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Segunda sesión, 2 de junio de 2026, 11.51 horas (cont.)**Second sitting, 2 June 2026, 11.51 a.m (cont.)****Deuxième séance, 2 juin 2026, 11 h 51 (suite)**

Presidenta: Sra. López

Chairperson: Ms López

Présidente: M^{me} López**Discusión sobre el Estudio General****El empleo y el trabajo decente para la paz y la resiliencia****Discussion on the General Survey****Employment and Decent Work for Peace and Resilience****Discussion sur l'Étude d'ensemble****L'emploi et le travail décent pour la paix et la résilience**

Présidenta – Les invito ahora a pasar al siguiente punto del orden del día, a saber la discusión sobre el Estudio General de la Comisión de Expertos relativo a la Recomendación

sobre el empleo y el trabajo decente para la paz y la resiliencia, 2017 (núm. 205) titulado, *El empleo y el trabajo decente para la paz y la resiliencia*.

En este contexto, me gustaría recordarles los tiempos máximos de intervención establecidos para la discusión sobre el Estudio General tal y como está previsto en la parte 9 del documento D1 sobre los métodos de trabajo de nuestra Comisión. Estos tiempos máximos de intervención son los siguientes: 20 minutos para los portavoces, 12 minutos para las declaraciones de los grupos gubernamentales, 5 minutos para los demás miembros, y 10 minutos para las observaciones finales de los portavoces del Grupo de los Empleadores y del Grupo de los Trabajadores.

Invito ahora a los portavoces a formular sus declaraciones introductorias. La declaración del Grupo de los Trabajadores estará dividida entre cuatro portavoces.

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

Worker members – The Worker members welcome the opportunity to examine the General Survey on Recommendation No. 205, which is the only international normative instrument reaffirming the central role of employment, labour rights, social dialogue, social protection for promoting peace, preventing crises, enabling recovery and building resilience. All around the world, the frequency and intensity of conflicts and climate-related natural disasters continue to increase. We recall that in the current conditions, conflicts and disasters are interrelated.

Conflicts significantly increase the population's vulnerability to disasters. Natural hazards may lead to conflicts over reduced resources, exacerbate existing violence and trigger protracted poly-crises, making recovery exceptionally difficult. These situations have perverse

impacts for workers and their rights. That is why we emphasize the timeliness and relevance of the General Survey.

The Worker members further recall that securing peace through employment, labour rights, social dialogue and social protection lies at the heart of the ILO's mandate. The ILO's Constitution, the Declaration of Philadelphia and the Centenary Declaration expressly affirm the principle that universal and lasting peace cannot be established or maintained without social justice. The leading role of the ILO is widely acknowledged in this regard, as shown in the replies from numerous Member States. ILO's role was praised as a key contribution both at the national and international level to the triple nexus of humanitarian action, development and peace. The Worker members further stress the observations by the Committee of Experts that crisis situations do not suspend obligations under ratified international labour standards and any derogations should only be temporary and exercised within the limits of legality, necessity, proportionality and non-discrimination. All Member States should respect, promote and realize these rights and principles even if they have not ratified the ILO fundamental Conventions.

As the General Survey notes, every effort should be made to prevent a downward spiral in labour conditions, particularly in times of crisis, and to pursue instead resilience and development through labour protection and decent work measures in consultation with social partners. Consequently, as underlined by the General Survey, crisis responses must not be used as a pretext to introduce regressive legislative reforms that we unfortunately observe in some countries. The Worker members reaffirm that sustainable recovery and responsible prevention are intrinsically linked to labour legislation that is compliant with international labour standards and ensures full respect for the fundamental principles and rights at work.

Lastly, I want to cover a very urgent topic: the repression, stigmatization and even criminalization of trade unions. In crisis contexts such as armed conflicts, anti-terrorist measures or radical political changes, trade unions are frequently designated as terrorist or undesirable organizations and their legitimate activities, specified as “terrorist acts”.

The Committee of Experts has adopted numerous observations on this topic. During the COVID-19 pandemic, we also observed that many employers, including companies in global supply chains, and in some cases the authorities, used the pandemic as a pretext to curtail trade union rights. These examples show the urgency of intensifying efforts and making links between crisis responses and respect for fundamental labour rights such as freedom of association. I will kindly ask you to give the floor to my colleague, the Trade Union Delegate from Canada.

Worker members (Ms DUBOIS) – I wish to talk about a cross-cutting theme of Recommendation No. 205: the importance of equality and non-discrimination for effective and long-term crisis management. We know that workers belonging to disadvantaged or marginalized groups including women, migrants and refugees, indigenous and tribal workers and disabled workers as well as other marginalized groups are disproportionately overrepresented in precarious forms of work. During the COVID-19 pandemic, they were often invisible to the system and left alone because they were already excluded from the scope of labour protection. In addition, these groups of workers were often affected by lack of measures addressing their specific vulnerabilities.

We underline the importance of dedicated protection measures which should include employment promotion, support of socioeconomic stability and development, elimination of all types of discrimination in employment and occupation, labour rights and inclusion in the decision-making process. Crisis situations tend to exacerbate existing gender inequalities. We

therefore underscore the need for crisis management policies that promote and realize gender equality of opportunity and treatment in employment and occupation, include women and other disadvantaged groups in decision-making processes and address gender-based violence. Let me now turn to the subject of decent work for frontline and key workers.

