

Committee on the Application of Standards

Part Two of the Report of
the Committee – Section I

02.06.26

114th Session, Geneva, 2026

Discussion on the General Survey

Employment and decent work for peace and resilience

Chairperson – I now invite you to move on to the next item on the agenda: the discussion of the General Survey of the Committee of Experts concerning the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), entitled *Employment and decent work for peace and resilience*. I now ask the spokespersons to make their opening statements. The statement of the Workers' group is divided among four speakers.

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 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. The 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 – The importance of equality and non-discrimination for effective and long-term crisis management is a cross-cutting theme of Recommendation No. 205. 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 a lack of measures addressing their specific vulnerabilities.

We underline the importance of dedicated protection measures which should include employment promotion, support of socio-economic 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, and workers in 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 a 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 a 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.

Worker members – 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 the 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 is 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 the Recommendation.

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 healthcare, 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 crisis-related aid and support. We are talking about 58 per cent of global workers, 85 per cent of African workers and 66 per cent of workers in Asia. The Worker members welcome the fact that many Member States have taken measures to support livelihoods and income of workers in the informal economy during the COVID-19 pandemic.

We particularly welcome measures taken to uphold the fundamental principles and rights at work of those in the informal economy, including through extending occupational safety frameworks involving representatives of informal workers in crisis planning and rights-based labour inspection interventions. However, in order to effectively support the 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 the 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.

Worker members – I would like to begin by highlighting the growing number of armed conflicts and situations of violence and their devastating impact on workers and workplaces all

over the world. Conflicts today have reached the highest level since the Second World War, affecting some 2 billion persons, and over 122 million persons were forcibly displaced in 2025.

The main areas of conflict and concern currently include Iran, Palestine (since 1948), Syria, Yemen, Ukraine, Lebanon, Afghanistan, Myanmar, Pakistan, Haiti, Sudan, the Democratic Republic of the Congo, South Sudan, Burkina Faso and Somalia. We wish to highlight the disastrous impact of conflicts on workers and their trade unions. The Committee on Freedom of Association has noted in particular that in some cases the trade union movement has been a “collective victim” of violence. We stress the need to put in place protective and remedial measures to help trade unions recover from the harm suffered and to strengthen their collective action in crisis situations.

Another key area for action concerns the protection of the rights of particularly vulnerable workers, including migrants, refugees and other forcibly displaced persons, as well as returnees. All these workers must enjoy fundamental rights at work.

Effective responses to crises, including in terms of prevention and resilience, require measures that promote social inclusion through access to employment and decent work, guarantee equal opportunities and treatment, and remove any legal barriers to the right of migrant workers and refugees to form and join trade unions.

The resilience of host communities must be supported and, where appropriate, voluntary repatriation and reintegration must be facilitated. In conflict situations, foreign armed forces or non-state armed groups often exploit local populations, including children, as combatants, labourers, messengers, cooks or sex slaves. In post-crisis situations, forced labour and child labour are exploited by unscrupulous intermediary employers, particularly private agencies, sometimes linked to global supply chains. Effective crisis management and prevention require an intensification of efforts to eradicate forced labour and child labour and to effectively punish the perpetrators of these violations.

We also support programmes to reintegrate individuals, including minors formerly associated with armed forces or groups, into civilian life. We also wish to emphasise the essential role of social protection floors and education in crisis response and prevention.

We reiterate that social security and access to free, quality education are fundamental rights. We call on Member States to address existing gaps in the coverage and adequacy of social protection systems, in accordance with the Social Security (Minimum Standards) Convention, 1952 (No. 102), and other relevant international labour standards. We reiterate the importance of ensuring sustainable and adequate funding for education, as well as of developing national education and vocational training programmes and skills development strategies linked to employment and social protection.

Employer members – At the outset, 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 analysing 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 the Recommendation.

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-centred 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 the 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 the Recommendation 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 the Recommendation 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 a 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 a 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-sized enterprises (SMEs), which 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 a 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 has 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 the 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 crisis-affected contexts, 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 Organisation 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 multi-track 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 a 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 for 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 a crisis by helping enterprises 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 costs, reduce flexibility, and weaken the ability of enterprises, particularly SMEs, to sustain operations.

In a 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 an 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.

