como el que sufre la hermana República de Cuba, la situación en Palestina y en otras partes del mundo, al margen de toda norma internacional. Pero la paz también se ve amenazada por las formas modernas de esclavitud y el trabajo infantil que persisten en nuestra región, agravados por las crisis climáticas y desastres que desplazan a comunidades enteras. Es imperativo que las respuestas a las crisis no sean excusas para profundizar la exclusión.

En México se han dado pasos históricos en la recuperación del salario y la democracia sindical, pero el Informe de la Comisión de Expertos, nos recuerda que la vulnerabilidad sigue teniendo una raíz estructural: el fraude del falso autoempleo y la falta de responsabilidad empresarial. Así también, es importante señalar el abuso de las plataformas digitales y las

formas de contratación a demanda que, desde la pandemia de COVID-19, dejaron a miles de personas trabajadoras autónomos e informales sin ingresos ni derecho a la salud. Reafirmamos que la lucha contra la clasificación errónea de los trabajadores como falsos autónomos debe ser un eje central de cualquier estrategia de transición hacia la formalidad.

Asimismo, queremos poner el acento en la situación de los trabajadores de primera respuesta y de sectores públicos cruciales para la recuperación, como la sanidad, el transporte, la agricultura y la construcción. Es una contradicción inaceptable que estos sectores, vitales para que nuestras sociedades sigan en pie, sufran los mayores niveles de precariedad laboral, empleo informal y persecución sindical. Para una respuesta eficaz y duradera, es urgente reconsiderar las restricciones legales y las violaciones prácticas de derechos en estos rubros, ya que la Recomendación núm. 205 exige trabajo decente y diálogo social en todas las etapas, incluida la prevención.

Las corporaciones no pueden seguir amparándose en la voluntariedad. Exigimos avanzar decididamente hacia un tratado vinculante de empresas y derechos humanos. Reclamamos la garantía de salarios vitales y pisos de protección social, que no dependan del tipo de contratación, sino de la dignidad de quien trabaja.

Este Informe de la Comisión de Expertos es un mandato para la acción: exigimos a los Gobiernos el cumplimiento de las normas y un compromiso real con la justicia social. No habrá resiliencia mientras la impunidad patronal sea la respuesta a las crisis.

Presidenta - No habiendo más solicitudes de palabra y dado que se trata el último orador inscripto, procedo entonces a ceder la palabra al Sr. Adewale Oyesola Oyerinde, portavoz del Grupo de los Empleadores para que haga sus observaciones finales.

Employer members – The Employer members support the General Survey's emphasis on strengthening international cooperation in crisis response and recovery. International

cooperation should support employment, decent work and sustainable enterprises through coordinated practical and context sensitive approaches. From the Employer members' perspective, effective international cooperation must align with national priorities and realities.

Too often employment considerations are addressed only in later stages of recovery efforts. We therefore stress that employment and enterprise support should be integrated from the outset as central components of crisis response strategies. In this regard, we recognize the important role played by the ILO through technical expertise capacity-building and tripartite engagement. Support for strengthening the national capacities of employers' organizations can also contribute significantly to improving national implementation capacities and sustaining social dialogue through periods of crisis. Effective international cooperation should therefore promote policy coherence, strengthen national capacities and support uptake on the ground.

Looking forward to making Recommendation No. 205 operational, as we look ahead, the Employer members wish to emphasize that the value of the General Survey lies not only in its analysis but in its contribution to practical applications. Recommendation No. 205 provides valuable and forward-looking framework, the effectiveness of which will depend on how it is applied in practice. As the General Survey rightly recalls, employment and decent work contribute to peace building and resilience in a virtual circle. From an Employer's perspective, making this virtual circle operational requires a strong focus on employment creation, enterprise sustainability and economic recovery supported by policy flexibility, context sensitive approaches, effective coordination, support for SMEs and business continuity and pragmatic and result-oriented social dialogue. Above all, it requires viable enterprises operating within enabling policy environments.

The Employer members reaffirm their readiness to contribute to job creation, enterprise development and partnership in crisis response and recovery efforts. Achieving peace, resilience and decent work requires strong enterprises, as partners, supported by proportionate pragmatic and economically grounded policies because ultimately stability is what enables enterprises to operate, employments to grow, people to build their livelihoods and society to recover and move forward.

Presidenta - Cedo ahora la palabra a la Sra. Ann Vermorgen Vicepresidenta trabajadora para que haga su declaración.

Worker members – The rich discussions held today on the General Survey underscore the continued relevance and timeliness of Recommendation No. 205. The Preamble to the ILO Constitution opens with the following statement: “Universal and lasting peace can be established only if it is based upon social justice”. This commitment to peace was subsequently reaffirmed in the Declaration of Philadelphia and, more recently, in the Centenary Declaration. The originality and specificity of the ILO’s mandate in this regard lies in the central place it accords to decent work and social justice as factors for preventing crisis and as essential elements of recovery.