We are talking about workers in emergency healthcare, firefighters but also sanitation and security workers, construction, agriculture and transport. These workers are often undervalued, underpaid, increasingly engaged on precarious contracts. We call on all Member States to critically review, in close consultation with trade unions, exclusions of frontline workers and workers in key sectors from collective rights and labour protection. These workers must be able to collectively negotiate agreements for effective first response and long-term recovery, such as those concerning their working conditions, safety and health or minimum service requirements. Let me also cover the topic of the need for just transition for workers in the context of crisis response. Recommendation No. 205 refers repeatedly to the importance of employment and decent work measures for making our world environmentally sustainable.

Environmental degradation including the effects of climate change severely affects workplaces, workers and their rights. For a transition to be just, it must be underpinned by social justice, decent work and international labour standards. The goal of just transition is not just the creation of jobs, but the creation of jobs of acceptable quality and linked to labour and trade union rights, social protection and social dialogue. We call on all Member States, in consultation with social partners, to systematically integrate just transition measures into their crisis response and prevention policies using the guidance provided by the 2007 ILO Just Transition Guidelines.

I will now kindly ask the Chair to give the floor to my colleague the Trade Union Delegate from the Netherlands.

Worker members (Mr POSTMA) – I would like to complement the points made by one of my colleagues by recalling that Recommendation No. 205 addresses employment and decent work across the entire crisis management cycle and remains relevant at all times. That is why strategic approaches to crisis management from employment and decent work perspective should be developed and reported on to the Office by all countries, including those that have been less exposed to such situations so far. The General Survey observes that in the current context of interlocking crises, the continued relevance of social dialogue and its contribution to inclusive and sustainable recovery and safeguarding social cohesion are evident. Indeed, the importance of involvement of workers and their organizations in the design of crisis responses at the company or at the national level is underlined throughout Recommendation No. 205.

During the COVID-19 pandemic, which affected workers and workplaces worldwide, we observed that successful responses were those that have been developed in dialogue with trade unions and employers' organizations. However, such outcomes were possible most often in countries where social dialogue and collective bargaining framework were already well developed. Accordingly, strong investment in social dialogue is a necessary and indispensable element of successful crisis responses. In the context of crisis management and prevention, it is important to also underline the crucial importance of support for the public sector and governmental agencies. In times of crisis, public sector workers ensure the continuous provision of essential goods and services such as health care, education, transport or utilities.

Further, the Worker members underline the link between informality and crisis situations. Informality is often among the root causes of crises. Informal workers are, in turn, among those most vulnerable to the adverse impacts of crises and most often unable to access the crisis-related aid and support. We are talking about 58 per cent of the global workers, 85 per cent of African workers and 66 per cent of the workers in Asia. The Worker members welcome

the fact that many Member States have taken measures to support livelihoods and income of workers in informal economy during the COVID-19 pandemic.

We particularly welcome measures taken to uphold the fundamental principles and rights at work of those in informal economy, including through extending occupational and safety frameworks involving representatives of informal workers in crisis planning and rights-based labour inspection interventions. However, in order to effectively support transition to formality, we need long-term systemic solutions. That is why I would also like to make a point about the need for strengthening labour market institutions for crisis management, including prevention. We underline the key role of labour administration in crisis management and the importance of labour market information systems. Fragile, crisis or post-crisis contexts are most often characterized by excessive limitations or even complete absence of functioning labour inspectorates and labour justice mechanisms.

The Worker members fully support the observations made in the General Survey about the importance of labour inspection and labour justice in ensuring social peace. We call for compliance with the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), including in times of crisis. I will now kindly ask you to give the floor to my colleague, the trade union delegate from Senegal.

Autre porte-parole des membres travailleurs – Je souhaiterais commencer par souligner le nombre croissant de conflits armés et de situations de violence, ainsi que leurs effets dévastateurs sur les travailleurs et les lieux de travail à travers le monde. Les conflits atteignent aujourd’hui leur niveau le plus élevé depuis la seconde guerre mondiale, touchant quelque 2 milliards de personnes, et plus de 122 millions de personnes ont été déplacées de force en 2025.

Les principales zones de conflits et de préoccupations comprennent actuellement l'Iran, la Palestine (depuis 1948), la Syrie, le Yémen, l'Ukraine, le Liban, l'Afghanistan, le Myanmar, le Pakistan, Haïti, le Soudan, la République démocratique du Congo, le Soudan du Sud, le Burkina Faso et la Somalie. Nous souhaitons mettre en exergue l'impact désastreux des conflits sur les travailleurs et leurs organisations syndicales. Le Comité de la liberté syndicale a notamment relevé, dans certains cas, que le mouvement syndical avait été une «victime collective» de la violence. Nous soulignons la nécessité de mettre en place des mesures de protection et de réparation afin d'aider les organisations syndicales à se relever des préjudices subis et à renforcer leur action collective dans les situations de crise.

Un autre domaine d'action essentiel concerne la protection des droits des travailleurs particulièrement vulnérables, notamment les migrants, les réfugiés et autres personnes déplacées de force, ainsi que les rapatriés. Tous ces travailleurs doivent jouir des droits fondamentaux au travail.

