



Eighth sitting

Tuesday, 15 June 2010, 10.05 a.m.

Presidents: Mr de Robien and Mr Nakajima

**REPORTS OF THE CHAIRPERSON OF THE GOVERNING
BODY AND OF THE DIRECTOR-GENERAL:
DISCUSSION (CONT.)**

Original French: The PRESIDENT

We will continue our general discussion on the Reports of the Chairperson of the Governing Body and of the Director-General.

Mr CORR (Government, Ireland)

Taking the theme of the Director-General's Report, it is the case that there can be no sustainable decent work without recovery and growth in the economy. Like many fellow ILO member countries, Ireland has, since addressing this Conference last year, faced a range of significant and complex challenges on the economic front, some of which might initially have appeared to be intractable. I would like to mention three specific challenges which Ireland confronted: tackling and swiftly addressing the difficulties faced by our banks; putting our public finances on a stronger and more sustainable path; and improving and enhancing our competitiveness for the benefit of jobs and growth.

The strategy and policy actions pursued in these three areas comprise the fundamental building blocks necessary to foster economic growth and an environment in which we can maintain and grow employment and reduce unemployment. It is necessary to persist with this strategic approach. Indeed, recent turbulence in the eurozone is the most vivid demonstration of the necessity for the decisions that were made in Ireland, and the need to continue to pursue effective policies in these, and across other, areas of the economy.

Improving competitiveness is also crucial to a small open economy like Ireland's which is export oriented. Competitiveness is a multifaceted concept. It is not just about costs. It is also about boosting the total productive capacity of an economy, for example, through targeting research and development and innovation to drive productivity; and ensuring the development of a skills and technology base that will provide a competitive advantage.

In Ireland's case, trade amounts to 150 per cent of GDP making us one of the most globally integrated economies in the world. Of necessity, our future economic and jobs growth will be driven by exports of goods and services, which will generate jobs directly and indirectly in the economy.

I would now like to dwell on a specific aspect of policy actions that Ireland has adopted to assist in the objective of recovering growth and sustaining

employment. It is also an aspect which the Director-General focuses on in his Report, and that is the role the banks must play in assisting national recovery in making credit available to businesses.

Liquidity is a basic need to allow sustainable businesses to grow, expand and create jobs. For its part, the Irish Government has taken decisive action in order to get credit flowing again with specific initiatives such as a bank guarantee scheme, recapitalization schemes in 2009 and 2010 and the establishment of a National Assets Management Agency. These measures are designed to stabilize the banking sector with the greater objective of facilitating a necessary flow of credit for businesses. Cash flow is the lifeblood at the heart of our economies and is particularly important in assisting in the maintenance and growth of the productive sectors of an economy, including for small and medium-sized enterprises that can contribute substantially to jobs growth.

There is, however, no single policy or strategy that will return an economy to higher levels of employment and sustainable growth. A key element of any cross-cutting policy approach will hinge on, for example, the effectiveness of labour market policies. The pursuit of an appropriate and effective labour market policy will also play a large role in determining how quickly economic growth translates into new jobs and who gets those jobs when they are created. We need to ensure that we have both the right incentives for employers to create jobs and the right supports in place to help support the unemployed back into the labour force and into employment.

The challenge to pursue a strategy that is both fair and balanced is essential and faces all of us, both developed and developing countries alike, and is a key focus of the cross-cutting policies reflected in the Director-General's Report.

There is no doubt that the worst impact of the global and national recession has been the loss of jobs. Our experience in Ireland and abroad shows, however, that it will take time to generate jobs on the scale required. Government strategy must be to focus on and support people who have lost their jobs and assist them back into employment.

The Global Jobs Pact provides a platform for policy actions and a pathway to recovery out of the current crisis. It is rooted in the ILO's Decent Work Agenda with its four strategic pillars.

In conclusion, Ireland welcomes and supports the clear and strong strategic focus of the policy actions reflected in the Director-General's Report which

promotes an equitable and fair recovery based on coherent and coordinated strategic responses. Ireland is confident that building on the platform of the Global Jobs Pact, ILO Member countries can meet and overcome the challenges arising from the current economic dislocation and social certainty. We can and must deliver to our constituencies a set of policies and actions for national and international recovery which will be both fair and sustainable.

Original Portuguese: Mr COSTA NETO (Minister of Public Administration, Employment and Social Security, Angola)

The economic crisis that has swept the world has meant that countries have sought solutions adapted to their situations; the Angolan Government has sought to deal with the situation in a very realistic and pragmatic manner. After decades of armed conflict that ravaged the country and exacerbated the economic, social and demographic imbalance, peace has brought new hope.

Eight years have elapsed, and Angola has achieved considerable results in all spheres. The Government, in cooperation with the social partners, economic stakeholders and civil society, has taken measures to improve its economic policy and has outlined a strategy to diversify the economy, focusing mainly on non-petroleum sectors. The aim is to reduce our deficit and imports by increasing internal production. In this context, we are investing considerable financial resources in rekindling projects to make use of drainage basins in the country, thereby creating jobs and increasing agricultural production and stock raising so as to alleviate poverty and hunger.

The Government of Angola is also concentrating on providing credit on a more favourable basis to small and medium-sized agricultural producers and on support for marketing, technical assistance and vocational training, as well as cultivating a sense of entrepreneurship in rural and peri-urban areas. These and other measures form part of the rural development programme to fight poverty and the national food and nutritional security strategy, which, inter alia, aim to achieve integrated development of rural communities and reduce the rural exodus.

Developing human resources and training workers, as a necessary and ongoing prerequisite for achieving the objectives and aims that have been set, is one of our principal targets, which we are working towards by increasing the number of establishments for teaching and vocational training. In the area of compulsory social protection, the measures taken to tackle the global economic and financial crisis have meant that more people are now covered by social security. In addition, a process is underway to approve measures intended to improve family benefits and extend social security to the self-employed and those employed by religious establishments.

The Republic of Angola joins the ILO in celebrating the annual World Day for Safety and Health at Work as an important initiative to raise awareness among workers and employing organizations and mobilize them in the incessant task of preventing occupational accidents and risks. Against this backdrop, the Angolan Government has recently set up a centre for safety and health at work, whose operations focus on the areas of health, occupational medicine, and occupational health and safety.

Original Arabic: Mr RHMANI (Minister of Employment and Vocational Training, Morocco)

On behalf of the Kingdom of Morocco, I add my voice to those of previous speakers, strongly condemning the attack perpetrated on the freedom flotilla by Israel, in which victims were killed in international waters. These were activists wishing to express their solidarity, on behalf of the conscience of humanity, with the children, women and elderly people of Palestine under siege in Gaza.

We consider that the Report of the Director-General this year provides in-depth analyses and guidance from a strategic standpoint. In addition to focusing on vital issues of concern to the world of work and development, in view of the effects of the economic crisis, the recommendations contained in the Report provide a road map to all the tripartite constituents to ensure that the recovery with decent work is at the heart of our priorities.

We must learn the lessons of this crisis. A new international economic order must be established, one which is fair and based on the values and rules of economic transparency. We need an economic order which, through new cooperation mechanisms, will ensure solidarity between developed and least developed countries, so that all the peoples of the world have the right to develop, and that poverty is eliminated, providing decent work for all.

The body of ILO Conventions is truly a source of inspiration for humanity as a whole. We are strongly committed to these standards in Morocco and are endeavouring to apply them.

The Kingdom of Morocco has embarked on a process of democratization, modernization and solidarity for social construction and development, with human beings as the focus of development. At the end of the 1990s, under the aegis of His Majesty King Mohammed VI, we strengthened political and trade union freedoms while stepping up social and economic development, by adopting social policies aimed at combating precariousness and social exclusion. For example, 4.6 million citizens benefited from income-generating projects and training under the national human development initiative launched in 2005.

In order to increase growth rates while creating jobs, in the past three years we have designed strategies which have enabled our country to reduce unemployment from 13.6 per cent in 2000 to 9.1 per cent in 2009, and the poverty rate from 16.2 per cent in 1998 to 9 per cent in 2007.

In order to mitigate the effects of the global economic crisis and maintain jobs in the sectors affected, our Government decided, as of the beginning of 2009, to cover the employers' share of social contributions, as well as the cost of continuing training for workers, thus saving over 112,000 jobs.

In addition, tripartite social dialogue has been institutionalized in Morocco.

Our country has also made efforts this year to improve the system of compensation for loss of earnings and reform of the pension system, as well as improving health coverage. An act has been adopted establishing an economic and social council, a constitutional institution with a tripartite composition.

Mr KHARGE (Minister of Labour and Employment, India)

As rightly highlighted in the Report of the Director-General *Recovery and growth with decent work*, we are confronted with serious issues, such as per-

sistent high unemployment and poverty, the danger of a prolonged job deficit in view of the growing labour force, lack of social protection and unemployment.

The Global Jobs Pact was heralded by the 98th Session of the International Labour Conference as a policy response to the global financial and economic crisis. The Global Jobs Pact has put quality work at the heart of the recovery and has received support from the G20 Summit in Pittsburgh and the meeting of G20 Labour and Employment Ministers in Washington, DC.

We are concerned that although job growth has returned, global unemployment is still at record levels. We are all aware that there is no sustainable recovery without job recovery. The test we face today is to secure a strong, sustainable and balanced growth that leads to social stability provided by decent work for all. The 2008 Declaration on Social Justice for a Fair Globalization has been the compass which has guided our policies on the promotion of social justice and a fair globalization.

Different countries have responded differently to the crisis owing to their different socio-economic environments. India was among the first countries in the world to implement a broad-based counter-cyclical policy package to respond to the negative fallout of the global slowdown. India responded to the challenge of minimizing the impact of the crisis and shifted its policy stance from monetary tightening to monetary easing. Our policy response was aimed at enhancing the availability of credit at lower cost for financing economic activities.

We agree with the observations in paragraph 19 of the Report of the Director-General, *Recovery and growth with decent work*, that the volume of deficits and level of debt must be brought down in an orderly manner.

Responding to paragraph 35 of the Report, we note that Governments agree that the exit strategies from stimulus packages need to be timed to ensure their link to an upswing in demand and growth. The Government of India believes that the exit policies of various countries should be broadly coordinated, but not necessarily synchronized, as each country has a different situation.

For the Government of India, inclusive development is an act of faith. In the past five years, our Government has created entitlements backed by legal guarantees for an individual's right to information and the right to work. This has been followed up with the enactment of the right to education in 2009–10. We are in the process of drafting a Food Security Act to provide food security to vulnerable sections of society.

The Right of Children to Free and Compulsory Education Act 2009 creates a framework for the legal entitlement of all children aged 6–14 years to good quality education, based on the principles of equality and non-discrimination. The Act will also create millions of jobs in the education sector.

The Government of India is focused on offering opportunities to young people and the national policy on skill development has set a target of training 500 million persons by 2022. The Eleventh Five-Year Plan of the Government of India aims to develop labour-intensive small and micro-industries to encourage employment programmes for the rural poor, and create 58 million new job opportunities between 2007–12.

Paragraph 65 of the Report of the Director-General refers to India's Mahatma Gandhi National Rural Employment Guarantee Act, a scheme which offers 100 days of employment per year to one person of every poor household, as one of the largest programmes of this type which has been replicated in other countries. Investment in infrastructure shows high employment multiplier effects.

Original Spanish: Mr GONZÁLEZ GALLARDO (Government, Spain)

This Conference is being held at a time when we find ourselves immersed in a deep economic and financial global crisis and, for almost two years now, we have been suffering the negative consequences of it.

This crisis has exposed the fact that the global financial system, in which growth stands in direct correlation to deregulation of the rules of the market and the reduction, if not the elimination, of economic and social controls, has moved progressively further away from the needs of the real economy at the cost of businesses, workers and citizens in general.

The international community, the various international economic and political forums and national governments have responded to slow, firstly, the unstoppable drop in economic activity and employment and, secondly, to draw up programmes and strategies that will allow us to get back on a path towards gradual growth in production and employment.