Decent employment, social justice, and effective social dialogue contribute directly to preserving social peace by enabling harmonious societal development that leaves no one behind. Such harmony is essential to building a prosperous society. Conversely, failure to respect decent employment standards, the lack of work opportunities, the growing precariousness of workers, degrading working conditions, the absence of social protection or the marginalization of trade unions make societies more vulnerable to the emergence of crises and further hinders reconstruction efforts. The Worker members, therefore, welcome the examination by the Committee of Experts of Recommendation No. 205 which aims to serve as

a concrete and effective guide from prevention to recovery, for contribution to peace through the promotion of work and decent employment. The international situation unfortunately continues to demonstrate the relevance of this Recommendation.

Throughout our discussions we have referred to numerous countries facing crisis situations. We have heard the contributions of worker delegates from State of Palestine, Ukraine, Islamic Republic of Iran, Sudan and the Democratic Republic of Congo who are directly confronted with situations of armed conflict. We also heard the voices of delegates from France, Argentina, Zimbabwe, Brazil, Mexico, Morocco and Pakistan whose countries are facing various crises including those linked to environmental degradation or the COVID-19 crisis. The examples mentioned have confirmed for us the relevance of the step-by-step and multidimensional approach advocated by Recommendation No. 205, which seeks to combine humanitarian action with the establishment of political and institutional measures that include longer-term recovery and development objectives. We have reaffirmed observations made by the Committee of Experts that the countries that are best able to cope with the emergence of crises are those that are characterized by strong institutional coordination, active involvement of social partners and the integration of crisis response measures into broader national strategies relating to development, universal social protection, universal education, training and vocational guidance and full employment and decent work for all.

Conversely, we identified during our discussion, and as highlighted in the General Survey, obstacles to the effective implementation of Recommendation No. 205. These include, in particular, limited access to social protection, aggressive labour reforms excluding growing numbers of categories of workers from basic labour protection and collective rights, the absence of institutionalized social dialogue, the prevalence of the informal economy and insufficient investment in the capacities of labour inspection, administration and justice. Another point raised during our discussions concerned the support to enterprises as part of

crisis response and prevention such as grant programmes, state-guaranteed loans, relaxed repayment schedules or microfinance schemes. The Worker members wish to underline that such support, especially when it comes from public funds, should not be unconditional and merely encouraging employers to create decent jobs. Supporting business continuity is relevant to the ILO mandate only if it is conducive to realizing labour rights of workers. As defined in paragraph 11.4 of the 2007 ILO conclusions on sustainable enterprises, enabling environment for such enterprises must respect universal human rights and international labour standards.

The Worker members would like to make similar observations regarding support being given as part of crisis response and prevention to the cooperation between multinational and national enterprises for the purpose of strengthening labour rights due diligence. Such support should be conditional on and conducive to respecting workers' rights in global supply chains. We also wish to underline the importance of multilateralism in the prevention and remediation of humanitarian crises. We express our deep concern about the decline in mutual assistance which also affects institutions such as the ILO. Strong international solidarity is an essential factor for peace and we call on all Member States to strengthen their participation in local, regional and global bodies and institutions dedicated to assistance and solidarity.

In this regard, we strongly reaffirm our support for strengthening the role of the ILO in coordinated international crisis management efforts. The ILO should maintain and reinforce its leadership in promoting international labour standards, decent work and employment as essential pillars of such response. We call on the ILO to strengthen its institutional capacity and operational means, and call on all Member States to provide it with the capacity to carry out these missions effectively. To achieve the full implementation of Recommendation No. 205 the Worker members recall the crucial importance of the continued provision of technical assistance by the ILO, including in the design of crisis response measures. In this context the

normative advice provided by the Committee of Experts remains essential and should continue to be strengthened. We need more guidance on how to apply ILO Conventions and Recommendations in the context of crisis prevention, response to recovery and resilience. As the world continues to face complex global challenges the Workers' group sees the need for a dedicated agenda item for the International Labour Conference. We therefore call for scheduling a general discussion on the subject of peace, social justice and social dialogue.

The General Survey has shown us the extent to which social dialogue can play a crucial role in the prevention, management and reconstruction phases following the occurrence of a crisis. We therefore wish to draw attention to the need for support for capacity-building for trade unions in the context of crisis prevention, response and resilience.

Lastly, the Worker members wish to recall that, according to the information presented in the General Survey, as of December 2025, eight years after the adoption of Recommendation No. 205, about 40 per cent of ILO Member States have failed to report to the Office on the submission of ILO Recommendation No. 205 to the competent national authorities as required by the ILO Constitution. In view of the significance of Recommendation No. 205, we strongly encourage all Member States that have not yet taken the necessary steps to give full effect to this obligation to do so without delay.

Presidenta – Con esto hemos concluido nuestra discusión sobre el Estudio General. Quisiera informar a la Comisión que de conformidad con nuestro programa de trabajo el resultado de la discusión sobre el Estudio General se adoptará en la sesión de la tarde del miércoles 10 de junio.

Se levantó la sesión a las 17.14 horas.

The sitting closed at 5.14 p.m.

La séance est levée à 17 h 14.