Des réponses efficaces aux crises, y compris en matière de prévention et de résilience, exigent des mesures favorisant l'inclusion sociale par l'accès à l'emploi et au travail décent, garantissant l'égalité de chances et de traitement et éliminant tout obstacle juridique au droit des travailleurs migrants et des réfugiés de constituer et de rejoindre les organisations syndicales.

La résilience des communautés d'accueil doit être soutenue et, le cas échéant, le rapatriement volontaire et la réintégration doivent être facilités. Dans les situations de conflit, des forces armées étrangères ou des groupes armés non-étatiques exploitent souvent les populations locales, y compris les enfants, en tant que combattants, travailleurs, messagers, cuisiniers ou esclaves sexuels. Dans l'après crise, le travail forcé et le travail des enfants sont utilisés par des employeurs intermédiaires peu scrupuleux, notamment des agences privées,

parfois liées aux chaînes d'approvisionnement mondiales. Une gestion et une prévention efficaces des crises nécessitent d'intensifier les efforts visant à éradiquer le travail forcé et le travail des enfants et à sanctionner efficacement les auteurs de ces violations.

Nous soutenons également les programmes de réintégration des personnes, y compris des mineurs anciennement associés à des forces ou groupes armés dans la vie civile. Nous souhaitons également souligner le rôle essentiel des socles de protection sociale et de l'éducation dans les réponses aux crises et leur prévention.

Nous rappelons que la sécurité sociale et l'accès à une éducation gratuite et de qualité constituent des droits fondamentaux. Nous appelons les États Membres à combler les lacunes existantes en matière de couverture et d'adéquation des systèmes de protection sociale, conformément à la convention (n° 102) concernant la sécurité sociale (norme minimum), 1952, et autres normes internationales du travail pertinentes. Nous rappelons l'importance d'assurer un financement durable et suffisant de l'éducation, ainsi que de formuler des programmes nationaux d'éducation et de formation professionnelle, et des stratégies de développement des compétences en lien avec l'emploi et la protection sociale.

Presidenta – Muchas gracias a los portavoces del Grupo de los Trabajadores. Cedo ahora la palabra a Sr. Adewale Oyesola Oyerine, portavoz del Grupo de los Empleadores para que haga su declaración.

Employer members – Today we are discussing the General Survey concerning the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205). At the onset, the Employer members would like to thank the Office and the Committee of Experts for preparing this timely and important General Survey. We welcome the efforts undertaken in compiling and analyzing the information received from Governments and social partners,

and we appreciate the comprehensive examination of Recommendation No. 205 in light of the realities currently facing the world of work.

This discussion takes place against a particularly difficult global background. Across all regions we are witnessing overlapping and interconnected crises and conflicts, political instability, climate-related disasters, public health emergencies and economic uncertainty. These crises are increasing both in frequency and intensity with significant implications for labour markets, enterprises, workers, institutions and communities. In this context, the Employer members recognize the central theme reflected throughout the General Survey, namely, that employment and decent work are not only outcomes of recovery but are themselves essential drivers of peace, resilience and long-term stability. The Employer members fully support the objectives of Recommendation No. 205.

At the same time, we wish to underline an important operational reality that must remain central to any discussion on this application, namely, that employment-centered responses depend fundamentally on functioning enterprises. Without enterprises that can operate, adapt and invest, there can be no sustainable employment creation, no durable recovery and no meaningful resilience. In many contexts, particularly in fragile and crisis-affected environments, employers' organizations also play an essential supporting role through representation, coordination, technical assistance and advocacy. These organizations help enterprises navigate periods of uncertainty and disruption, support continuity of operations and contribute to broader recovery efforts. For this reason, the Employer members believe that enterprise development and employment constitute the most practical and workable entry point for advancing peace, recovery and resilience in crisis contexts.

The Employer members consider that Recommendation No. 205 has demonstrated its value in practice, notably because it is practical, flexible and adaptable to national context. This

adaptability also allows employers' organizations to tailor support, guidance and representation to the specific needs of enterprises in different national crisis contexts. The Recommendation does not approach crisis situations through a narrow lens. Rather, as the survey already recognizes, Recommendation No. 205 is a broad and ambitious instrument providing comprehensive and detailed guidance for preventing, responding to and recovering from crisis situations across the full crisis cycle, including prevention, response, recovery and resilience building. This comprehensive approach is particularly important because it reflects the realities faced by enterprises and labour markets in practice.

Unlike earlier instruments, Recommendation No. 205 recognizes that crises do not unfold in linear or predictable ways. Prevention, emergency response, economic recovery and resilience building often occur simultaneously and require coordinated and adaptable approaches. The Employer members, therefore, welcome the recognition that Recommendation No. 205 provides a coherent framework that can accommodate these complex realities. Importantly, this framework is not merely theoretical. Recent crises have demonstrated in very practical terms the central role played by enterprises in maintaining economic and social stability under extremely difficult conditions.

During the COVID-19 pandemic, as well as during subsequent economic and geopolitical disruptions, enterprises across sectors continued operating under extraordinary uncertainty. Companies implemented contingency planning measures, adopted production models, introduced remote working arrangements where feasible, reorganized workplaces and adopted operational safety and health measures aimed at protecting workers while maintaining operations. Many enterprises acted rapidly and pragmatically to preserve jobs where possible, maintain essential services and contribute directly to recovery efforts. These experiences illustrate why Recommendation No. 205 remains highly relevant.