Government member, Cyprus – I have the honour 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 the 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 socio-economic 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 under-represented 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 crises 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 the Social Protection Floors Recommendation, 2012 (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 an ILO presence in the early phases of crisis response with the 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 UN80 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.

Interpretation from Arabic: **Government member, Kuwait** – 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, 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 systems 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 process system that the Recommendation 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 them at the service of the world of work. It has digitalized 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 guarantees 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 healthcare for 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, economic policies and local recovery – we have launched local economic recovery initiatives and support for sustainable development and the fair transition to continue guaranteeing job creation 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 the Recommendation 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 support 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 them losing 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 guarantee that the world of work is not a victim of wars but a bridge towards recovery and peace.

Government member, Türkiye – 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 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 labour 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.

Worker member, Morocco – The Workers' delegation of Morocco welcomes the crisis-response measures taken by our country. However, resilience in the face of crises must be built on respect for international labour standards, not on deregulation, precarious employment or the weakening of social dialogue. Workers in Morocco have faced multiple crises: the social and economic consequences of the pandemic, inflation and the rising cost of living, drought and natural disasters. These shocks, which have exacerbated informality, have exposed structural weaknesses in employment, social protection and social rights. They have also shown that workers in precarious jobs, who have no collective voice because they are not organized, are always the first to be sacrificed. This is why crisis response and prevention must be firmly rooted in decent work, social protection and freedom of association, in accordance with the ILO's constitutional mandate. These principles are not optional. They are obligations arising from international labour standards.

Our first point concerns our Government's intention to draft regulations for private employment agencies. The Moroccan trade union movement fully recognizes the urgency of this issue, which must be addressed in full compliance with ILO standards, in particular the Private Employment Agencies Convention, 1997 (No. 181); the Forced Labour Convention, 1930 (No. 29); the Abolition of Forced Labour Convention, 1957 (No. 105); the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

Whilst democratic governance of the National Employment Promotion Agency (ANAPEC) – a public body – is essential, temporary work agencies must be strictly regulated and subject to a licensing system, effective oversight and penalties that act as a deterrent. This is essential to prevent them from becoming a vehicle for exploitation, fraudulent contracts, theft, or the unlawful withholding of wages, or for creating the risk of forced labour. Such abuses are especially exacerbated in times of crisis for workers in precarious employment. We therefore call for any regulations to be drawn up through genuine consultation with representative trade unions in order to guarantee equal treatment, written contracts, access to social protection and training, a ban on recruitment fees payable by workers, effective monitoring, and respect for freedom of association and collective bargaining.

Our second point concerns the concept of a just transition. We welcome investment in green sectors where, moreover, Morocco has a competitive advantage. However, a transition can only be described as "just" if it is negotiated with representative trade unions and based on ILO standards and the decent work agenda. A just transition must create decent jobs and guarantee workers' rights, social protection, occupational safety and health, gender equality and collective bargaining. It must protect workers affected by climate change, restructuring and industrial transformation. Women, young workers and workers in the informal economy must be given real opportunities for decent work. Lastly, it must involve workers and their organisations in the relevant public policies.

Our third point concerns job creation in the public sector through public-private partnerships. We take note of the Government's declared efforts to create jobs, but the issue is not merely one of quantity. Beyond the quantitative aspect, the qualitative dimension is paramount. Do these jobs come with rights? Public sector employment and partnerships supported by public funds must comply with international labour standards. Public money must not be used to support social dumping, avoidance of unions or precarious conditions.

Partnership contracts must include social clauses requiring decent wages, social security cover, safety at work, non-discrimination, respect for freedom of association and collective bargaining, as well as monitoring with the participation of trade union organizations.

The lesson is clear: resilience cannot be achieved through flexible labour markets that leave workers vulnerable to exploitation. It requires strong labour institutions, universal and adequate social protection, regulated labour relations, public investment in decent jobs, and genuine and fruitful social dialogue. We call on our country's Government to align these reforms with international labour standards and to take action to develop them within the framework of a genuine social dialogue with the representative trade union organizations.

We also call on the ILO to continue to support the constituents – governments, employers and workers – in our country and across the region, in order to ensure a rights-based, gender-sensitive response to crises, centred on decent work and social justice.

Government member, Norway – 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 crises.

Worker member, Ukraine – Thanks a lot for the possibility to contribute from Ukraine to the discussion of the comprehensive General Survey of the Committee of 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 and 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 allow 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 a 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 east and 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 to the challenging labour market conditions.