It has been no easy task to find a way out of the crisis, given that there is mistrust and volatility in the financial markets, as well as economic uncertainty. These factors are hindering the speed of recovery, and this means that we need to take decisions, including the following:

Firstly, we need to rapidly establish regulatory measures in the financial markets.

Secondly, we need to improve coordination between all countries when it comes to taking regulatory and supervisory decisions.

Thirdly, we need to immediately adopt measures to consolidate public accounts in order to guarantee that deficit and debt do not jeopardize the potential for sustainable and lasting growth in the future.

All Governments, in accordance with their starting position, their economic structure and their labour-market model, are taking decisions along these lines.

As you all know, the Government of Spain has, for some time now, been implementing a programme of action in different areas in order to emerge from the crisis in the best possible conditions.

Some of these programmes are targeted at structural change of our economic model to make it more competitive and more productive, based on new technologies, training, innovation and supporting business initiatives.

Other programmes are directed at the reform and consolidation of our financial institutions.

The last programme of measures adopted by the Spanish Government aims at consolidating public accounts, with the objective of keeping public debt under 3 per cent of GDP in 2013, adjusting significantly the levels and the structure of public spending.

At the current time, we are embarking on a substantial reform of the labour market that is aimed at

reducing precariousness in employment and improving the way the labour market operates. All this in the interest of maintaining and creating employment and it includes the following measures:

Reducing duality and the temporary nature of the labour market.

Promoting internal flexibility in companies and establishing the use of a shortened working day in order to adjust employment hours.

Promoting employment for youth and the unemployed.

Improving labour mediation and the way in which companies deal with temporary work.

Promoting gender equality.

As you know, Spain is also approaching the end of its six-month European Union presidency. This has been a fruitful period in which we have seen the emergence of the Europa 2020 strategy, which will be ratified by the European Council this week. This is a strategy that aims at promoting economic growth in order to achieve more and better employment, as well as reduce poverty within the European Union.

It is always an honour to speak in this institution, which has had, for over 90 years, the mission of helping to promote the improvement of workers' living standards and their working conditions and to achieve decent, stable and productive work.

In the current circumstances, we all have a huge responsibility to move forward and consolidate the principles and objectives that gave rise to this Organization and that are still valid today.

We need an ILO that works together with other bodies and institutions to provide us with the best possible guidance.

I would like to conclude by issuing a message of confidence, which is the best way to confront the obstacles that lie ahead.

Our obligation is to find and implement the solutions that the situation requires.

When preparing our decisions, we will always be able to count on the wealth of experience and knowledge of this Organization.

Original French: Mr MATTÉI (Government, France)

The ILO's expectations have never been so high. A year ago to the day, the President of the French Republic said on this tribunal, alongside other Heads of State such as President Lula of Brazil, that it was essential that the ILO play a central role in the strategy for resolving the crisis. He urged us not to give in to the law of the jungle, not to sacrifice our fundamental standards, and to put in place new international governance that is fairer and more equitable.

The ILO has committed itself to this path but, in the encouraging words of the President of Switzerland last week, we should not take the easy way out, nor believe that we have already achieved our goals. On the contrary, within the tripartite framework of the ILO, we have to give a new spark of life to what has already been done, in three main areas.

First of all, we have to complete the ILO framework of standards and, above all, promote universality and consistency in international social standards. As the President of France said here last year, it is not a question of imposing on the poorest countries the social standards of the richest countries, but we have to put in place between nations a system of rules which pulls everyone upwards instead of pull-

ing everyone downwards. We have to work against any kind of social dumping.

It is incomprehensible that about 50 States around the world still have not ratified the eight Conventions that define fundamental labour rights. It is not acceptable that trade union freedoms are undermined in many countries and that more than 100 trade unionists around the world were killed in 2009. It is not acceptable that the practices of forced labour and child labour persist.

Along with the ILO, France has committed itself to cooperation activities to promote these fundamental standards in developing countries. It will pursue its action within the framework of the ILO–France agreement, which is currently being renewed.

My country, which has ratified 104 ILO Conventions, supports the Convention that is currently being discussed on domestic workers, as well as the Recommendation on HIV/AIDS in the world of work. We also have to make sure that the standards already adopted are more accessible and carry more weight. That is why France wishes the ILO to pursue its consideration of setting up the tribunal that is provided for in its Constitution.

My second point is that we have to increase the consistency between the work of the ILO and that of other international organizations. The President of France reminded us last year that we need greater cooperation between the international financial institutions, such as the IMF, and the fundamental standards adopted by the ILO. He also urged that the trade rules defined at the WTO take account of social as well as environmental imperatives. It is not a question of trying to introduce a kind of creeping protectionism but to work in such a way that the logic of the market does not win the day over other considerations.

We have to strengthen the working relationship between the organizations; for example, we have to give the ILO observer status within the WTO. We also have to talk freely and without taboos about the link between trade, the environment and labour standards, and about creating an environment in which people are encouraged rather than punished. And we have to encourage the organizations to work together on the ground. As France has suggested to the Governing Body, we have to ensure that we have an integrated approach to our respective programmes.

The third priority consists of creating a social version of globalization. France, which will shortly be serving as president of the G8 and G20, wants this social dimension to be fully taken into account, and it intends to work very closely with the ILO and the social partners in defining priorities for conducting its presidency. The meeting of the Labour Ministers in Washington, DC, on 20 and 21 April last identified a set of ideas which we are going to pursue.

We expect the ILO to make a positive contribution to this debate as a follow-up to the Global Jobs Pact. It is the responsibility of this Conference to provide specific and firm guidance through the conclusions adopted by the Committee for the Recurrent Discussion on Employment. Our Conference has to highlight the need for coherence between economic and financial policies and labour and employment policies.

It must mandate the Director-General to take initiatives along those lines in cooperation with the

other economic institutions. The Office must develop its capacity for further study and analysis in these areas. Indeed, the ILO is the reference in these matters and the framework within which governments, workers and employers can work together to find solutions for the future.

Mr PANYANOUVONG (*Employer, Lao People's Democratic Republic*)

I fully agree with the report of the Minister of Labour and Social Welfare of the Lao People's Democratic Republic related to the implementation of the ILO Conventions, labour laws, regulations and collaboration with the International Labour Organization.

Distinguished guests, the economy of the Lao People's Democratic Republic is developing from an agriculture-based economy into a market economy, competitive in terms of both quantity and quality. This process has required the implementation of new technology. In addition, the majority of workers lack vocational training and come from rural areas. As a result, employers have to organize skills development schemes for employees and promote safe and decent work for young people.

Towards the end of 2009, the Lao National Chamber of Commerce and Industry issued a new decree to encourage business units to manage their business activities in an effective and lawful manner. It also aims to help protect the legitimate rights and benefits of member business units and ensure that they contribute to the socio-economic development of the Lao People's Democratic Republic.

On behalf of the Lao National Chamber of Commerce and Industry which represents Lao employers, I have the great honour of supporting the Government's work in relation to the ILO Conventions, in close cooperation and consultation with the Lao Federation of Trade Unions.

We have undertaken many activities involving tripartite cooperation, such as those related to the fight against HIV/AIDS. One example has been the implementation of the Tripartite Declaration on HIV/AIDS in the Workplace.

Furthermore, we have focused on the hotel and the restaurant sectors, by providing staff and other relevant persons with more information on how to protect their health, as well as providing support and protection for persons living with HIV/AIDS, in order to improve their quality of life.

Moreover, the business sector has considered it crucial to strengthen knowledge and capability, and to continue to employ these assets to help society.

I would like to thank the International Labour Organization for providing funding and technical support. We hope that the International Labour Organization will continue to support the Lao National Chamber of Commerce and Industry in enhancing capacity and the Employers' Bureau Activities.

Original Russian: Mr NADRAHA (Minister of Labour and Social Policy, Ukraine)

Ukraine highly appreciates the work of the ILO in overcoming the consequences of the global financial crisis and that work has been recognized at the G20 meetings.

The Government of Ukraine has resolved to work constructively with unions and employers. The programme of economic reform of our new President, Viktor Yanukovich, has been aimed at achieving stable economic growth of 6–7 per cent a year, as

well as creating new jobs and a higher standard of living for Ukrainian society as a “middle class” society.

Understanding the importance of all these issues, the President, through one of his first decrees, has defined a number of specific measures to overcome poverty. In order to implement this, the Government is working with the social partners on a state programme to combat and prevent poverty in Ukraine for 2010–15. This policy is based on a number of international documents, including the Global Jobs Pact.

The Government, in spite of the global crisis, has decided that its priority will be wage support for citizens through phased increases in minimum social standards including the minimum wage, as well as the elimination of any existing wage arrears. For this, we have in place all of the necessary legal and economic mechanisms and, most importantly, the political will and the support of our social partners.

The Government has also ensured a real increase in wages, since the beginning of this year, by 5.7 per cent. Last year, by contrast, in the same period we saw a decrease in wages by 11.7 per cent.

The Government's efforts have been aimed at stabilizing the state budget, increasing employment and reducing unemployment. Starting in March this year we have been seeing a general slowing in the negative processes, and the labour market situation is improving.

We are expecting that through the social insurance fund for unemployment, this year more than 10,000 unemployed people will be able to get support and training so as to set up their own businesses and create jobs for others.

Thanks to grants from this fund given to employers, we will also be able to provide 30,000 jobs for unemployed people from the most vulnerable categories of the population.

For the first time in many years we have approved a state budget that has allocated financial resources to create jobs in regions affected by mine restructuring.

We understand that we must create competitive advantages in our national labour market by improving the quality of jobs. With constrained financial resources, we can only do this by achieving a balance between labour supply and demand, improving the quality of the workforce, and improving productivity.

Coming to the Director-General's Report, *Accelerating action against child labour*, I note that it clearly highlights the progress that we have achieved in this area. The ILO's goal of eliminating the worst forms of child labour by 2016 requires from the ILO's member States an optimization of national tripartite efforts.

For us, an important milestone was 5 March 2009, when we adopted the law on the state programme comprising the National Plan of Action to Implement the UN Convention on the Rights of the Child for the period up to 2016. The law guarantees a first job for graduates of higher education institutions and technical vocational schools. We have also developed special programmes to foster job placements for young people through our state employment service.

Our country needs far-reaching social reforms to improve and develop the pensions and social insurance system. We also need to improve the targeting and the effectiveness of social assistance.

Ukraine is very interested in introducing social enterprises and cooperatives, microcredit systems and social investment. This is especially important for rural areas. In the global financial crisis, developing social enterprise, socially-oriented forms of self-organization and self-help schemes are all important sources of new jobs and provide a means of enhancing the prestige of social work and strengthening the role of humanitarian principles in economic activity and public life. Ukraine is ready to open up a "green corridor" to implement such projects together with the ILO.

I would like to take this opportunity to thank the ILO for the technical assistance in transforming social and labour relations, and express our hope that cooperation will continue to promote decent work in Ukraine.

Original Spanish: Mr TOMADA (Minister of Labour, Employment and Social Security, Argentina)

My Government, which will soon be attending the G20 Summit in Toronto, considers that the Report of the Director-General, *Recovery and growth with decent work*, is encouraging and endorses its call for "creativity and ingenuity by policy shapers and courage and determination on the part of political leaders". That tallies with the theme of the XVI Inter-American Conference of Ministers of Labour of the Organization of American States, which I had the honour of presiding over: "Facing the crisis with development, decent work and social protection". In the Declaration of Buenos Aires, we furthermore reaffirmed our conviction that we need to push for a new role for the State, to put labour at the heart of public policies, to fight for the fundamental rights of workers, and to extend social dialogue with unions and employers. Reducing labour rights and cutting wages and pensions is not the path to take in order to diminish the deficit. Structural adjustment is not a solution. It never has been and never will be. In my country's bitter experience, economic, financial and labour-market deregulation brought us to the worst crisis in our history in 2001, which was not so long ago.