At the same time, we wish to stress that the effectiveness of Recommendation No. 205 depends on context sensitive application. Its strength lies precisely in its flexibility and non-binding nature. It allows Member States and social partners to adapt measures to national realities, institutional capacities and economic conditions. This flexibility must be preserved. In practice, crisis response frameworks can sometimes result in increased regulatory burdens, rising compliance costs and expectations that exceed the operational capacities of enterprises, particularly micro, small and medium-sized enterprises.

These challenges are not abstract, as in crisis context, enterprises often face disrupted infrastructure, reduced liquidity, weakened demand, workforce shortages, supply chain interruptions and severe financial pressures. Under such conditions, disproportionate obligations or overly rigid approaches risk undermining the very actors needed to drive recovery. The Employer members therefore emphasize that crisis response measures must remain proportionate, realistic and economically sustainable. Representative employers' organizations can play an important role in this regard by supporting enterprises in adaptation and compliance, advocating workable and proportionally regulated responses and helping to ensure that measures reflect operational realities.

We also recognize that crisis situations frequently increase the risk of informality. Periods of instability, uncertainty and weakened internal capacity can push both enterprises and workers outside formal arrangements. Recovery strategies must therefore focus on restoring enabling conditions for formal and sustainable enterprise activity, including through internal strengthening, support for enterprises, effective social protection systems and meaningful social dialogue. Ultimately, Recommendation No. 205 should be applied in a manner that enables enterprises to operate, adapt, invest and grow because without functioning enterprises, there are no jobs. Without jobs, there is no sustainable recovery and without recovery, resilience remains fragile.

The General Survey correctly recognizes employment and decent work as a comprehensive blueprint for action. However, the Employer members wish to underline clearly that application of this blueprint depends on functioning and sustainable enterprises. Enterprises are not passive actors during crisis. On the contrary, they are central economic and social actors that stabilize income, maintain production and services, preserve employment where possible and sustain local economies during periods of disruption.

In many countries, enterprises continue operating despite severe logistical, financial and institutional constraints. They ensure the continued provision of essential goods and services and contribute directly to economic and social resilience. This role becomes even more important during conflict situations, post-conflict recovery and climate-related crisis. Employers' organizations also contribute to advocacy coordination and provision of practical support to enterprises, particularly to small and medium enterprises (SMEs), that may otherwise lack the resources and technical capacity to respond effectively. The Employer members, therefore, stress that, if Recommendation No. 205 is to be effective, enterprise sustainability must be treated as a precondition, not a by-product of recovery.

This requires predictable and enabling policy framework, access to finance for SMEs, support for business continuity and regulatory environments that facilitate adaptation and recovery rather than creating additional barriers during periods of crisis.

The Employer members strongly support the emphasis placed in the survey on social dialogue. Social dialogue remains a foundational principle of the ILO, a functional tool for crisis management and a mechanism for building consensus supporting policy implementation. As the survey itself recognizes, social dialogue encompasses all forms of negotiation, consultation and exchange of information between Governments, Employers and Workers on issues relating to economic and social policy.

The Employer members agree that effective dialogue contributes significantly to better policy design, stronger implementation and more sustainable recovery outcomes. Evidence from recent crises have shown that, where social dialogue functions effectively, responses tend to be more coordinated, more balanced, and better adapted to national realities. At the same time, the Employer members emphasize that there is no one size fits all model of social dialogue applicable to all countries and all circumstances, and that dialogue must reflect national context and should not be interpreted in an overly narrow or rigid manner. Social dialogue must reflect national internal frameworks, traditions, capacities and economic realities and it should not be interpreted in an overly rigid or prescriptive manner. What matters most is that dialogue mechanisms are practical, workable and capable of delivering concrete outcomes.

We also wish to underline the importance of strengthening representative employers' and business membership organizations as effective dialogue depends on capable and representative social partners. Indeed, in many crises-affected context, employers' organizations provide for more than participatory consultation. They support enterprises through business continuity guidance, information-sharing, technical assistance, training, and adaptation support during periods of rapid economic and regulatory change. Strengthening the institutional and operational capacity of these organizations is therefore essential not only for effective social dialogue, but also for the durability and implementation of reforms over time. The Employer members further welcome the recognition of collective bargaining as a practical tool for shaping balanced and effective crisis response.

Recent evidence, including findings reflected in the 2024 ILO Social Dialogue Report and recent guidance from the International Organization of Employers, demonstrates that social dialogue is most effective when it is pragmatic, evidence-based, results-oriented and grounded in economic sustainability. The Employer members also welcome the emphasis placed on the

phased multitrack approach reflected in Paragraph 8 of Recommendation No. 205 and agree on the need for coherent and comprehensive strategies in responding to crisis situations. From the Employer members' perspective, this approach reflects the realities of crisis situations and aligns with the need for current responses across the Humanitarian-Development-Peace Nexus. We support integrated measures aimed at stabilizing incomes, preserving employment, supporting enterprise continuity, and building long-term resilience.

However, the effectiveness of such approaches depends fundamentally on coordination, policy coherence, and realistic sequencing. Without these elements, there is a significant risk of fragmentation, duplication of efforts, and institutional overload. This can undermine implementation capacity and reduce the overall effectiveness of recovery strategies. The Employer members, therefore, stress the importance of current implementation frameworks, clear prioritizations, and effective coordination among all relevant actors, including the private sector, business continuity and preparedness.