Trade unions are also continuing to organize vocational training programmes for displaced persons who are accommodated in 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 to 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 workplaces. 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 in 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.

Government member, Namibia – 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 a crisis test unprecedented 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 a 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 fulfil 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.

Worker member, Brazil – 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 on 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 exclusion 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 formal 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, 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 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 of prevention, preparedness, response, recovery and reconstruction. 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.

Government member, Côte d'Ivoire – The Government of Côte d'Ivoire congratulates the Office on the quality of the document produced, based on Recommendation No. 205, which provides a unique normative framework focusing on the world of work to respond to the devastating effects of crises on economies and societies.

Based on four pillars – employment creation, social protection, rights at work and social dialogue – decent work places people at the heart of development. It gives workers a voice, particularly vulnerable populations living in fragile environments or affected by plagues such as the COVID-19 pandemic, armed conflicts across the world, and disasters of all kinds. These crises hamper sustainable economic development, exacerbate social injustice and inequalities, and increase informal work, especially for young people and women.

To this end, access to decent work is essential for peace and stability – guarantees for any thriving economy within our societies, where jobs can be created, social partners can organize and job quality can be regularly improved, taking account of the gender dimension. How should Member States engage in these fragile settings?

All national core stakeholders (employers, governments, workers) need to come together because the current complexity of the crises can only be handled by a single actor and this forces us to ensure consistency, complementarity and collaboration. These actions are part of employment and decent work programmes which simultaneously address the lack of economic opportunities and the perception of social injustice by our populations.

To this end, in line with the principles that guide the sustainability of employment and decent work, especially in a crisis period, the Government of Côte d'Ivoire and the private sector have established long-term development programmes and strategies, including:

1. The creation of direct jobs for all, including vulnerable persons, targeting particularly the agro-industry, financial services, construction and engineering, telecommunications, energy and green jobs, which generates the creation of almost 100,000 jobs per year.
2. The improvement of workers' living and working conditions through the continuous strengthening of the regulatory provisions of the Act issuing the Labour Code and especially the increase in the guaranteed interoccupational minimum wage (SMIG) in 2013 and 2023 respectively of 61 per cent and 25 per cent, as well as the agreed minimum wages applicable by category (between 8 and 29 per cent).

Income security is based on a social protection system aimed at covering all workers. Wages are managed through a general scheme for salaried workers, while self-employed workers and those in the informal sector fall under the self-employed workers scheme (RSTI). In addition, access to healthcare is guaranteed through universal health coverage (CMU), in which over 25 million persons are registered, that is a rate of 77.8 per cent, as well as 1.5 million self-employed workers and 1.1 million salaried workers affiliated to the RSTI.

This system, based on a contribution rate of 12 per cent, is aimed particularly at further including the informal sector, with a goal of 50 per cent registration by 2028.

3. The upgrading of skills to improve employability in Côte d'Ivoire, addressed by structural reforms, aims to fill the gaps between training and enterprises' actual

needs. The Government, by means of the vocational training development fund and programmes, such as the employability improvement and youth inclusion programme, is striving to adapt training provision.

4. Long-term consolidation of very constructive tripartite social dialogue, which has enabled us not only to quickly absorb the shock of the COVID-19 pandemic but also to build excellent working relationships based on trust and openness for the well-being of our workers and the socio-economic stability of our enterprises.

It should also be mentioned that this has enabled, since the previous session of the Conference, the ratification of four ILO Conventions.

To conclude, the dissemination of Recommendation No. 205 through the promotion of employment and decent work builds further peace and establishes long-term resilience to any internal or external shocks.

*Interpretation from Arabic: **Worker member, Sudan*** – 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 conditions.

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.

Government member, Nigeria – Nigeria welcomes the General Survey concerning 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 among 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 and governments rising to their respective responsibilities and harnessing the social, economic, political and technological resources at their disposal 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, the rule of law and the 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 standards-related actions and technical cooperation. We, however, call on the ILO to recognize the peculiarities and difficulties faced by the emerging economies of some Member States and to deploy programmes and technical support to these Member States as required or requested.

Worker member, Argentina – I am speaking on behalf of the trade union confederations of Argentina, and also the Trade Union Federation of the Americas (CSA) and the International Trade Union Confederation (ITUC), to express our gratitude to the Committee of Experts for this General Survey on Recommendation No. 205.