The G20 Leaders at the Pittsburgh Summit set out to turn the page and to enable a new world to emerge from the crisis. That is the underlying message of the Global Jobs Pact, which has given us all hope for change. Interestingly, we are starting to look at the crisis, which is the result of what the Pittsburgh Statement describes as "an era of irresponsibility", from an unfamiliar perspective: that of employment on the one hand, and public policy on the other. Let us not forget this.

Allow me to issue a warning. If we move back to the ways of the past, which ended in failure, then the result will be more sacrifices for the weakest. In this context, the Conference debate has rightly addressed the issues of vulnerable workers and HIV/AIDS in the world of work. Regarding the latter, the adoption of the draft Recommendation is crucial to combat social exclusion and to promote equal opportunities and equal treatment. With regard to domestic workers, improving the way they are treated is crucial to bridging the gap in the promotion of decent work. I am therefore pleased to announce that our President, Ms Cristina Fernández de Kirchner, has sent a bill to parliament which would provide domestic workers with such rights as a minimum wage, a maximum 8-hour working day, more holidays and protection against dismissal due

to illness. We also need to continue to work in the interest of a number of other vulnerable groups involved in rural work, domestic work and telework.

My country recently marked the bicentenary of its independence with the most extensive public celebrations in memory, in an atmosphere of social peace and democratic participation. When the President inaugurated the festivities she stressed her federal approach and her vision of a future based on respect for human rights, education, technical innovation and a culture of work and production.

Without work the future will be bereft of social inclusiveness. Now, as the world strives to overcome the financial crisis generated by a lack of oversight of those involved in speculation and capital flows, banking on work is the only way to escape the negative effects of the crisis.

In Argentina, we firmly adhere to the unorthodox yet genuine belief that employment and incomes policies are a constituent part of macroeconomic policies. We have drawn up a strategy based on investment in the real and productive economy which could contribute to strong and sustainable growth, based on aggregate demand. For this reason, we have always adhered, and shall continue to adhere, to responsible and systematic collective bargaining as a democratic tool for labour relations and for better distribution of income. My country's achievements stem from its strong support for these policies instead of opting for the usual adjustment measures. We reaffirm our belief in the need to establish universal rights of the child and to enhance continuous training policies.

The lines I have outlined above are crucial to achieving the long-awaited recovery, and I invite the Conference to work together to that end.

Original Spanish: Ms GONZÁLEZ FERNÁNDEZ (Minister of Labour and Social Security, Cuba)

Issues concerning employment, workers' rights and social protection in the prevailing conditions around the world have to be analysed in a comprehensive, in-depth and responsible way to ensure that the measures we propose are effective.

In the context of the current global crisis, which was caused by the rich but has been endured largely by the poor, there is a need to strengthen multilateralism, to preserve world peace, to respect the principles of international law and apply the basic principles that inspire this Organization.

Development and social justice will not be achieved if we do not transform the obsolete structures of the current political order and the unfair economic international order which prevails at the moment, fulfil the commitments for development aid and conserve the environment; neither will it be achieved if solutions are found only by one group of privileged people who do not represent us, who are responsible for centuries of exploitation and who are responsible for the underdevelopment of the Southern hemisphere. We call for the universal right to participate in the quest for the required solutions.

One of the worst consequences of this crisis is the loss of millions of jobs and the brutal cuts in the budgets for social assistance and security. We are talking here about millions of individuals who are deprived of the most basic means of existence. Fifty-six per cent of humanity live in conditions of extreme poverty, 215 million children are still trapped in child labour and various countries are

suffering already from the impact of decline in environmental conditions and climate change.

Under the circumstances, action is needed that is systematic, coordinated and truly committed to the fundamental interests of workers and peoples around the world. The idea has to be to settle the accumulated social debt and achieve sustainable development which favours sustainable economic growth as well as the protection of the environment, the reduction of inequality and the full achievement of social justice.

We need real political will in order to tackle the failure of neo-liberalism and the practices which brought about and exacerbated the impact of the crisis, in order to eradicate hunger, poverty and illiteracy, to prevent and cure disease and to improve the living conditions of millions of human beings.

Now, where we see alternative forms of cooperation being developed between the countries of the south, we are more aware than ever of the need to create a new political and economic order which will allow us to join forces and coordinate measures. This is the only way in which we will be able to eradicate the dire consequences of the crisis, create decent work, guarantee social security for all, achieve the Millennium Development Goals and implement the fundamental principles and rights at work.

The International Labour Organization has before it the task of promoting and implementing innovative programmes and initiatives which will foster these conditions and facilitate the move towards more fair and equitable societies. In sum, we can contribute to changing the current order which has been imposed upon us.

Half a century after the triumph of the revolution, the people of Cuba are still suffering from an unfair economic, trade and financial embargo, attacks by the media and political manipulation; nevertheless, this has not destroyed our inexhaustible will to fight for a better world, which we believe to be possible and to which we aspire.

Since the last session of the Conference, we cannot deny that the conditions in poor countries have worsened. Unemployment has increased, along with job insecurity, a lack of social protection and the impact of natural phenomena. None of this will be resolved unless the most powerful honour their obligations with regard to development assistance and the protection of the environment. We need the immediate implementation of employment programmes and we need to extend the guarantees for social security and assistance without any exclusions or political preconditioning. This has to be done with respect, equality and justice.

Original French: Mr SCHMIT (Minister of Labour, Employment and Immigration, Luxembourg)

We are meeting at a particularly important and critical moment for the world economy. Our countries have been shaken by the economic and financial crisis that now risks causing a social crisis.

We therefore have to address the role to be played by the ILO in this difficult time, in an innovative spirit. The global economy, when we emerge from this crisis, will no longer be the same as it was before. We need global governance in which the ILO, with its prestigious past, must play a more important role. Our Organization, thanks to its tripartite mechanism that brings together not only States but also employers and workers and the organizations

that represent them, prefigures an active participation of civil society at the global governance level.

It is undoubtedly not a question of rejecting globalization. In the last few decades, globalization has been an important economic driver, enabling tens of millions of people to emerge from poverty. At the same time, however, this positive development should not lead us to forget the fact that the considerable growth of the world economy has not prevented a worsening of inequalities. The crisis is the result of runaway financial markets left to their own devices that, by exploiting global economic imbalances, have ended up by worsening them. Today, it is urgent that we regulate the financial markets and put in place mechanisms that will prevent such events occurring in the future. The impact of the financial crisis on the real economy can be measured, above all, by employment: 34 million more unemployed in less than three years. According to the Report of the Director-General, almost 110 million workers more are in vulnerable or precarious employment, a considerable increase in the number of poor workers.

The Report to this 99th Session of the International Labour Conference bears the title *Recovery and growth with decent work*. We fully endorse this objective and the means identified in the Global Jobs Pact to implement them. We will not be able to overcome the current difficulties without sufficient growth that will generate jobs and distribute more fairly the fruits of this growth.

Budgetary consolidation, however necessary, should not be achieved in a way that balances the books but jeopardizes growth, employment and social protection. It would be totally wrong to return to the structural adjustment policies that were used in abundance in the past and that did little for employment and social protection.

The Director-General has the right vision when he says that we need investment in economic dynamism and innovation. Our countries, our economies and, indeed, the entire planet, are facing enormous challenges; climate change, diminishing fossil fuels, and absolute poverty that still affects hundreds of millions of human beings who are deprived of everything. These threats may become new opportunities if we so wish and if we equip ourselves with the right means. Green growth provides the key for millions of jobs; the development of alternative energies, in particular solar energy, particularly in the southern hemisphere countries, can promote new social and economic recovery in these countries, provided that the technology transfer is properly organized, there is substantial investment in education and training, and entrepreneurship is encouraged, with the help of better access to credit.

The Global Jobs Pact is the only realistic way of supporting more growth at the global level that will create jobs, use fewer natural resources and be more in keeping with the spirit of social justice. The world today needs a longer term vision that gives priority to human values, rather than the values of the market, as was pointed out by the Director-General in his speech. The market is undoubtedly a necessary instrument that has to be regulated. It cannot be an end in itself.

In this process we need an ILO that is active, present and that speaks on behalf of its member States, as well as on behalf of civil society, for which it is a unique podium. A more social regulation of globalization calls for closer cooperation between the ILO

and the World Trade Organization. In this crisis we have avoided the worst because we have not given way to protectionism. We would like the Doha Round, which has still not concluded, to be relaunched and, at the same time, we would like the issue of social standards to be better integrated into these discussions.

Original Arabic: Ms ARIF (Minister of Social Affairs and Labour, Syrian Arab Republic)

May those Arabs reading or listening to my statement forgive me if I begin this time, not with our traditional greetings of the peace, mercy and blessings of God, but instead with some words of a globalized nature, lest I be assailed by the rebuke of the victims of the freedom flotilla, and dare not face the people living in chains and under siege in Palestine and the occupied Syrian Golan.

For what peace can there be when industries are replaced by graves; what mercy can we hope for when buildings are replaced by ruins; and what blessings can we aspire to when development is replaced by destruction?

May the Director-General forgive me for making certain corrections to his Report on the situation of workers of the occupied Arab territories:

- Gaza is not, as the Report states, “a graveyard of industries”; rather, the brutal entity is attempting to turn it into a “graveyard of rights”, a “graveyard of humanity”;
- the Gaza blockade is not, as United Nations Secretary-General Ban Ki-moon puts it, “unacceptable, unsustainable and counterproductive”; it is “barbaric, Hun-like, and violates rights and standards”.

The Palestinians and Syrians in the Golan are not only suffering from this occupation, it is not only their rights and dignity that are flouted daily, but their right to life that is being denied.

Employment opportunities in this region are not provided by an active economy based on decent work; rather, it is an economy intent on starving and massacring people and pillaging lands.

The economic policy in this occupied region of the Arab world has led to destruction, not development: increased restrictions on transport and access; construction of the apartheid wall; continuing incursions by the occupier; expansion of settlements; exhaustion of natural resources; and proliferation of acts of violence by settlers.

A true description of the situation of workers in Palestine and in the Golan in general and Gaza, in particular, would be as follows: “absence of growth, worsening unemployment and absolute poverty, rising prices, loss of livelihoods and social collapse”.

In short, it is a crisis of rights, a crisis of peace.

This is why, Director-General, Syria continues to insist that international efforts need to focus on a just peace that supports the rights of the parties, otherwise all the efforts made will remain nothing more than stop-gap aid in the form of palliative measures that do not treat the problem. For there can be no political development, no economic or social progress, and no coexistence if safety and security are not ensured.

This is also why, Director-General, it pained me to read your Reports, *Recovery and growth with decent work* and *Employment policies for social justice and a fair globalization*. Can we all convince

those suffering under the yoke of oppression and poverty of the existence of decent work?

Can we give them examples of fair globalization and social justice that create jobs?

How will we justify the pillaging of lands, the siege on life, the expulsion of families, the restriction of movement, the imprisonment of brothers and sons, the prohibition on rites of worship, the pollution of air and violation of humanitarian principles?

And how will we demonstrate the advantages of globalization, the importance of the international community and the effectiveness of our organizations which continue to resort to diplomacy against the state terrorism practiced by Israel?

What reasons will we give for failing to isolate this cruel entity, which violates every humanitarian principle, from the membership of organizations and the international community?

It is difficult to accept the Director-General’s Report as it is. Despite our appreciation for the professional and technical nature of the Report, it confines itself to the theoretical aspects of research, which need to be put into practice.

In Syria, the occupier has not allowed us to extend our programmes and plans to the part of our land that was seized in our beloved Golan. These have not been applied, despite the desire to achieve growth that benefits the poor and distributive justice; to provide permanent infrastructure for the establishment of SMEs; and to extend social security and protection networks.

Perhaps my frankness will be perceived as offensive. Perhaps my transparency will be seen as harsh. However, the embargo on Gaza, the people of the Golan and Palestinian children and activists of the freedom flotilla demonstrate the reality of what I have said. I have spoken the truth, as I was taught, and as my country was taught, otherwise I would not deserve my Syrian Arab identity. With you, I commend Turkey for enabling us to stand proud.