The Employer members strongly support the emphasis on the importance of business continuity management in crisis context, not only in prevention and mitigation but throughout the full cycle. One of the clearest lessons from recent crises has been the importance of enterprise level preparedness, risk management and operational adaptability. Throughout the COVID-19 pandemic and subsequent disruptions, enterprises demonstrated remarkable resilience and flexibility. Companies rapidly adapted operations, introduced workplace safety measures, implemented continuity plans, and adjusted business models to changing conditions. These actions preserved employment, maintained essential services and protected workers.

We therefore support efforts to promote business continuity planning, particularly among SMEs and to integrate enterprise level preparedness into broader national crisis response

strategies. At the same time, it is important that public policy frameworks build upon existing enterprise practices and avoid unnecessary duplication or disproportionate administrative requirements. Crisis preparedness frameworks must remain proportionate to enterprise capacities and public policy should support enterprise level risk management, not replicate or complicate it. Finally, regulatory approaches should facilitate effective preparedness and response rather than creating additional burdens in the operational flexibility.

The Employer members recognize the importance of labour market institutions, including labour administration systems, labour inspection services, and employment services in supporting effective crisis response and recovery. However, it is equally important to acknowledge that even labour market institutions are indispensable for crisis management. In many fragile and crisis-affected settings and post-conflict contexts, institutional capacities remain limited. Resources are often constrained. Administrative systems may be weakened, and significant gaps frequently exist between legal frameworks and practical implementation.

Under such circumstances, the priority should be strengthening institutional effectiveness, coordination and operational capacities in practice. This includes strengthening the institutional capacity of employers' organizations. Employers' organizations frequently serve as key intermediary institutions during crisis by helping enterprise navigate regulatory changes, supporting adaptation through training and technical assistance, advocating for proportionate and flexible approaches, and contributing practical enterprise level feedback to policy discussions. The Employer members note the concerns raised in employers' inputs to the survey regarding increased regulatory requirements during crisis situations. Excessive or poorly sequenced regulatory measures may increase cost, reduce flexibility, and weaken the ability of enterprises, particularly SMEs, to sustain operations.

In crisis context, resilience cannot be built by overloading enterprises. Regulatory approaches must, therefore, remain proportionate, context-sensitive, and support enterprise sustainability and job preservation. We also wish to recall recent findings from the ILO Bureau for Employers' Activities (ACT/EMP), indicating that organizational constraints, rather than autonomy concerns, often limit the ability of employers' organizations to effectively support enterprises and sustain meaningful policy dialogue, particularly in developing and crisis-affected context. Strengthening these institutions should, therefore, form part of broader resilience and recovery strategies.

The Employer members also support efforts aimed at including vulnerable groups, expanding access to employment opportunities and promoting equality in crisis responses, while recalling that the survey allies the need to pay special attention to groups affected by crisis. We also support the principle of a just transition towards environmentally sustainable economies. These processes present important opportunity for job creation, innovation, new sectors and skill development. At the same time, we emphasize that effective uptake requires realistic and balanced approaches. Enterprises, particularly SMEs, often face practical challenges related to adaptation costs, investment requirements, organizational capacity and workforce transition.

There is also a risk that poorly designed or poorly sequenced measures may unintentionally create new inequalities or contribute to job displacements. Policies in these areas should therefore reflect enterprise realities and allow for gradual and phased implementation supported by enabling measures, training and capacity building. Achieving inclusive and sustainable outcomes requires policies that facilitate investment, innovation and enterprise growth while supporting labour market inclusion. Economic sustainability and social inclusions are the most advanced together.

Presidenta – Vamos a continuar con nuestra lista de oradores dando el uso de la palabra a la Sra. Natalia Andreou Panayiotou del Gobierno de Chipre que hablará en nombre de la Unión Europea.

European Union and its Member States (Cyprus) (Ms ANDREOU PANAYIOTOU) – I have the honor to speak on behalf of the European Union and its Member States. The candidate countries North Macedonia, Montenegro, Serbia, Albania, Ukraine, Republic of Moldova and Georgia as well as Norway, member of the European Free Trade Association (EFTA) and the European Economic Area (EEA) align themselves with this statement. We warmly welcome the General Survey of the Committee of Experts on Employment and Decent Work for Peace and Resilience focusing on Recommendation No. 205 from 2017. We sadly acknowledge its timeliness in the context of multidimensional and interlocking crises. This reminds us of the continued relevance of ILO's mandate based on the principle that universal and lasting peace can only be achieved through social justice. We thank the Committee for its comprehensive overview of an effective and coherent approach to crisis management through employment and decent work and for exploring measures to prevent and respond to the devastating effects of crisis on economies, societies, businesses and workers, especially groups in the most vulnerable situations. The survey illustrates how employment policies that seek to promote freely chosen employment and decent work can help prevent or mitigate crisis and enable job rich recovery. We share the view that to be efficient, these policies must be integrated within a larger framework of socioeconomic measures in consultation with workers and employers' organizations. Social dialogue mechanisms are the foundation for inclusive and lasting recovery and resilience. The role of employers' and workers' organizations is vital to bring critical perspectives and to ensure effective recovery and resilience. Effective social dialogue mechanisms should serve as a guiding principle in the design of measures to prevent and address crisis situations. An inclusive crisis management strategy is key and requires proactive