As observed by the Committee of Experts in the General Survey, climate-related crises are on the increase around the world. We experience them through increasingly intense storms, heat waves and cold snaps, droughts, floods, forest fires and the spread of endemic disease. These phenomena compromise our countries' infrastructure, damage productive capacity and jeopardize employment opportunities and working conditions. In Argentina, progress in addressing the climate crisis has stagnated, or even gone backwards.

The fiscal austerity policy applied to environmental and just transition policies is part of the Government's climate crisis denial ideology.

The downgrading of the Ministry of the Environment, which today is an under-secretariat, is evidence of this.

It is worth recalling that the International Court of Justice stated in its advisory opinion that governments' climate obligations apply to all States, whether or not they are party to the main climate agreements.

In my country, budget cuts have extended to sensitive areas of public policy such as health, education and social protection. There are constant waves of public sector lay-offs, including in bodies involved in crisis management and response.

All frontline workers lack job security, and they have made demands for wage increases and the recognition of their job qualifications. We therefore stand by those essential health, transport and education workers.

It is an intolerable injustice that persons who were, and are, on the front line in the response to all crises suffer trade union persecution and austerity. We welcome the fact that, in its General Survey, the Committee of Experts urges Member States to "take measures to support and protect employment in the public sector [...] through adequate staffing and working conditions". The Committee also highlights the importance of "improving working conditions and increasing investment for frontline workers".

The State's withdrawal from areas of high social sensitivity is a serious matter while the impact of crises particularly affects sectors whose rights have historically been violated. We advocate for an intersectional approach in all resilience, crisis management and just transition policies.

The curtailment of public works in my country, for example, deprives the affected communities of the opportunities that intensive investment programmes in jobs focused on such infrastructure can bring in prevention, preparation, response and recovery, as well as the building of resilient societies. Both Recommendation No. 205 and the General Survey reaffirm the importance of tripartite social dialogue, recognizing the participation of employers' and workers' organizations as a prerequisite for successful crisis management.

Argentina is suffering a widespread trend of weakened or absent institutionalized tripartite social dialogue, including in relation to crisis management tools and bodies.

The workers of Argentina, together with regional and global trade union confederations, reaffirm the defence of fundamental labour rights and advocate for institutionalized tripartite social dialogue. These do not weaken governments' capacity to respond to crisis; on the contrary, the defence of fundamental rights and their effective application, as well as

institutionalized tripartite social dialogue, strengthen public policy, rendering it more coherent, comprehensive and effective in crisis prevention and management.

Interpretation from Arabic. **Government member, Egypt** – We are proud to participate in this important discussion on the General Survey on employment and decent work for peace and resilience. We thank the Committee of Experts and those who have participated in the preparation of an exhaustive report that addresses one of the most important matters in the modern world of work. This discussion is taking place at a time when the world is facing growing difficulties, including armed conflicts, economic crises, natural disasters, climate change and technological changes; all challenges that have a direct impact on the labour market and on States' capacity to ensure comprehensive, sustainable growth. We are convinced that employment and decent work are pillars of social stability, strengthened social coherence, and peace and prosperity.

In recent years, therefore, Egypt has adopted a series of measures and legislation, as well as national programmes intended to create decent jobs, strengthen social protection and develop human skills and competencies, since they constitute an integral part of creating resilient societies. In the face of challenges, we have adopted a new Labour Code and a new employment strategy that aims to secure comprehensive growth and human capital and to respond to trends in the labour market. We have also strengthened our partnership with the private sector, supporting entrepreneurship and small and medium-sized enterprises, which are drivers of employment and development. Egypt is also implementing a vast social protection programme targeting the most disadvantaged groups. This includes, for example, solidarity programmes such as the informal work fund. We are working to integrate women, young people and persons with disabilities into the labour market, and to combat forms of forced labour, forced child labour and trafficking in persons, in order to achieve economic growth and create new remunerative employment.

We also reiterate the importance of the General Survey, which recalls the role of social dialogue in crisis management. We therefore emphasize the need to support mechanisms for social dialogue between the public authorities and employers' and workers' organizations, since those organizations constitute an essential tool for balancing the needs of economic development against those of social justice. In that connection, we have strengthened the Higher Social Dialogue Council, which now has legal personality and an independent budget. The success of our efforts requires strengthened respect for national priorities, as well as technology transfer and capacity-building. The Arab region is facing complex problems, regional crises of all kinds that create economic and social pressure. Egypt therefore recalls the importance of strengthening the role of the International Labour Organization and of support for Member States, in particular developing countries, through the implementation of development programmes and initiatives intended to create more flexible and more inclusive resilient labour markets.