Original Arabic: Mr GHARBI (Minister of Social Affairs, Solidarity and Tunisians Abroad, Tunisia)

The Report of the Director-General, *Recovery and growth with decent work*, focuses the interest of social partners through its analysis of the causes and effects of the crisis and also the appropriate means to ensure a recovery that is beneficial for all.

The Global Jobs Pact and the 2008 Declaration on Social Justice for a Fair Globalization, provide a framework for reference for strengthening ILO capacities and those of its member States, in order to meet the challenges of globalization, overcome the effects of the crisis and achieve the Millennium Development Goals, by promoting decent work in all its facets and ensuring fair globalization affording opportunities to all.

Tunisia has always striven to adopt an approach that enables it to arm itself against any possible global economic crises and bases that approach on its belief that the ability to mitigate the potential effects of such crises is linked to the ability to monitor and analyse their causes, predict their development and put the appropriate mechanisms in place in a timely manner.

Tunisia has taken a series of measures to boost the dynamics of development, including by providing support to the companies and sectors which have fallen victim to the effects of the global financial and economic crisis, and in particular to export companies in order to preserve jobs and to guaran-

tee their survival by the State taking on, in whole or in part, their social costs when they have resorted to reducing working hours or laying off staff.

The global economic crisis, however, has not deflected our attention from the need to promote social dialogue at every level and in all its forms, in respect of issues of common interest to all social partners.

Tunisia has also made efforts to strengthen contract policy and social dialogue. Thus, in 2008 a new round of negotiations began, the seventh consecutive round since 1990, for both the public and private sectors, to consider improving working conditions and the adoption of a triennial programme for increasing salaries in the period 2008–10. In order to boost purchasing power for those with low incomes, wages were increased systematically for minimum wage earners and those who are not covered by collective bargaining agreements or special status.

Given that the improvement of occupational safety and health is an essential factor for the protection of human resources, mechanisms and programmes for preventing occupational risk have been increased, the most recent of which was the adoption of a national strategy on occupational safety and health to allow for early testing and prevention of occupational illnesses and to reduce accidents in the workplace as far as possible.

Given that social security is a safety net and source of protection against a variety of risks for people covered by social security and members of their families, Tunisia is striving to ensure the durability of this sector, guarantee its financial stability and strengthen its capacity to provide the best possible services to its members. In this context, there has been a fundamental reform of the health insurance sector, which has been agreed by the different parties involved, including employers' and workers' organizations, as well as public and private sector health-care service providers.

Social protection coverage has increased significantly and in 2009 reached 95 per cent of the economically active population. This coverage has not just been limited to wage earners but also categories such as independent workers in the agricultural sector, artisans, craftsmen and artists. Our objective is to reach 98 per cent coverage by 2014.

The President of the Republic, Mr. Zine El Abidine Ben Ali, has made employment an absolute priority, a common goal for all sectoral policies and the centre of the development plan. The five-year development plan for the period 2010–14 has set the goal of reducing the rate of unemployment from 13.3 per cent to 11.6 per cent in 2014.

The deterioration of living conditions for workers in Palestine and the other occupied Arab territories is a source of worry and deep concern, which violates the most basic fundamental human rights. Given the importance Tunisia places on universal noble values and its constant support for the causes of justice, peace, security and stability, Tunisia reiterates its support for all the current initiatives to seek a fair, sustainable and comprehensive settlement of the Palestinian issue.

Original Russian: Mr SHYLOV (Worker, Ukraine)

We endorse the main statements in the Director-General's Report. At the same time, we would like to emphasize that this crisis is not the first lesson that history has taught us. However, not everybody

is ready to draw the right conclusions in order to avoid further catastrophes caused by upsetting the balance among the political, social and financial areas.

Initial claims that the twenty-first century would be an age of resolving labour conflicts and establishing harmonious globalization have not stood the test of time. The world has come into a new era of competition, which sees social guarantees and considerations subordinated to the dictatorship of the market. If the ILO does not wish to lose its authority, it must take decisive measures to gradually reduce the ever-growing wage gap that is undermining social stability throughout the world. This Conference must reaffirm its commitment to social justice and, above all, to those workers who live in the countries most affected by the financial crisis.

Let us be frank. International financial institutions, whose stakeholders are ILO member States, speak out against poverty but in fact contribute to its spread. Moreover, they are trying to work around the unions, thereby undermining social dialogue. How should the ILO react to the demands of the international financial institutions, when they mainly involve reductions in social spending? A legitimate next question is why the ILO has not taken appropriate steps in the face of rapidly growing state debts and state budget deficits in recent years. Bearing in mind that the ILO acts as the guarantor of our social justice, these questions must be answered.

Ukraine, as a country with an export-based economy, has felt the full effect of the international economic and financial crisis. The budget deficit for 2009 was more than 16 per cent, with the result that half of budgetary spending was eaten up by debt. Falls in GDP and industrial production have resulted in increasing poverty, a growing lack of decent jobs and the collapse of the employment policy pursued for the last 20 years.

The new Government of Ukraine, in working to promote active economic recovery and reduce the high level of state debt and the budget deficit, has set a goal of making Ukraine one of the 20 most developed countries in the world over the next decade. This year, the real sector of the economy has gradually begun to emerge from the crisis, as seen from the increase in industrial production.

However, economic recovery cannot be sustained without a resurgence in employment. Only by creating a large number of high-tech jobs will we be able to lay the foundations for eliminating the budget deficit and increasing wages. It must be stressed that creating new, productive and freely chosen employment is the most effective way of fighting poverty and ensuring equitable and sustainable development. This is the basic principle reflected in the Philadelphia Declaration and considered an integral part of the ILO's mandate.

Will Ukraine be able to live up to this, with one third of all of workers receiving no more than a subsistence wage and 20 per cent of our workers living below the poverty line? Sadly, no.

The Federation of Trade Unions of Ukraine has offered the Government some suggestions for improving its employment policy, which have been taken into account to some extent in the national economic development programme for 2010 and the 2010 Budget Act. Several years ago, on our initiative, the Ministry of Economy prepared a draft medium-term plan for economic development and

maintaining workforce capacity; however, no further action has yet been taken. Parliament has not given its support to the joint bill on workers' professional development presented by the Ministry of Labour and our Federation.

We are currently holding talks with the Government to conclude a new General Agreement for 2010–12, which will include basic obligations on the social partners intended to ensure stable socio-economic development in Ukraine. Our starting point has been that wages must be tied in to levels of productivity and inflation, in order to ensure decent work.

We also have significant hopes of the new Government's economic reform programme for 2010–14, currently under development, which envisages faster technological renewal and modernization of the economy. This will not be possible, however, without a transition to innovative labour market development policies. Nevertheless, the strategic document so far lacks the necessary reflection on wages and contains no indicators of real growth rates in workers' pay.

Based on the above, I would like to ask the Governing Body and Director-General of the ILO to assist Ukraine in harnessing the potential of the tripartite stakeholders with a view to developing and reforming the economic and social spheres, which is in the interest of our whole society, and to provide technical assistance in the area of wage policies, in line with decent work criteria.

Ms MIKALAUŠKAITE (*Vice-Minister for Social Security and Labour, Lithuania*)

We convened here to deliberate on the challenges of recovering from the economic crisis which the entire world is facing today, and I am convinced that the subjects that are discussed this year are of great importance. The Report of the Director-General *Recovery and growth with decent work* raises a lot of meaningful questions. It gives us an opportunity to reconsider the role of and extreme need for decent work in the context of today's turbulent world.

It is true that now is the time to act on our ideas, and not just at the national level. The ILO, as the only international organization to have a tripartite structure, has to strive to be as efficient as possible. Understanding constituents' needs is crucial.

Changing the Organization and its structure is essential in order to ensure future efficiency as well as the visibility of the ILO. We consider that not only the Governing Body and the Conference have to revise their working methods. The Office should also use all means possible to adapt to differing circumstances. I believe that we all share this view – that is why a year ago we agreed on the need to create a working party for the Governing Body reform.

Lithuania is one of the members of this working party and we take this responsibility very seriously. I would like to commend all the participants of this working party for their work; even though the task was not easy they strove to find the best solutions.

The task was more than just changing the way documents are circulated or reducing the number of committees. The task was to primarily go back to the roots and purpose of this Organization; to facilitate dialogue between social partners, decision-taking and full implementation of these decisions. We are convinced that the ILO is capable of this,

and in the future will be even more ready to address problems of the working world.

Lithuania is facing challenges caused by the global economic crisis too. We have considered a set of different measures in order to shorten the time of recession and decrease the budget deficit. When resources are limited, it is of vital importance to use them properly. At the moment, we are seeing signs of stabilization. But we also continue to work hard to ensure fast and effective help for unemployed people. They have to receive not only financial support but also assistance in order to return to the labour market.

I want to emphasize that Lithuania is a country devoted to the promotion of all aspects of decent work for all, including taking into consideration the sustainable development dimension.

We have now reached a crucial point in our rapidly changing world. I am convinced that we have to strengthen our efforts in making ideas and ideals a reality. I am sure that the ILO, with the strong support of its constituents, will make this possible.

Original Chinese: Mr XU (Worker, China)

The Director-General's Report reviewed the ILO's policies and measures in response to the global financial crisis and proposed a strategy for recovery and growth with decent work. The Report has provided an excellent basis for our discussions at this Conference. Today, the global economy is heading into the post-crisis era, the trend towards polarization and globalization is gathering momentum. Global issues are becoming more pronounced. Tremendous challenges need to be tackled before a full recovery takes place. In particular, the impact of the jobs crisis and debt crisis continue to be felt by the working men and women throughout the world. Thus, we have a long way to go before decent work can be achieved.

In the post-crisis era, many difficult issues lie ahead of us, which include the problem of how to move from traditional modes of economic development to new ones, as well as the matter of creating new growth through scientific and technological innovations. These new economic development modes should be environmentally-friendly and job-led, facilitate sound competition on the market, while guaranteeing decent work for all and promoting the ongoing process of globalization, as well as creating equal opportunities for working people throughout the world and win-win situations for trade unions in different countries. To this end, I would like to put forward the following proposals.

Firstly, we need to promote the transformation of growth patterns. Development is the key to resolving all problems, and sustainable development hinges on accelerated structural adjustment and the transformation of growth patterns. We should move onto a new path to industrialization by optimizing and upgrading the industrial structure, and achieve economic growth through scientific innovations and technological progress, rather than through an endless expansion of the scale of production and the consumption of natural resources. We should vigorously develop green economies, cyclical economies and low-carbon economies, by reducing energy consumption and pollution.

Governments of all countries, especially those of developed ones, must provide more assistance to developing countries, in an effort to redress the global imbalance in wealth distribution, resource

ownership and consumption, and economic development, as well as promoting the sustainable development of the world economy.

Secondly, we need to promote full employment and decent work. Employment is vital to people's livelihoods and well-being. Governments of all countries should be urged to adopt more active employment policies and integrate employment into their national economic and social development strategies. Efforts should be made to protect or create job opportunities, while boosting economic growth. Measures should be taken to prevent machines from replacing workers and to stop capital income from squeezing labour income. Equal attention should be paid to the development of capital- and technology-intensive enterprises, as well as labour-intensive enterprises, in order to create more jobs for more people. Strong support should be provided to SMEs as the main sources of employment. They should act together to ensure that the Global Jobs Pact achieves success across the world. Effective measures should be introduced to promote collective bargaining, while at the same time reinforcing the implementation of minimum wage standards. Through the Joint Action Plan and other campaigns, we should encourage enterprises to make no cuts in jobs or pay, determine wage levels through consultations and improve working conditions. We should promote full insurance coverage with respect to old-age pensions, medical care and employment, industrial injuries and maternity benefits, in order to relieve workers' worries. We should also defend workers' rights while facilitating business growth.