measures to ensure meaningful participation and active leadership of women and underrepresented groups. We emphasize the need for countries to pursue resilience through prevention, mitigation and preparedness measures in ways that support economic and social development and decent work as well as strengthened labour protection. This includes effective labour legislation, administration and inspection systems and clear labour market information in order to prevent labour conditions from deteriorating during crisis and to ensure sustainable and inclusive recovery. We would also like to highlight that social protection increases the resilience of people, economies and societies and facilitates a more rapid and fair recovery. In this respect, we recall that the development of comprehensive rights-based social protection systems is grounded in Convention No. 102 and Recommendation No. 202 which together define the core parameters of income security, access to healthcare and universal coverage. We would like to also highlight the importance of inclusivity in social security systems focusing on closing the gaps in their coverage and implementing targeted and tailored measures notably for informal workers, women, children, persons with disabilities, internally displaced persons, former combatants and indigenous peoples. We support the Committee's call for the Office and donors to strengthen operational partnerships, leverage ILO's normative mandate and deliver technical support to fragile and crisis-affected countries committed to building inclusive and resilient social protection systems while focusing on its core mandate. We welcome that Governments and development partners are increasingly pursuing a more sustainable system-building approach, aligning humanitarian responses with national social protection systems from the outset. Recovery and development strategies should also include just transition measures to ensure a fair and equitable shift to a green economy leaving no worker or community behind. We also underline that business continuity management should be integrated into crisis strategies for both public and private sectors with support for SMEs. Education continuity strategies are essential. Training

programmes must be aligned with post-crisis labour market needs. We support reinforced ILO field capacity that also comprises ILO presence in early phases of crisis response with focus on recovery and at the same time ensuring adherence to the core mandate of the ILO. We underline the importance of strong multi-stakeholder coordination at the Humanitarian-Development-Peace Nexus where international organizations' mandates are actively leveraged to create mutually reinforcing outcomes exemplified by programmes such as prospects. In the UN 80 and ILO reform processes, avoiding fragmentation and aligning efforts to enhance synergies within the UN system, but also within the ILO to maximize impact, is more crucial than ever.

Presidenta – Doy ahora la palabra al Sr. Khaled Fadel Khaled AlSabah, del Gobierno de Kuwait, quien hablará en nombre del Consejo de Cooperación del Golfo.

Interpretation from Arabic: **Government member, Kuwait (Mr KHALED AL-SABAH)** – I am delighted to make this statement on behalf of the Cooperation Council for the Arab States of the Gulf (GCC) countries: the United Arab Emirates, Bahrain, the Kingdom of Saudi Arabia, the Sultanate of Oman, the State of Qatar and the State of Kuwait. The GCC countries highly value the efforts of the Committee of Experts in preparing this General Survey around Recommendation No. 205 of 2017, which represents the only standard dealing with responding to complex crises. Our countries are firm believers that protecting labour markets against shocks is not just an economic choice. It is an existential necessity to achieve societal stability. The GCC countries were able to absorb the violent shocks of the COVID-19 pandemic, draw strategic lessons in crisis management and adopt digital system and forward-looking social protection. The GCC countries have found themselves at the heart of geopolitical and military difficulties which have been witnessed in our region recently. Despite that, we were able to activate our social safety nets to respond to the central role of our state institutions in safeguarding the stability of the labour market in the most difficult of situations. The GCC

countries were able to absorb these crises and to deal with their effects flexibly and ably. And this did not come out of nothing. It was the result of strategic investments in building strong institutions, as well as legislative systems and forward-looking measures over the past few years, which has diminished to a large extent the negative impacts on our labour markets. Our countries were able to adopt forward-looking strategies which are in harmony with the multiple processes system that Recommendation No. 205 calls for. We have developed the following methods. First, early warning systems and digitalization where our countries were able to adopt the most advanced early warning systems and put it at the service of the world of work. It has digitized the labour services and conflict resolution mechanisms. In addition, we were able to implement wage protection systems in collaboration with the ILO, and we look forward to all partners benefiting from this experience and sharing any comments in this regard. Secondly, promoting labour legislation and labour market institutions – we were able to create legislation, flexible labour legislation which guarantee protection for workers and support the sustainability of enterprises including SMEs while focusing on the protection of the most vulnerable categories as a matter of priority. Thirdly, we expanded the social protection umbrella through social safety nets which are able to quickly respond to shocks. This has created more stability in income and continuity in the health care to workers at times of crisis and expanded the scope of protection of workers with social protection branches such as the social guarantees against unemployment. We are continuing our collaboration with the ILO within the scope of the stream project to promote social protection frameworks and integration with labour exporting countries in Asia and Africa. Fourthly, the economic policies and local recovery – we have launched the local economic recovery initiatives and the support for sustainable development and the fair transition to continue guaranteeing creating jobs even at times of crisis. We join the deep concern expressed by the Committee of Experts in the general survey with regard to the dramatic situations in the Arab region. The report has