This year, we are marking the centenary of the creation of the Committee on the Application of Standards. We highlight the historic role played by the Committee over the last century in strengthening respect for international labour standards and consolidating the principles of social justice and tripartite dialogue. We stress the need to maintain the technical, neutral and objective nature of the ILO supervisory mechanisms in order to strengthen trust among Member States and ensure the effectiveness of international labour standards in facing today's challenges. In conclusion, we recall our support for the objectives and principles of the

International Labour Organization and our desire to cooperate with all social partners and Member States to ensure decent work, sustainable development, peace and prosperity for all.

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, implementation and review of crisis management.

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 crisis response and recovery measures on employment and workplaces. I want to recall that the General Survey emphasized that, in line with Recommendation No. 205, crisis 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 crisis 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 crisis response, we need to show that precarious jobs are 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. The 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 situations. Such an approach should be applied to all stages of interventions including during humanitarian development and peacebuilding efforts. 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, they are obligations stemming from international labour standards and the institutional/constitutional ILO mandate.

Worker member, Fiji – I wish to speak in solidarity with the workers of the Maldives who cannot be present due to their Government's failure to ensure a 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 of assembly and freedom of opinion and expression. In the context of crisis response, recovery and prevention, it is an absolutely crucial 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 do 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 non-existent, 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 Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). We note that many countries whose economies benefit significantly from the hospitality sector restrict workers' collective rights in the 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 that the Parliament of the Maldives passed the Industrial Relations Bill followed by the first official registration of a 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, businesses 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 (ICJ) 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 at the same time issued an opinion in which it explicitly recognized that States have an obligation to involve employers' and workers' organizations in transition planning. In view of these 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.

Worker member, Democratic Republic of the Congo – I speak on behalf of the workers of the Democratic Republic of the Congo, who are severely impacted by the adverse effects of numerous crises, including armed conflicts, the recent global COVID-19 pandemic, and the growing negative impacts of climate change.

Forced labour and child labour in the Democratic Republic of the Congo constitute a widespread human rights crisis, fuelled by armed conflict and the global demand for strategic minerals. Hundreds of thousands of adults and children are subjected to modern forms of slavery in the mining and agricultural sectors and through human trafficking. Workers are exploited in hazardous artisanal mines without even basic protective equipment. Even in regulated mines, workers employed by subcontracting enterprises face extreme exploitation, including wages that are too low to live on, hazardous working conditions and excessively long working hours. They are frequently subjected to physical violence and reprisals.

In response to these crises, Recommendation No. 205 emphasizes the importance of eliminating forced or compulsory labour, including trafficking in persons, and child labour. The Committee of Experts recalls that measures to prevent these crimes, punish those responsible and assist victims must be adapted to the crisis context. In the case of the Democratic Republic of the Congo, forced labour is exacerbated by the armed conflicts in the country. Armed groups themselves use forced labour in illegal mining. To put an end to these practices, it is essential that those responsible for these crimes are prosecuted and that support for non-State armed groups is ended.

The traceability and regulation of global supply chains also need to be significantly improved. The Democratic Republic of the Congo possesses more than 50 per cent of the world's cobalt reserves. The criminal violations of workers' rights in the cobalt mines of the Democratic Republic of the Congo involve international technology and automotive enterprises that depend on these minerals for the production of rechargeable batteries used in electric vehicles, smartphones and renewable energy technologies. Such multinational enterprises often promote their products and services as being part of the green transition that we all so desperately need. Meanwhile, they derive profits from the criminal exploitation of workers and children in the mines. This situation must change. We need greater transparency in global supply chains. National and multinational enterprises must identify, prevent, where necessary mitigate, and in all cases report on how they address, their actual and potential adverse impacts on workers and their rights.