We need to promote capacity-building for workers. Human resources are the most precious resources. In order to accelerate the shift from one mode of development to another and to facilitate readjustments in the economic structure, we need to improve the competence of workers. We need to provide training and capacity-building measures during the post-crisis period. Training programmes should be carefully developed to meet the varied needs of workers and enhance their employability. Special attention needs to be paid to the integration of short-term training alongside long-term and medium-term training schemes, as well as combining skills training and vocational education. Only in this way can the overall competence of workers be improved, thus significantly boosting the full recovery of the world economy.

Fourthly, we need to promote international cooperation and global governance reform. During the post-crisis period, the world economic perspective remains complex and uncertain. This highlights the need for all countries to continue their concerted effort and resist any ill-prepared and premature withdrawal of stimulus measures. In the meantime, there is a need to constantly push for the reform of global financial governance structures, pay more attention to the voice of the working people, particularly those in developing countries, and to make great efforts to enhance the level of representation and influence of developing nations in international and financial institutions.

We should continue our efforts to combat any form of protectionism, support the improvement of world trading and financial systems. We should boost the liberalization and facilitation of trade and investment, defend a fair, free, open system of trade and investment, and promote a balanced globaliza-

tion based on universal inclusiveness and mutual gain, that benefits the working people throughout the world.

The world is in the midst of major developments, changes and adjustments. The fates and destinies of working men and women throughout the world are now more closely linked than ever before. Trade unions should respect each other and strengthen mutual understanding, in order to face the challenge facing us all. The Chinese workers and their organizations hold high the banner of peace, development, cooperation and workers' rights, and stand ready to join hands with their foreign counterparts to strive to achieve the goal of decent work for all.

Mr MOCANU (*Secretary of State, Ministry of Labour, Family and Social Protection, Romania*)

As the Decent Work Agenda, an agenda of our times, represents a key priority for the ILO, encompassing its four strategic objectives, we consider that a global approach of the above two reports would be more appropriate. This year, the Conference debated a first recurrent report on the strategic objective of employment, to follow-up on the 2008 ILO Declaration on Social Justice for a Fair Globalization. Given the importance of the issue for our Government, Romania has actively involved itself, by assuming the presidency of the Committee for the Recurrent Discussion on Employment.

The Romanian Government shares the idea that recovering from the present global, economic and social crisis requires an approach from the perspective of decent work. Decent work contributes to the alleviation of poverty and disparities. Decent work has to be a core element of a global agenda for social and sustainable development, in the context of the importance that the ILO pays to tripartite dialogue.

We have always supported the idea of considering the diversity of situations, needs and resources, as adapted to concrete national realities, while enabling synergies and interactions for strengthening global positive effects. We fully agree that employment and sustainable enterprises represent the core of recovery from the present crisis.

Now, more than ever, when the world economic and financial crisis is far from over, we think that all governments have to take steps to approach this phenomenon. Only through global action may the measures against the crisis have effective outcomes. Considering the Global Jobs Pact and the Decent Work Agenda as core documents, the Romanian Government has already adopted measures to follow the provisions of these two important documents. In order to preserve jobs, we focused on investment in the economy. The Government's public investments compensated the deficits in fields such as agriculture, the environment and health care. We consider that such investments are a means with which to fight the economic crisis, but also to modernize the Romanian infrastructure. Also, small and medium enterprises received support to keep jobs and develop productive activities.

Human resources development is another priority during economic crisis. Financial allocations are needed to increase the skills level and, to this end, the European funds represent a great opportunity. The current focus is on increasing their efficient use for employment promotion, expanded vocational training and better occupational safety and health.

Another action was rethinking certain budgetary expenses. As a result of an increasing budgetary deficit due to the crisis, the Government has assumed its responsibility for a package of laws. Thus, several laws were adopted: the law on restructuring national agencies and the law of unitary salaries for employees in the budget system. A draft law on the unitary system of public pensions is currently in debate in Parliament. The Government also assumed its responsibility for two other laws, one on cutting down budgetary expenses and the other on the recalculation of pensions according to the contribution principle, including a reassessment of invalidity pensions. Our Government has also decided to take steps to fight against the informal economy, as well as against informal and undeclared work. The austerity measures are accompanied by social protection measures targeted to people in need.

In the context of this difficult social and economic situation, another main goal of the Romanian Government and social partners is keeping and strengthening social dialogue at all levels.

The Romanian Government requires social partners to intensify their participation in social dialogue, on an expertise and trust basis.

The International Labour Organization can and must play a major part in promoting its characteristic standards and values, mainly during crisis periods. The Romanian Government has always supported the ILO's strategies: a fair globalization, poverty alleviation, gender equality, a greater impact of international labour standards on development and a more constructive social dialogue.

Original Spanish: Mr MÉNDEZ (Employer, Argentina)

Since the global crisis broke out, in the most advanced economies in 2008, they have been advocating radical and far-reaching changes that are provoking debate and speculation in very diverse areas and fields in our countries.

Just when there was some speculation that the crisis was being overcome, we have started to see a scenario in which new instabilities are emerging, with strong currency and exchange rate fluctuations.

What seems to be clear are the two characteristics of this unprecedented world crisis. From the qualitative point of view, it differs from previous crises because it happened at the core of the world financial sector and not at the periphery, unlike those in the past which originated in the emerging economies.

In quantitative terms it is also new because it is far greater in extent than the crises that occurred in the emerging countries.

It may also be true that the consequences and duration of this crisis may also be far more far-reaching, especially with regard to the impact of the financial breakdown on world trade.

As employers, we are bound to agree that if we want equitable globalization, we need policies that will promote productive employment and decent work, especially in such dire circumstances as the present ones.

I think it is very relevant here that private initiatives have shown themselves to be the most effective option for creating high-quality and well-paid jobs. When we can release the huge potential of enterprises and employers for new investment, we can create employment provided that the conditions are right. We do not think it is right that there should be

growth in the economy unless it creates new jobs in the formal sector if we want to avoid more deprivation and exclusion.

We therefore need government measures which promote investment in those areas which create most jobs, the objective being to shorten the time lag between economic recovery and jobs recovery.

It is essential that we stabilize the financial markets and that these serve the productive economy, that is to say, the real economy.

We agree that the new phase now emerging in the world economy requires a fair globalization and balanced integration in order to encourage a return to growth based on dialogue, tripartism and consensus. With this in mind, in our own country, we have advocated the installation of permanent and institutionalized mechanisms for social dialogue based on the experience of the economic and social councils of countries which we currently believe to be leaders in the area of development. With this in mind, we have been fighting in our own country for such social dialogue mechanisms. We urge our Government to set up these mechanisms to consolidate economic recovery and employment by seeking basic agreements that will drive state policy and allow a predictable course to be taken, promote productive investment and enterprise creation, as well as improving access to education and formal employment and provide protection for the most vulnerable sections of society.

We believe in establishing good links between the public and private sectors, which will make decent work and sustainable enterprise the two most effective drivers of growth, while the State has to allocate public resources that will guarantee that shared values and principles are fully applied, and promote inclusion and cohesion in our society while encouraging entrepreneurship and technological innovation.

We also feel it is worth emphasizing the role of multilateralism to facilitate the conditions that will enable us to overcome the crisis and reduce the impact of its consequences.

On this point, we believe that the ILO, together with the UNDP, as well as regional and international credit institutions, must join forces to support the necessary investment in the infrastructure which our countries in Latin America need.

I want to be very direct. If our countries do not have the proper infrastructure that will allow us to produce on competitive terms, any attempt at integration in the context of the current process of globalization will be a failure.

The 2008 Declaration and the Global Jobs Pact are two instruments of great relevance. They will enable the ILO to play an active role. We are here not only to talk about the crisis but to find the best ways out of it and bring about a fairer economic and social growth. For this we should look to the future, not to the past.

Mr SATHASIVAM (Minister of Human Resources, Malaysia)

Malaysia is truly committed to providing protection for children and young persons from such exploitation. To reflect this, we enacted the Children and Young Persons Act in 1996. We have also ratified Conventions Nos 138 and 182.

Our national labour legislation is being constantly reviewed and amended to keep abreast with current development globally as well as to meet international standards.

The global economy is experiencing a synchronized recession resulting in massive unemployment and increased poverty. Over 20 million jobs have been lost since the onset of the global crisis, and this period of recession is expected to slow job creation and lead to a slow recovery. We have not escaped this financial meltdown. Our exports have deteriorated by 27.8 per cent, accompanied by retrenchment and declining commodity prices.

To mitigate the consequences of the crisis, the ILO has defined the Global Jobs Pact as a priority. We support the ILO's engagement with other organizations over the past year, focusing on the promotion of decent work and the Global Jobs Pact, which embodies the principles of an employment-led recovery.

The Global Jobs Pact provides a policy package of practical measures to counteract the crisis and sets a course for sustainable recovery. A comprehensive and integrated policy option for governments provides great assistance in meeting the aims and aspirations of the Global Jobs Pact.

Malaysia responded to the Global Jobs Pact by implementing two economic stimulus packages in November 2008 and March 2009, to a tune of RM67 billion. Through the Ministry of Human Resources, a total of US\$180 million was allocated to assist Malaysian workers who were affected by the financial meltdown. A programme to help retrenched workers and unemployed graduates and youth to find employment through training and re-employment was put into place, benefiting 21,614 participants. Self-employment was promoted through skills training for vulnerable categories, such as single mothers, and aboriginal communities, which benefited 4,058 participants. We also evolved a programme to help enterprises retain their workers through training, by providing assistance in the form of a training allowance in lieu of direct wage supplements.

Our private sector contributed by creating 69,000 jobs throughout this crisis, so as to afford greater employability. To assist us in all these projects, we introduced a jobs portal mechanism which facilitated training, job search, job matching and job placement services, which benefited 28,915 Malaysians.

Looking to the future, our Government has launched a new economic model for after the crisis, which is designed to lift the country from a middle-income economy that is dependent on low skills and labour-intensive industries to developed nation status, through economic liberalization and a greater focus on services under three important principles: creating a high-income economy, sustainability, and social inclusiveness. Great importance has been given to raising the level of the economy by creating a highly-skilled workforce.

The Malaysian Government is today greatly emphasizing the development of human capital for the continued development of the country. Malaysia hopes that, by emphasizing a high-growth path, we will be able to achieve the status of a developed nation by 2020.

One of the tasks under the new economic model is to create talents, preserve talents and attract talents, and we recently announced the creation of a talent corporation to facilitate the corresponding policies. Malaysia believes that skills and knowledge are essential in improving productivity, increasing income and increasing access to employment opportunities.

The formulation of employment policies should take into account the current and future needs of enterprises, and vocational training should be geared to multi-skilling and skills upgrading programmes that are enterprise driven.

The ILO must play a significant role in supporting member States in their efforts to develop the right employment policies, and these will be of key importance for labour market governance and the promotion of employment. We should attach equal importance to policies geared towards employment generation as towards the sustainability of employment.

In an increasingly competitive global economy, enticing domestic and global investment involves the provision of a competitive environment coupled with the creation of a dynamic, highly-skilled and productive workforce.

This should be the combined responsibility of the tripartite community and not left to governments alone. Workers' representative organizations, while committing themselves to their traditional responsibilities, should also look at their new role in increasing the competitiveness and productivity of their members, so as to empower them to face new challenges.

Ms SINNEMÄKI (*Minister of Labour, Finland*)

This Conference is very important because it discusses the first of the four strategic objectives highlighted in the 2008 ILO Declaration on Social Justice for a Fair Globalization, a Declaration that Finland considers to be very important. The follow-up to the Declaration and its implementation needs to be further developed. We must remember the obvious relationship between the global employment situation and economic, social and political issues.

The economic crisis has spread from country to country and we, as politicians and representatives of employers and employees, have to continue finding measures to overcome the crisis. Necessary measures require broad cooperation and political leadership. We welcome that the ILO has succeeded in taking an active role among these actors. The ILO should also work to make the financial architecture more just. In times of crisis, we should not forget the Decent Work Agenda and fundamental rights at work. Fair rules on trade and finance need to be pushed forward globally.