documented a painful reality which requires tangible international intervention. Firstly, in the Gaza Strip, we witness the almost complete destruction of the economy and workplaces. In Sudan, the failure of the labour market is used as a destructive and systematic tactic. In Lebanon, we are observing with concern the disabling of labour administration and inspection institutions under the brunt of the crisis and aggression. In Syria, there are still many grave challenges with regard to recovering labour supervision and dealing with the grave violations, such as child labour, within the ongoing conflict. These situations recall the triple nexus that is called for in Recommendation No. 205 with regard to linking urgent humanitarian relief with the rebuilding that is based on humans and decent work. Therefore, we call for the systemization of frameworks that can be translated on the ground and that can translate the effects of Recommendation No. 205 on the ground, especially with regard to disaster and conflict-stricken areas, with regard to recovering livelihoods and protection of rights and also to provide technical supports to the Gaza Strip, Lebanon, Sudan and Syria and working towards the support of labour administration as a basic condition for sustainable peace and thirdly, developing practical guidelines with regard to protecting workers at times of crisis and also to prevent their losing of legal rights or residency permits due to outside shocks as called for by the Committee of Experts in this survey. In conclusion, the GCC countries reaffirm that building resilient labour markets requires forward-looking action and development of legislation. In this critical regional situation, we renew our commitment to international cooperation and regional cooperation as a pillar to face challenges and call for the ILO and the international community to intensify their efforts to protect workers in conflict zones and guaranteeing that the world of work is not a victim of wars but a bridge towards recovery and peace.

Presidenta –Voy a dar ahora la palabra al Sr. Batuhan Tavukcu, representante del Gobierno de Türkiye.

Government member, Türkiye (Mr TAVUKCU) – I would like to express sincere appreciation to the Committee of Experts for preparing this comprehensive and forward-looking general survey on employment and decent work for peace and resilience. At a time when the international community is confronted with conflicts, disasters, displacement, climate related challenges and other interconnected crises, Recommendation No. 205 remains an important source of guidance for building resilient societies through employment, social protection, social dialogue and sustainable economic development. Türkiye welcomes the survey's comprehensive approach which recognizes that crisis prevention, preparedness, response and recovery are closely linked and must be supported by strong labour market institutions and inclusive social policies. We are encouraged that the survey contains several examples reflecting Türkiye's experience and efforts in these areas. The survey notes Türkiye's measures facilitating the voluntary safe and dignified return of Syrians under the temporary protection including arrangements that allow individuals to prepare for voluntary return. Furthermore, the survey highlights measures taken by Türkiye to promote an enabling environment for sustainable enterprises and to facilitate access to finance, particularly for micro, small and medium-sized enterprises. These policies play a critical role in preserving employment, supporting recovery and strengthening resilience during times of crisis. We firmly believe that investing in human capital is essential for building resilience and ensuring sustainable recovery. In addition, the survey recognizes the importance of comprehensive social support measures. Türkiye has sought to combine income support with broader social assistance, active labor market measures, training opportunities and targeted support for vulnerable groups including during the COVID-19 pandemic. The examples reflected in the survey demonstrate that effective crisis management requires a whole-of-government approach supported by social partners and international cooperation. We therefore strongly support the Survey's emphasis on social dialogue, inclusive labour markets, sustainable

enterprises, skills development and universal social protection. Türkiye remains committed to working with the ILO and its constituents to promote decent work as a foundation for peace, resilience and sustainable development. We will continue to share our experiences and contribute constructively to the implementation of Recommendation No. 205.

Presidenta –Doy ahora la palabra a la Sra. Amal El Amri, que va a hablar en nombre de los trabajadores de Marruecos.

Membre travailleur, Maroc (M^{me} EL AMRI) – La délégation des travailleurs du Maroc salue les mesures prises par notre pays en réponse aux crises. Cependant, la résilience face aux crises doit être construite sur le respect des normes internationales du travail, et non sur la déréglementation, la précarisation de l'emploi ou l'affaiblissement du dialogue social. Les travailleuses et travailleurs marocains ont affronté des crises multiples: les conséquences sociales et économiques de la pandémie, l'inflation et la hausse du coût de la vie, la sécheresse et les catastrophes naturelles. Ces chocs, qui ont exacerbé l'informalité, ont révélé des faiblesses structurelles en matière d'emploi, de protection sociale et de droits sociaux. Ils ont également montré que les travailleurs occupant des emplois précaires, sans voix collective car non organisés, sont toujours les premiers sacrifiés. C'est pourquoi les réponses aux crises et leur prévention doivent être ancrées durablement dans le travail décent, la protection sociale et la liberté syndicale, conformément au mandat constitutionnel de l'OIT. Ces principes ne sont pas optionnels. Ce sont des obligations découlant des normes internationales du travail.

Notre premier point portera sur l'intention du gouvernement de notre pays d'élaborer une réglementation des agences d'emploi privées. Le mouvement syndical marocain évalue à sa juste valeur l'urgence de cette question qui doit être traitée en pleine conformité avec les normes de l'OIT, notamment la convention (n° 181) sur les agences d'emploi privées, 1997, ainsi que la convention (n° 29) sur le travail forcé, 1930; la convention (no 105) sur l'abolition

du travail forcé, 1957; la convention (no 87) sur la liberté syndicale et la protection du droit syndical, 1948; et la convention (no 98) sur le droit d'organisation et de négociation collective, 1949.