Another factor contributing to workers' exposure to crimes such as forced labour and child labour is the ineffectiveness of labour inspection in the Democratic Republic of the Congo. Recommendation No. 205 is clear: reinforcing labour inspection, in accordance with the Labour Inspection Convention, 1947 (No. 81), which our country has ratified, is a key element of an effective response to crises. Without this, it is impossible to ensure that reconstruction is based on the rule of law and to prevent future crises. The General Survey notes that labour inspection services face recurrent challenges worldwide, such as insufficient resources and a shortage of inspectors, problems that are often exacerbated in times of crisis. We call on our Government and all ILO Member States to ensure the application in practice of Convention No. 81, and to support national labour inspection services by providing adequate material resources, legal autonomy and ongoing training, as part of their response to crises.

Government member, Islamic Republic of Iran – The Islamic Republic of Iran participates in this 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 incomes.

Nevertheless, the Government 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, arenas and 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 the 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.

Worker member, Zimbabwe – 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 into full compliance with Convention No. 87 for an 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. The trade unions endorse these efforts. However, we see serious gaps, such as ignoring precarious employment conditions for teachers, a lack of dedicated plans for the informal economy, and 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 locked 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 wages 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 a 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 therefore call 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 comprehensive enforcement of the Violence and Harassment Convention, 2019 (No. 190), to institute mandatory independent workplace investigation committees and criminalize gender-based economic coercion.

Worker member, France – It is now well established that strong collective bargaining mechanisms and respect for freedom of association play a major role in strengthening resilience and responding effectively to crises. Let us recall what should, in fact, go without saying: it is the workers themselves who know the most about the work and the conditions under which it is carried out. The most appropriate solutions to a crisis can only be found with their involvement.

As the Committee of Experts observes, while France is among the countries in which collective bargaining played a decisive role in managing the COVID-19 crisis, the General Survey nevertheless notes that "crisis situations are frequently accompanied by abuse of workers' rights". This was the case in our country, where disproportionate restrictions were placed on the right to strike during the pandemic. As documented by the International Trade Union Confederation (ITUC), abuse of this fundamental right has proliferated in the country in recent years. As rights defenders, we know all too well that temporary restrictions on freedoms very often continue long after the exceptional periods during which they were introduced.

The ability to manage a crisis effectively also depends on having the necessary resources. In this respect, the Committee of Experts notes a number of criticisms raised by the General Confederation of Labour (CGT), according to which "cooperation between civil society organizations, social partners and the Government has become increasingly formal and less effective owing to the significant reduction in public subsidies to associations. This leads to fewer human resources for monitoring discussions and greater financial insecurity for organizations with regard to their ability to monitor projects or provide responses in times of crisis."

This situation is all the more striking given the alarming state of labour inspection. The need to strengthen labour inspection services and to comply with international labour standards in this area is of vital importance. In France, the facts speak for themselves:

- inspection units have been abolished despite an expanding inspection remit and the ever-increasing complexity of labour law;
- only 1,878 labour inspectors for a total of 21,031,900 private-sector employees and 3.186 million administratively active self-employed workers in the second quarter of 2025;
- the frequent undermining of the independence of labour inspectors.

These are all structural violations of the principles established the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), both ratified by France.

Nevertheless, it should be acknowledged that certain measures taken by the Government during the COVID-19 pandemic, particularly to provide financial support to small and medium-sized enterprises, contributed to sustaining economic activity. Among these were various State-guaranteed loans and partial unemployment measures, which helped to preserve many jobs. However, the indiscriminate and unconditional granting of substantial State financial support to the largest enterprises is far more questionable. In this respect, the General Survey notes that “In France, the authorities penalized employers who had unlawfully declared workers as being on *activité partielle* (part-time work) while requiring them to continue working full-time, classifying such cases as undeclared work liable to incur penalties, possibly including criminal penalties, and liable for the reimbursement of public funds.”

These were commendable measures but woefully insufficient. More than ever, it is essential that assistance granted to enterprises – particularly in times of crisis – is made conditional on respect for workers’ fundamental and trade union rights. This includes collective bargaining and collective agreements, social protection, occupational safety and health, and the creation of decent jobs accompanied by those same rights.

Only by addressing these challenges in a meaningful way can we, through tripartite action, effectively promote peace and resilience.

Interpretation from Arabic: Worker member, State of Palestine – 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 crisis response 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 peacebuilding. 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 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 the 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 to participate in decisions affecting their lives and livelihoods.

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, and protection of displaced and unemployed workers, taking 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. 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.

Observer, World Health Organization (WHO) – 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.