Policies that focus on employment and social protection – and that have the confidence of workers and employers – are the best guarantee against economic downturn. The world cannot be run by economic objectives alone. Security depends on social stability and a sufficient promise for people that, even if today may be difficult, tomorrow will be better.

In Finland, we have tackled the recession, together with the social partners, using measures that are based on making transition between jobs as easy as possible, training with adequate social benefits and improving the quality of work. Flexible working time has been widely used in Finland. We also consider that getting people into productive work is not only an investment at the personal level, but also for society as a whole.

In the long term, the welfare state needs the contributions of us all. We have to make sure that working conditions are such that people can stay at work as long as possible and are not discriminated

against on the basis of sex, age or ethnic background. We need to ensure that social services and labour inspections are sufficient and well organized for all workers, including those in forms of atypical work and domestic work, which has been discussed in this Conference.

At the global level and in the situation of the economic crisis, there is also a fairly new problem, or an old problem that is being talked about once more: the grey economy. This is a problem for both developing and developed countries. In developing countries, it makes it more difficult for people to secure their living and, in the developed world, it harms enterprises and workers. In particular, it puts those employers who do comply with labour law and collective agreements in a very challenging competitive position compared with those who do not care.

Even though we all have problems to take care of at home, we should not forget about cooperation with developing countries. We need coherent global policies. This kind of work is even more important in a world facing problems such as climate change. We need to promote green recovery strategies as exit strategies from this crisis; strategies that will stimulate innovation and create new jobs.

We know most of the problems and now we have to try to find the common will for solving them. One of the best places to do this work is the ILO, together with governments and social partners.

Ms LADÓ (*Government, Hungary*)

This year, the Conference has been especially responsive towards the very vulnerable, by focusing on the women and men affected by HIV/AIDS, who are subject to direct and indirect discrimination and social exclusion throughout the world, on “invisible” domestic workers, who usually lack basic social rights and protection, on children whose childhood is far too short because they have to work at an early age, and on the millions of workers and unemployed who are victims of the recent financial and economic crisis. We highly appreciate the ILO’s sensitivity and I will briefly reflect on the issues mentioned above.

The new standard on HIV/AIDS in the world of work is an innovative instrument to address a rather complex economic, social, health and moral challenge. In Hungary, although HIV/AIDS is not yet a widespread problem, the few affected would benefit from the proposed Recommendation that provides wide-ranging protection and support.

Hungary also appreciates the constructive discussion on the long-awaited standards on domestic workers. Although the issue is rather complex and several issues need further elaboration, the progress achieved during the Conference has paved the way for a successful outcome next year.

As regards child labour, which has been the subject of the Global Report submitted under the follow-up to the 1998 Declaration on Fundamental Principles and Rights at Work, Hungary welcomes the accelerated progress made towards eliminating the worst forms of child labour by 2016.

Nevertheless, this year, the Conference has quite rightly focused on the consequences of the global jobs crisis and the possible ways to achieve a job-rich recovery.

Hungary notes with satisfaction that the Global Jobs Pact endorsed last year has proved to be a suitable and effective instrument. It has assisted many

countries in tackling the immediate effects of the financial and economic crisis, thus avoiding social upheavals. Hungary fully supports the Report of the Director-General on *Recovery and growth with decent work*, and endorses its recommendations. What the world urgently needs now is “to spearhead a job-rich recovery” – as was stressed by the Director-General in his opening speech.

The new Hungarian Government, elected in May by a sweeping majority, has taken up this challenge. It aims to turn Hungarian economic and employment policies around, not only in order to get the country out of the crisis but, more importantly, to also lay the foundations for a return to growth and prosperity. The new Government has made employment creation one of its prime macroeconomic goals. The target is ambitious: to create 1 million new jobs in a decade. This will be a real breakthrough, in view of the current employment rate of 60.5 per cent in the 20–64 age group, the second worst in the European Union.

The Government’s aims are fully in line with the new European economic, social and employment strategy called the Europa 2020 strategy, which aims to foster job-rich economic growth by setting an employment target of 75 per cent for that same age group.

As part of the overall goal of creating greater employment opportunities for all, the Hungarian Government will focus on two ends of the skills spectrum.

New jobs will be provided in labour-intensive sectors for unskilled and low-skilled workers. At the same time, new jobs will be created for well-educated young people in the creative and green industries, thus providing added value. To support these endeavours, employment legislation will be adjusted to the needs of the economy by measures such as efforts to promote the principle of flexicurity.

The results of the recent general election offer the Government the opportunity to not only develop a competitive and sustainable economy, but to also shape the underlying social foundations. The Government aims to restore the value of work, and thus progressively build a work-centred economy and society. The Government believes that helping the unemployed back into employment not only contributes to economic regeneration and growth, but is also an efficient weapon in the fight against poverty and social exclusion.

I am pleased to inform you that, on the proposal submitted by the tripartite national ILO Council, Hungary ratified two ILO Conventions in 2010, namely the Labour Statistics Convention, 1985 (No. 160), and the Part-Time Work Convention, 1994 (No. 175), thus bringing the total number of ratifications up to 72.

Finally, I would like to assure you that Hungary continues to identify with the values of the ILO and fully supports its efforts to achieve social justice.

The effective operation of the ILO Subregional Office in Budapest is of special importance for us. Therefore, we will continue to provide the necessary support to the Office.

Original Spanish: Mr MARTÍNEZ (Worker, Argentina)

Globalization surprises us every day with scientific and technological progress, yet there are no improvements to social conditions and the quality of life of our people.

Inequality is increasing with the ongoing casualization of working conditions, which has become a form of social organization.

This modern reality means low wages, labour deregulation and the dismantling of social security for workers and their families.

On the new international stage, values of work and production have been altered. This is the model of “perfect imbalance” in which all policies are directed at creating the business environment that is required for financial capital.

When the financial system fails, however, adjustments are made that are to the detriment of workers and that exacerbate inequality. The economic events that we are witnessing now and the social conflicts to come underscore the political need for the international community to change these parameters. For this reason, we need international financial bodies to modify their programmes. We see that they continue to apply the same remedies that led my country to disaster and chaos in 2001. It is incredible to see such neo-liberal fundamentalism.

We believe that without mechanisms to confront the levels of unemployment generated by the global crisis, there will be no guarantees of social peace in the world.

We hope that the G20 will implement the Global Jobs Pact, which calls for an alternative approach. We are talking about a political decision to be taken by States: continue or change, as the President of Argentina, Cristina Fernández de Kirchner, said here at the ILO and at the G20 Summit.

It is up to States to transform the system and to honour the historical commitment to productive capital and to employment, promoting a development model in which economic and social interests are mutually reinforcing.

As workers, we desperately want this change. We cannot accept this model in which financial capital is at the heart of policies.

On 25 May 2010, my country celebrated its bicentenary and this was marked by a huge public demonstration aimed at promoting the ratification of a political and economic framework.

Millions of Argentine people took to the streets, expressing their patriotism and a clear message that we need to strengthen a model of a nation in which freedom, justice, democracy, human rights, social dialogue and sustainable development are considered to be the unshakeable platform of our Argentine identity.

In our country, collective bargaining is fully functioning. A universal child benefit has been approved and tripartite dialogue is ongoing to update the minimum wage. Vocational training and capacity building, among other measures, are also ongoing, with the aim of getting people back to work.

Despite all of this, there are still many issues left pending: unemployment, poverty, informal employment and insecurity; these are priority issues for the agenda of the economic and social development council that we intend to establish.

As workers from Argentina and from our region, we want social justice to be one of the pillars of policy and we believe that through a culture of work it is possible to create a different social order, with all the productive and social sectors in order to achieve sustainable development for a society that is fairer and enjoys more solidarity and full employment.

(Mr Nakajima takes the Chair.)

Original Turkish: Mr KUMLU (Worker, Turkey)

As the Director-General mentioned in his speech on his Report, the economic crisis and the increase in unemployment have put pressure on workers' rights and freedoms all around the world, while the acquired rights have been retrenched. The International Monetary Fund (IMF) and the World Bank have made the biggest profit from the crisis, as their resources and roles have been improved. The Confederation of Turkish Trade Unions (TÜRK-İŞ) does not believe that the IMF will contribute to economic recovery. In this process, the ILO should be much more effective than the IMF. We appreciate developments in this respect.

Unemployment was one of the most serious problems in Turkey before the crisis, and the crisis has worsened the situation. The economic growth acquired in recent years has not contributed to the eradication of unemployment. In addition, increasing participation in the labour market makes it more difficult to solve the problems of unemployment.

As defined in the recommendations submitted by the global unions to the G20 Summits, all countries should place employment at the heart of economic policies to be implemented. Investment in human resources, development of a vocational education system, in compliance with the labour market, and increasing the employability of young workers and jobseekers must be achieved.

The difficulties we face in Turkey in terms of occupational health and safety still continue. In particular, accidents resulting in death and injuries at dockyards and mines could not be prevented. It is clear that more effort should be made in Turkey on this issue.

In respect of the struggle against child labour, a significant amount of success has been maintained, as is indicated in the Report of the Director-General. The rate of child labour was reduced from 15.2 per cent in 1994 to 5.9 per cent in 2006. We appreciate the ongoing support of the ILO on this issue.

Various activities in order to register the unregistered economy were undertaken in Turkey with the support of the ILO. However, we could not reach a tangible solution, as the rate of the unregistered economy is 43 per cent. Undocumented workers are still deprived of social protection, the right to organize, and decent wages and working conditions.

We believe that success in the elimination of child labour could also be achieved by registering the unregistered economy, in cooperation with the ILO and social partners.

Turkey was discussed in the framework of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), at the Committee on the Application of Standards this year. I should note that no concrete improvement was achieved in terms of legislation and implementation since the Conference last year. The Government has prepared a draft which amends Acts No. 2821 and 2822 governing trade union rights and freedoms. This draft was submitted to the ILO by the Government. This draft should be revised so as to address the concerns of social parties so that immediate measures to lift the obstacles confronting the organization of trade unions could be adopted.

In addition, the Government has passed a constitutional amendment package from the Parliament that brings some improvements to the quality of

work life, despite its insufficiency. However, the future of the package submitted to the Constitutional Court, and expected to be voted on in a referendum, is still unclear.

The difficulties that public workers confront regarding trade union rights still exist in Turkey. Amendments concerning the right of public workers to strike and bargain collectively should be undertaken immediately. Act No. 4688 must be brought into conformity with ILO Conventions Nos 87 and 98.

Initiatives were launched in the framework of constitutional amendment packages. However, the aforementioned initiatives were not sufficient to pave the way for public workers to benefit from the right to strike in case of the continuation of the dispute.

I would like to finish by addressing the inhuman and illegal attack by Israel committed in international waters against the multinational vessels carrying humanitarian aid to Gaza. This attack was made against civilians whose only aim was to deliver humanitarian aid to the people of Palestine suffering under the occupation of Israel. As a result of that attack, nine Turkish citizens lost their lives and many were wounded. We condemn this attack and hope the Conference will condemn the Israeli Government as strongly as they can.

Mr KIM (*Employer, Republic of Korea*)

At this time of an unprecedented job crisis, the Director-General's Report, *Recovery and growth with decent work*, seems timely and apparent in that it stresses the importance of an environment conducive to innovation and investment in sustainable enterprise. This is because securing decent work can only be achieved through economic growth and the creation of productive employment.

The enhancement of social protection and the quality of working life has been viewed as a core concept of decent work, yet this cannot be attained without employment. We must guard against trade-offs between excessive social welfare and job creation, between excessive wage increases and job creation, and between excessive labour market rigidity and job creation. We must focus our efforts on finding adequate balances between them.

Politically-motivated, populist-driven welfare policies may result in increases of sovereign debt, badly affecting the economy and the capacity for job creation. Excessive welfare can in addition act as a catalyst, triggering conflicts between different generations, as the huge cost of paying the current welfare is passed on to the next generation. In this regard, now is the time to review our welfare policies comprehensively, taking fiscal soundness into account as we seek to create more jobs for more people. Excessive welfare for the present generation, as the result of giving in to certain loud voices, could lead to an excessive burden for the next generation. Wise and reasonable policy decision-making is thus required to design and implement an affordable level of welfare.