Si une gouvernance démocratique de l'Agence nationale de promotion de l'emploi et des entreprises (ANAPEC), qui est un organisme public, s'impose, les entreprises de travail temporaire doivent être strictement réglementées, faire l'objet d'un système d'agrément, d'un contrôle efficace et de sanctions dissuasives. Cela est indispensable pour éviter qu'elles ne deviennent un vecteur d'exploitation, de contrats frauduleux, de vol ou de retenues abusives de salaires ou de risques de travail forcé. Ces abus sont d'autant plus exacerbés en temps de crise pour les travailleurs en situation d'emploi précaire. Nous appelons donc à ce que toute réglementation soit élaborée dans le cadre d'une véritable concertation avec les organisations syndicales représentatives afin de garantir l'égalité de traitement, des contrats écrits, l'accès à la protection sociale et à la formation, l'interdiction des frais de recrutement à la charge des travailleurs, un contrôle efficace ainsi que le respect de la liberté syndicale et de la négociation collective.

Notre deuxième point porte sur la transition juste. Nous saluons les investissements dans les secteurs verts où, de plus, le Maroc dispose d'un avantage compétitif. Néanmoins, une transition ne peut être qualifiée de «juste» que si elle est négociée avec les syndicats représentatifs et fondée sur les normes de l'OIT et l'agenda du travail décent. La transition juste doit créer des emplois décents, garantir les droits des travailleurs, la protection sociale, la sécurité et la santé au travail, l'égalité de genre et la négociation collective. Elle doit protéger les travailleurs affectés par le changement climatique, la restructuration et la transformation industrielle. Les femmes, les jeunes travailleurs et les travailleurs de l'économie informelle doivent bénéficier de réelles opportunités de travail décent. Enfin, elle doit associer les travailleurs et leurs organisations aux politiques publiques y relatives.

Notre troisième point concerne la création d'emplois dans le secteur public au moyen de partenariats public-privé. Nous prenons note des efforts annoncés par le gouvernement en matière de création d'emplois, mais la question n'est pas seulement quantitative. Au-delà de l'aspect quantitatif, la dimension qualitative est primordiale. Ces emplois sont-ils assortis de droits? L'emploi public et les partenariats soutenus par des fonds publics doivent respecter les normes internationales du travail. L'argent public ne doit pas soutenir le dumping social, l'évitement syndical ou la précarité. Les contrats de partenariat doivent inclure des clauses sociales exigeant des salaires décents, la couverture sociale, la sécurité au travail, la non-discrimination, le respect de la liberté syndicale et de la négociation collective, ainsi qu'un suivi avec la participation des organisations syndicales.

La leçon est claire: la résilience ne peut être atteinte par des marchés du travail flexibilisés qui abandonnent les travailleurs à la surexploitation. Elle exige des institutions du travail fortes, une protection sociale universelle et adéquate, des relations de travail réglementées, des investissements publics dans des emplois décents et un dialogue social réel et fructueux. Nous appelons le gouvernement de notre pays à aligner l'ensemble de ces réformes sur les normes internationales du travail et à initier leur élaboration dans le cadre d'un véritable dialogue social avec les organisations syndicales représentatives.

Nous appelons également l'OIT à continuer d'appuyer les mandants de notre pays, gouvernements, employeurs et travailleurs, et dans l'ensemble de la région pour une réponse aux crises axée sur les droits, sensible au genre et centrée sur le travail décent et la justice sociale.

Presidenta – Voy a pasar a dar la palabra a la Sra. Marita Sørheim Rensvik, quien hablará en nombre del Gobierno de Noruega.

Government member, Norway (Ms SORHEIM-RENSVIK) – We would like to thank the Committee of Experts for this comprehensive and timely general survey. Norway strongly supports the emphasis on social dialogue and coordinated approaches as central elements of effective crisis management. As highlighted in the report, social dialogue is a cornerstone of crisis management and plays a key role in ensuring inclusive, coordinated and effective responses.

Well-functioning institutions and established cooperation between governments and employers and workers organizations are essential for facilitating coordination, strengthening trust and ensuring coherent responses across sectors. In this regard, Norway would like to share a recent initiative to strengthen national preparedness. In May 2026, the Government and the main organizations of employers and workers entered into a joint cooperation declaration on tripartite collaboration in national crisis and preparedness work. The initiative reflects a shared recognition that labour is a fundamental resource in crisis situations. Ensuring that people are in the right jobs is essential for maintaining critical functions.

The social partners also contribute valuable knowledge that supports rapid mobilization, coordination across sectors, and the legitimacy of responses. The declaration establishes clearer frameworks for cooperation, ensuring early involvement of the social partners and structured dialogue across policy areas. It builds on Norway's tradition of trust-based cooperation and strengthens shared situational understanding and coordinated responses in times of crisis. The Government considers this initiative to be closely aligned with Recommendation No. 205, particularly its emphasis on social dialogue, coordination and preparedness. We believe that inclusive cooperation between governments and social partners is key to building resilient societies capable of managing crisis.

Presidenta – Con esto hemos concluido nuestras labores de esta mañana.

Esta tarde continuaremos 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 del Juez Alain Lacabarats, Presidente de la Comisión de Expertos y de la Representante del Secretario General, seguida por las observaciones finales de los Vicepresidentes sobre la discusión general.

Se levanta la sesión. Nos vemos a las 15 horas.

Se levantó la sesión a las 12.57 horas.

The sitting closed at 12.57 p.m.

La séance est levée à 12 h 57.