Observer, Public Services International (PSI) – I will refer to a limited number of issues raised by the Committee of Experts that are of significant importance for us.

The Committee of Experts indicates that conflicts are at their highest level since the Second World War and notes with deep concern that the world of work is a primary casualty, if not a direct target, of modern warfare. According to the Internal Displacement Monitoring Centre (IDMC), the number of displaced persons has doubled in a decade and, in 2025, for the first time in history, wars displaced more people than floods and other natural disasters.

Some parties to armed conflict have deliberately attacked civilians and civilian infrastructure, such as hospitals, water supplies, schools and universities. For example, in the first 12 days of attacks against the Islamic Republic of Iran, around 10 million displacements from inside Iran and from other cities were recorded. Displacements are still happening right now in Palestine, Lebanon, Sudan, the Democratic Republic of the Congo and many other places. Moreover, as conflicts and wars escalate, attacks against health workers and emergency services have increased and there is a risk that they will become the norm. Hunger is increasingly being used as a weapon of war. Data compiled by Insecurity Insight reveal 21,403 incidents in 15 countries where food supplies have been deliberately targeted since 2018.

Furthermore, in recent years, artificial intelligence has played an increasingly prominent role in wars and armed conflicts, ranging from its use for mass surveillance to lethal autonomous weapons. The dangers of an uncontrolled expansion of artificial intelligence systems for the machinery of war are very real and far greater than we could have ever imagined and must be addressed with urgency. The Pope has denounced the culture of power driving the rapid rise in artificial intelligence, warning that this technology must be subject to the most rigorous ethical constraints as it infiltrates everything from work to war.

The Committee of Experts also indicates that a thorough understanding of risks and vulnerabilities is fundamental to preventing or reducing the impact of crisis situations. One of the major risks that we are currently facing is that of an increasingly monopolized world. Corporate monopolies are on the rise. Economic power, essential goods and services, and critical infrastructure are becoming ever more concentrated in the hands of a few dominant actors. For example: (i) almost 60 per cent of the calories consumed globally come from only four crops – soya, corn, rice and wheat – and around three quarters of the production of these crops comes from just five countries; (ii) two enterprises alone own around 40 per cent of the global seed market; (iii) four enterprises alone control 44 per cent of the global agricultural machinery market; and (iv) four enterprises alone dominate 62 per cent of the agro-chemical market. This monopolization poses a specific risk: the possibility that individual disruptions or failures could lead to a systemic failure. We have seen this type of meltdown during the 2008 financial crisis, the COVID-19 pandemic and now in the Strait of Hormuz conflict. The concentration of power and inequalities weaken us. The technological quick fixes proposed by billionaires are not the solution.

We need to change course and build more inclusive and resilient societies in which people and their well-being, nature and the environment, are the main priority. After analysing global data from 150 countries between 1995 and 2009, researchers have determined that inclusive societies with high state capacity experience significantly fewer casualties and disruptions caused by natural disasters such as floods and earthquakes. Strong States have the resources necessary to manage crises, while accountability ensures that aid is distributed fairly. Furthermore, inclusive systems, with high-quality public services, promote social cohesion, agile response strategies and vital safeguards against abuse.

To conclude, almost all reconstruction efforts following a natural disaster or armed conflict, or in response to situations such as the COVID-19 pandemic, have been tainted or consumed by corruption. We must therefore intensify our efforts to combat corruption and protect the workers who denounce it.

Observer, Education International (EI) – 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 union activists and the systematic dismantling of already fragile labour organization, stripping workers and teachers of their last defence 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 Republic 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 the 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 and Haft Tappeh sugar cane industries and the Syndicate of Workers of Tehran and Suburbs Bus Company have faced comparable persecution and repression. January 2026 witnessed yet another uprising, which once again met a brutal crackdown. Tens of thousands were killed within just two days and many more arrested. And yet the people of the Islamic Republic of Iran are standing, continuing their struggle for a 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.

Observer, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) – 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 others 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 crises. 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 crises. 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 and 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.

Observer, Confederation of University Workers of the Americas (CONTUA) – On behalf of the workers of Mexico, represented by the Trade Union Confederation of the Americas (CSA), the International Trade Union Confederation (ITUC) and CONTUA, we welcome this General Survey as a fundamental technical and political contribution to the world of work in these fragile times. While we share the concerns raised previously by our group, we wish to draw attention now to the defence of peace as the foundation of any sustainable policy, to the outstanding debt of global supply chains and to corporate responsibility in response to crises.