Excessive wage hikes, beyond increases and productivity and the ability to pay, will certainly reduce enterprise competitiveness and thereby undermine job creation, leading to an increase of the nation's current account deficit. Efforts must therefore be devoted to stabilizing consumer prices and wages.

Rigid and over-regulated labour markets have been an underlying problem, that is to say they in-

hibit productive employment. We have seen the informal economy grow due to excessive regulation and rigidity in the formal economy. Flexibility may not be a panacea, but it is a key component in any strategy to revitalize the ability of enterprises to create more jobs. In this regard, government policies must neither exceed their legitimate objective of providing appropriate protection to workers nor become an obstacle to job creation.

Policy support needs to be provided at the national level to accelerate job creation in emerging sectors; especially measures to foster service industries and green jobs are desirable without sacrificing the traditional chimney industries.

I would like to emphasize in conclusion that jobs do not create themselves but are created when the conditions are right. Government injections of large amounts of fiscal expenditure will certainly be inevitable to address the current employment crisis, but they are not a long-term solution. I believe that the true solution for job creation is to create an environment conducive to sustained enterprise development through fiscal soundness, deregulation and enhancement of labour market flexibility.

Original Portuguese: Mr GOMES (Minister for the Civil Service, Labour and State Modernization, Guinea-Bissau)

Guinea-Bissau is going through a very difficult period in its history, which has been characterized by social problems and almost permanent instability over the last ten years. Apart from this, there are other problems; for example, Guinea-Bissau is ranked 175th on the UN Human Development Index of 177 countries. The life expectancy of an inhabitant of Guinea-Bissau is less than 46 years, which is very low. It is said that many aspects of social behaviour are connected to this low life expectancy.

To talk of work in such conditions is an extraordinary exercise, because economic development requires stability, which is an essential prerequisite for decent work. My Government is determined to do everything in its power to find solutions to the various problems that are inflicted on its population, and in particular on employers and workers.

In Guinea-Bissau, a Decent Work Country Programme is being prepared. A multidisciplinary team from the ILO Subregional Office has already visited the country and met with different national authorities to outline the framework of this programme. Decent work has to be productive, adequately remunerated and carried out in conditions of freedom, fairness and security, which must be capable of providing a decent standard of living. It is based on four key pillars: respect for the fundamental principles and rights at work; the creation of quality jobs; the extension of social protection; and social dialogue. The Decent Work Country Programme that is being discussed in Guinea-Bissau has an important employment component, particularly with regard to youth employment, and it also takes into account the need to protect the environment. The Decent Work Country Programme that is going to be implemented will be a practical example of the national Poverty Reduction Strategy Paper, which contains provisions and guidelines with respect to: the need to create conditions for robust and sustainable economic growth; increased access to basic social services; the implementation of specific poverty reduction programmes; and the need to promote good governance.

The economic crisis that is being felt throughout the world has gradually undermined the already weak economy of Guinea-Bissau, where the social situation is characterized by a sharp decrease in the standard of living of the most vulnerable groups of the population. Poverty has a direct link with the rapid rise in unemployment and underemployment, particularly in rural areas and in the suburban parts of the country.

The problems that affect the economic development of Guinea-Bissau are very complex and concern a range of different sectors, and this is why it is essential to adopt policies to increase employability, particularly among young people, which is the social group that is most affected by the crisis and has the most to contribute. In this situation, measures are needed that will lead to policies to boost the economy and improve the social conditions of those who serve the State, enterprises and society in general, in other words workers, without neglecting measures to enhance the competitiveness of enterprises. A private sector that is efficient and sufficiently funded is a sign of growth, and this is why the Government is creating conditions to stimulate investment in the private sector.

Furthermore, a reform of the system of public administration is under way, involving also a reform of the system of labour administration, aimed at eliminating red tape and reducing the number of civil servants in order to reduce payroll costs and thereby create better conditions for the workers. This is why Guinea-Bissau is appealing for the support of the ILO in the various areas of its activities.

Mr BANGUR (*Employer, India*)

The Conference is taking place at a time when recovery from global crisis is halfway through. Yet the sovereign debt crisis in the eurozone is casting its shadow, threatening recovery and employment growth. The Director-General's Report on this subject is both topical and a compass suggesting a possible way out.

The crisis, the worst since the Second World War, has shrunk global production by 2.2 per cent, rendering an additional 34 million workers jobless in addition to the standing army of 185 million unemployed, 1.5 million in vulnerable employment and 80 per cent of the total workforce without any formal social security. This is a serious challenge for the ILO, its collective wisdom and the objectives set out in the founding Charter of 1919 and the Philadelphia Declaration.

We submit that since the crisis has its genesis in a weak financial structure, the first and foremost need is to create a strong and sustainable macroeconomic structure with financial sector reforms. There is a need to develop global minimum banking regulations as with markets, and to integrate the financial sector. This is necessary to avoid a recurrence of the crisis.

Secondly, stimulus packages have proved useful in saving employment. In the G20 countries alone, approximately 21 million jobs were saved by stimulus packages. In India, half a million jobs were created in the last quarter of the year 2009. The stimulus packages should therefore not be withdrawn immediately, but phased out in a gradual manner. A globally coordinated approach on the subject is therefore absolutely necessary.

Yet we feel that a stimulus package is a temporary measure to create and protect jobs. Job creation is

possible only by promoting entrepreneurial, cultural and individual skills and an investment-and employment-friendly environment. The creation of sustainable enterprises should be the ultimate aim of national economic policies, and the ILO should catalyse the process through appropriate technical support.

It is heartening to note that all global bodies like the ILO, G20 and OECD have recognized that employment should be at the heart of recovery, and that this led to the adoption at the last session of the Conference of a broad global understanding in the form of the ILO Global Jobs Pact. We fully support the Pact and feel that the policy options set out in it should be implemented by the Member countries. We recommend that each member State set up a tripartite committee to monitor its implementation.

Skills development promotes individual and life-long employability and is the best form of social security. Our Honourable Prime Minister has called for the upgrading of the skills of 500 million people by 2022, and a massive national initiative is under way. We would very much like the ILO to supplement and support this national effort.

Employment policies underpin the microeconomic climate, trade investment and enterprise-related policies. Artificially created employment cannot sustain the economy for long. Productive employment should therefore be the ultimate objective. The free movement of capital, technology and labour is essential to generate productive employment. In this context, the impending WTO negotiations must be concluded at the earliest, and the free movement of labour across the globe must be on the agenda of the ILO.

It is a matter of concern that despite sufficient global awareness, 215 million children are still working and 115 million of them are in arduous employment. The efforts to withdraw them seem to be progressing only slowly, thus forcing us to rethink the strategies employed so far. Education is a well recognized alternative tool, but the lack of other supporting measures sometimes makes it ineffective. The ILO is requested to study the whole issue afresh and to design innovative programmes to combat child labour.

We would draw your attention to the Global Report of the Director-General on child labour, which mentions that most child labour is in the agricultural sector and that only one in five children is in paid employment, while the rest are unpaid family workers.

Technically speaking, they may be child workers, but they support their parents and the family by looking after their siblings and performing other work, even in the field, which is very common in our part of the world. While we agree that parents must be persuaded to send their children to school, the question as to whether this should be called child labour is still highly debatable.

This session is discussing two important issues, HIV/AIDS and domestic workers, with a view to adopting appropriate instruments. While we support a universal promotional instrument on HIV/AIDS to help Members fight this deadly disease, the subject of domestic workers too is certainly sensitive, underpinning the complex nature of employment. How a common instrument can address employment practices which are so divergent and multifaceted is difficult to understand. I sincerely hope that

the social partners will understand its full ramifications before recommending any new instruments.

Mr KUDATGOBİLİK (*Employer, Turkey*)

In our opinion, one of the issues facing the International Labour Conference this year is that of a “jobless recovery”. In many countries, the worst period of recession the world had seen since the Great Depression of the 1930s, and which some like to call the “Great Recession”, has ended. These countries have started to declare tiny but positive growth rates since the fourth quarter of last year. In spite of these signs of progress, however, the economic recovery has not yet had any impact on the employment scene. In fact, as the Director-General rightly points out in his Report, global unemployment remains at record levels.

Unfortunately, this is only the visible part of an iceberg of discouraged jobseekers, involuntary, temporary and part-time workers, informal unemployment, pay cuts and benefit reductions. In short, we face a “jobless recovery”, but it is really unfair to call it a recovery at all, as millions of people, in many countries, continue to suffer.

Under these circumstances, job creation remains the main item in our agenda. We all face the vital test of securing and accelerating a job-rich recovery, which will place us onto a path of strong, sustainable and balanced growth. We need to ask ourselves the basic question of who should be responsible for creating new jobs. The answer goes hand-in-hand with the aims of the ILO Declaration on Social Justice for a Fair Globalization.

The ILO has taken on the great responsibility of making the necessary management and governance changes within the Organization. It is very clear that a convergence of policies is needed at national and global level, involving the IMF and the G20, to which Turkey belongs, and also the European Union. However, we expect the ILO to seek to actively shape national and global policies to promote global recovery in these turbulent times, when job creation lies at the heart of national and international agendas.

We, the Turkish employers, believe that we bear significant responsibility for job creation. Businesses hold the key to creating new jobs. This brings business to the forefront of job creation every day and throughout the world.

We need a positive, sustainable environment for enterprise, in order to enhance growth and employment. We need to make economic growth the key motor for driving demand for jobs. We need better support mechanisms for doing business globally. As the Director-General of the ILO has pointed out, “resource flows and allocations towards longer term productive investment by sustainable enterprises that raise output and employment growth”, should be improved. Global finance and sustainable enterprises can generate decent work and provide opportunities for improvement.

Let us not forget that we are entering a new era, where emerging market economies are transforming into better investment opportunities than some developed economies. As the Director-General’s Report clearly indicated this year, post-crisis globalization will require new resources and we expect it to be driven by the economic and demographic realities of emerging markets such as Turkey.

Finally, I would like to reiterate our view that the ILO should encourage policies to prioritize work

with businesses, especially in emerging markets, as part of global efforts to create new jobs. The G20 economies have the capacity to create job opportunities for millions of people and I believe that Turkey, within the framework of the G20, can also make a positive contribution to global recovery.

Original Chinese: Mr CHEN (*Employer, China*)

This Conference is being held at a time when the world economy has shown signs of recovery, with the hope of dealing with the impact of the financial crisis. The Report submitted by the Director-General elaborates on the theme of effectively implementing the Global Jobs Pact to promote the healthy recovery of the world economy with decent work policies so as to realize sustainable and balanced development.

Currently, the world economy still faces various challenges. The foundations of recovery are not solid and the impact of the crisis will last. It will take even longer to tackle the employment crisis that was caused by the financial crisis. The most pressing task for the international community is to restore world economic growth and to address the employment crisis as soon as possible.

We should, in accordance with the targets set out at the G20 Summit, maintain the consistency and stability of macroeconomic policies, rigorously conduct practical cooperation in the real economy in areas such as trade and investment, speed up the establishment of a new, fairer international financial order, and reject protectionism in all forms in the interests of cooperation that can bring about a “win-win” solution to the international financial crisis.

China experienced the hardest year in economic development in 2009. The Chinese Government has adopted a stimulus package to promote stable and fast economic growth in a way that has effectively pushed for a turnaround of economic development, with GDP growth of 8.7 per cent.

This has made important contributions to the recovery of the world economy in a difficult period. The three parties of national labour relations, namely Government, trade unions and the China Enterprise Confederation, reached agreement through dialogue and negotiation in accordance with the national policies and have responded to the crisis. They jointly released an instruction on “Targeting and safeguarding enterprises: Employment and stability”. The instruction was disseminated nationwide and required that labour administrations, trade unions and enterprise confederations at different levels enhance dialogue and cooperation in order to fully understand that the key issue in stabilizing employment is to stabilize enterprises. Efforts should be combined to overcome the current difficulties, jointly design enterprise development measures and safeguard the legitimate interests of employees.