For Mexican trade unionism, peace and the commitment of the Community of Latin American and Caribbean States (CELAC) are non-negotiable: they require absolute respect for sovereignty, self-determination and an end to unilateral pressure and blockades, such as the blockade experienced by the Republic of Cuba, and the situation in Palestine and other parts of the world, in violation of all international standards. However, peace is also under threat from modern forms of slavery and child labour, which persist in our region, and which are exacerbated by the climate crisis and disasters that displace entire communities. It is imperative that responses to crises are not used as excuses for further exclusion.

In Mexico, historic steps have been made in terms of recovery of wages and trade union democracy. However, the report of the Committee of Experts reminds us that vulnerability continues to have structural roots: fraud involving false self-employment and a lack of corporate responsibility. It is also important to highlight the abuse by digital platforms and forms of on-demand recruitment which, since the COVID-19 pandemic, have left thousands of self-employed and informal workers without income or the right to healthcare. We reaffirm that combating the misclassification of workers as bogus self-employed must be a central pillar of any strategy for the transition to formality.

We also wish to underscore the situation of frontline workers and workers in public sectors that are crucial to recovery, such as health, transport, agriculture and construction. It is an unacceptable contradiction for these sectors, which are vital to the functioning of our societies, to suffer the highest levels of job insecurity, informal employment and anti-trade union persecution. To ensure an effective and sustainable response, it is urgent to reconsider the legal restrictions and violations in practice of rights in these sectors, given that Recommendation No. 205 calls for decent work and social dialogue at all stages, including prevention.

Corporations cannot continue to hide behind voluntary measures. We insist on moving decisively towards a binding treaty on enterprises and human rights. We demand the guarantee of living wages and social protection floors that are not contingent on the type of contract but take account of the dignity of the worker.

The Committee of Experts' report is a call to action. We urge governments to comply with standards and to make a genuine commitment to social justice. There will be no resilience as long as employer impunity remains the response to crises.

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 a 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 results-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.

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 Workers' delegates from the State of Palestine, Ukraine, the 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 concerning the promotion of sustainable enterprises, an 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.

Chairperson – This concludes our discussion of the General Survey.

Before continuing, I would like to inform the Officers of the Committee that we have received a request from the Government of the Islamic Republic of Iran to exercise its right of reply with respect to the statement made yesterday by the Observer of Education International (EI) during the discussion of the general Survey. I shall allow the requester to exercise this right; the reply should not be longer than two minutes.

Government member, Islamic Republic of Iran – The delegation of the Islamic Republic of Iran exercises its right of reply in response to the statements made during Tuesday afternoon's general discussion session by a representative appearing as a worker observer on behalf of Educational International. The remarks delivered were wholly without factual basis and amounted to nothing more than politically motivated propaganda serving the interests of those hostile to the Iranian people. We wish to place on record our strong objection to the content of that intervention and to provide the correct context for the benefit of the Committee. We note with profound concern that this intervention took place at a time when the legitimate and duly mandated representatives of Iranian workers have been prevented from attending this Conference due to circumstances entirely beyond their control, namely the devastating consequences of unlawful and inhuman military strikes against the Iranian people which have caused widespread destruction of critical civilian infrastructure including airports and civilian aircrafts, rendering travel impossible.

It is a matter of deep regret and moral outrage what while thousands of Iranian workers and their families – including hundreds of innocent children, including 168 schoolgirls from a primary school in Mina who were killed by missiles and bombs – have lost their lives and while millions of Iranian workers have been rendered unemployed due to the deliberate destruction of infrastructure and industrial facilities leaving their livelihood in ruins, a speaker appearing as a worker observer has chosen to misrepresent the facts and to deflect attention from those truly responsible for these tragedies. In doing so, this intervention has effectively played a role in a troubling conflation of victim and perpetrator. The delegation of the Islamic Republic of Iran wishes to express its expectation that the Workers' group is a body mandated to defend the rights and dignity of workers worldwide. We will speak with one voice in support of more than 20 million Iranian workers and their families who are enduring the devastating hardship as a direct consequence of unlawful aggression against their country and will fulfil its historic responsibility to stand unequivocally on the side of those workers in their time of need. We reserve the right to respond further as necessary.