A joint campaign between enterprises and employees was also launched. The aim of such a campaign is to ensure that enterprises respect the legitimate rights of employees and make efforts to stabilize jobs, as well as undertaking other measures such as training and flexible employment schemes to ensure that no or very few employees are laid off. Enterprises are expected to face the difficulties together with the employees, who contribute their efforts to helping the enterprises overcome the difficulties and ensure sustainable development.

As a result of close cooperation between the three parties, nationwide employment and labour relations remain sound and stable. This has shown that the tripartite mechanism has organizational advantage and a positive role in pushing for economic turnaround.

The way towards world economic recovery and sustainable development is still long. Enterprises and entrepreneurs are very important forces in the promotion of economic and social development. We hope that the international community and the ILO will support enterprises and entrepreneurs by promoting favourable conditions and efforts to build a peaceful and harmonious international environment.

The China Enterprise Confederation will, as always, make efforts to further strengthen communication and cooperation with the ILO and employers' organizations in other countries.

Let us join hands to fight against the financial crisis, achieve world economic recovery as far as possible and create an even better future.

Mr MOSII (*Worker, Indonesia*)

The protection of domestic workers, both within and outside the country, is one of the ILO's breakthroughs at this 99th Session of the International Labour Conference, just as it has been a major task to involve all the parties concerned in the attainment of decent work and the elimination of poverty.

Next year we shall adopt a Convention on this subject, and as a Member of the ILO my country will have the responsibility of ratifying it. Each country has its own problems, especially the developing countries. Let us try our utmost to solve the problems we are confronted with as we deliberate on the proposed Convention.

We thank the ILO for its support, especially through the ACTRAV programme (HIV/AIDS, gender equality, the Global Jobs Pact, etc.) and we hope the programme will continue.

Original French: Mr PIETTE (Government, Belgium)

First of all, Belgium considers that it is inconceivable to sacrifice the promotion of employment and the living standards of both employed and unemployed workers at the altar of budgetary austerity. The crisis has had many consequences, including the adoption of national and international measures to restrict expenditure. These should be subject to an impact study, the point of which would be avoiding that the most vulnerable members of society are once again the primary victims.

Secondly, Belgium intends to reaffirm that standard-setting activities should remain the nerve centre of the ILO. Apart from compliance with standards, it would be useful to commit to looking at other possible avenues, such as the legal capacity to interpret certain state obligations.

This leads me back to my first point:

The crisis has taken many forms, causing many victims among workers and their families. The initial responses of the public authorities enabled us to save jobs, but were challenged by budgetary austerity policies. Are these measures tenable in the long term in a context in which, as you have said, the financial world has broken the social contract? Belgium feels that it is vital, and realistic, to promote the recovery of employment without renouncing our budgetary objectives.

Abandoning job-creation measures before they result in net creation of jobs would lead, in the long

term, to a deterioration of the economic health of States, including social instability. In fact, abandoning these measures will lead to an increase in those excluded from the labour market and, first and foremost, the weakest of that group. Even in a period of growth, it is they who suffer the most from long-term unemployment and for whom the costs of reinsertion are highest.

Premature anti-crisis measures would not only lead to increased exclusion from the labour market, but also to an increase in public expenditure linked to the increase in those receiving benefits. Moreover, this would lead to a decrease in consumption and also a reduction of tax income.

Therefore, before taking hasty decisions, it is essential to do a preliminary analysis on the impact of potential measures to emerge from the crisis on the impact on employment and on the budget. This should apply not just to the national authorities, but also to the austerity programmes imposed by international bodies.

Will dialogue started by the ILO with other institutions make it possible to modify the thinking which has thus far not included the employment dimension?

Moving on to the standard-setting function of the ILO, we recall in all our work that the declarations and the Pact are appropriate responses to the crisis. In an uncertain world, Belgium affirms that employment should be a goal and a macroeconomic priority and that the ILO will have to find new ways to make existing standards apply.

The current crisis should not be the time to diminish efforts undertaken by the Organization to make sure that standards are applied and respected. This is an essential point. Perhaps we should have had more time to better ensure the proper link between the work of the Committee on the Application of Standards and the Committee for the Recurrent Discussion on Employment. It is not a question of deciding now whether we should consolidate or create a new instrument. We have to think about this vision in the short term in order to strengthen the role of the ILO as the guardian of the Conventions.

Finally, in the same spirit, many States are concluding bilateral agreements; one third of them including a social clause. Belgium suggests that we explore enabling the ILO to interpret and to ensure respect for these social clauses, this only being done on a voluntary basis by the States. That will be an additional tool for the Organization to move towards social justice and truly decent work.

Original French: Mr BEETS (Government, Netherlands)

During this Conference we have been dealing with a very serious injustice: child labour. Last Friday, we discussed the Global Report on child labour, the previous Global Report having been discussed in 2006. Following that discussion, the Governing Body adopted the Global Action Plan to Eliminate Child Labour, which set the goal of abolishing the worst forms of child labour by 2016.

The Global Report indicates that there are 215 million children imprisoned in child labour, 115 million of whom are victims of the worst forms of child labour.

The Global Report also shows that the reduction in the number of child labourers seems to have been slowing down before the full reflection of the consequences of the economic crisis. These are unacceptable figures. We must not accept this situation

and we must increase our efforts if the worst forms of child labour are to be abolished by 2016.

One of the actions set out in the action plan is to organize a world conference to give impetus to the global fight against child labour and to evaluate progress made towards achieving the 2016 target.

At the request of the ILO, the Netherlands was delighted to host such a conference in The Hague one month ago. Minister Donner chaired the conference along with the Vice-Chairpersons Mr Lima Godoy, representing the Employers' group, and Mr Adyanthaya, representing the Workers' group.

The conference clearly showed the political will to tackle all forms of child labour and, in particular, to abolish the worst forms of child labour by 2016, as witnessed by the large number of ILO Members who participated, including many ministers and representatives of the social partners. Representatives of relevant international, regional and civil society organizations also participated. Commitments made during the conference include holding national meetings with all relevant parties and setting aside funds.

Inspiring examples of projects were discussed, one of which was Brazil's success in implementing conditional cash transfer programmes. These programmes give money to poor households in order to ensure that children are sent to school. Brazil has made numerous efforts in this regard and has achieved good results. Brazil has agreed to organize the next World Conference on Child Labour in the run-up to 2016. It will be particularly useful to ensure follow up to the conference in The Hague and to evaluate the progress made towards meeting the 2016 goal.

The World Conference, which was held in The Hague, adopted the "Road map for achieving the elimination of the Worst Forms of Child Labour by 2016". The road map emphasizes that governments are primarily responsible for the fight against child labour. Education and social protection measures are particularly important for abolishing child labour, as illustrated by the example of Brazil. Establishing a social protection base is one of the most important actions set out in the road map. The Netherlands also supported the implementation of a social protection base in the ILO context. We are looking forward to the recurrent discussions on social security at the next International Labour Conference, and the possibility of including the abolition of child labour in these recurrent discussions. The road map explains clearly the priority actions for governments, employers' organizations and workers' and non-governmental organizations, and gives useful advice to achieve the 2016 target. The road map will pave the way to a future where children will no longer be the victims of abuse and oppression and in which they will be able to develop their talents.

It is important that we follow the progress made and set out in this road map. It is absolutely essential to see which measures work, which do not, and what remains to be done to tackle child labour. We count on your support, as members of the ILO, to take note of the road map as a basis for action and to strengthen efforts to achieve a world without child labour.

Mr Tapiola, who spoke on behalf of the Director-General of the ILO at the end of the World Conference in The Hague, invited Minister Donner of the Netherlands to take the energy of that conference to

the International Labour Conference, which would welcome the integration of the road map into discussions on the Global Report on child labour. He also noted that the road map would inspire new actions and decisions. The road map clearly emphasizes the leading role of the ILO in all issues relating to child labour, and can assist in efforts to achieve the abolition of child labour.

Original Russian: Ms ABDYKALIKOVA (Minister of Labour and Social Protection, Kazakhstan)

On behalf of the Government of Kazakhstan, I would like to share with you the experience that we have in risk management strategy in the sphere of labour policy.

During this year, the President of Kazakhstan has confirmed the planned strategic development plan for Kazakhstan up to the year 2020.

The financial and economic crisis has made it necessary to implement a number of measures intended to make our economy more resilient and sustainable. This has been possible thanks to the resources we were able to build up during the period of growth.

The Government is implementing an employment strategy for the second year, the so-called road map, and this has had a substantial impact on stabilizing the labour market situation. Over the last year, we have carried out over 5,200 projects and set up over 258,000 new jobs. Over 100,000 people were sent for vocational training and a large number of those subsequently found employment.

Very significant resources are being invested in providing employment for the young and for vulnerable population groups. Payment of unemployment benefits from the State Social Insurance Fund in the event of job loss has been extended to six months.

I would like to draw your attention to the role of business in the anti-crisis measures. Over 8,000 enterprises employing over one quarter of all workers have supported the Government and trade union initiatives and signed memorandums on job security and workers' rights.

The Government, this year, has allocated around US\$1 billion for implementing the road map, and a total of 3,224 projects have been implemented to create 127,000 new jobs.

Targeted investments within the framework of the road map enable us to increase employment in areas such as the reconstruction and modernization of public utilities, the construction and maintenance of roads, the renewal of our social infrastructure, and various local projects.

Recognizing that the social consequences of the crisis will continue to be felt even after economic indicators start showing an upturn in the economy, the Government at the end of 2009, together with UN organizations, held a regional conference to examine the social consequences of the economic crisis in countries of Eastern Europe, Central Asia and Turkey. The outcome of the conference was the Alma-Ata Ministerial Declaration, which noted that the protracted effect of the crisis could lead to great difficulties for many families and working men and women; that the crisis has come on top of a structural imbalance and institutional deficiencies, which highlights the need to strengthen employment strategy and social protection capable of responding quickly to existing and new problems; that we need to develop measures on the basis of social dialogue

in order to create jobs; that we need to take measures to improve labour productivity, strengthening social protection and improving income stability; that we need systems to allow us to identify promptly any growth in vulnerable groups; and that we need to improve our education system and vocational training.

The Global Jobs Pact is very relevant for all the countries in the region and can be used as a guideline for future activity.

We would like to point out within the framework of the 99th Session of the Conference, yesterday on behalf of the Government of Kazakhstan; we have signed with the ILO a decent work programme for 2010–12. The programme clearly states key indicators in three main areas: regulation of labour relations in accordance with international standards; promotion of employment and social protection for men and women; and further development of tripartite cooperation and social dialogue.

Thanks to ILO support, the efforts of our social partners have seen substantial progress. There is however, a lack of monitoring of child labour and inadequate statistics and data, as well as other problems that have yet to be resolved. These problems will require constructive decisions on which, to a large extent, the achievement of a decent quality of life in our country will depend. In all this, we intend and expect to continue our collaboration with the ILO in order to achieve this.

In conclusion, I would like to point out that Kazakhstan has a stable political climate, and substantial economic and labour resources. It has the ability to overcome the challenges of the current economic and financial crisis and turn them into opportunities to bring about balanced and sustainable development.

Original Farsi: Mr OTAREDIAN (Employer, Islamic Republic of Iran)

The impact of the current global crisis was felt differently across countries and regions. In our region, many Asian countries did not witness either banking failures or major crises in financial governance, but saw their economies fall into recession.

Although the Islamic Republic of Iran has not felt the economic backlash to the same extent as other countries, its heavy reliance on oil export revenues, which have fallen sharply, has had an adverse effect on the economy. The greatest shock for Iran was therefore the global trade crisis, not the financial crisis itself. This was a crisis in demand and price, rather than supply. As a result, the Government, faced with a budget deficit, has been unable to entirely fulfil its remittance-related commitments with respect to state-owned infrastructure development projects, which are the driving force for private sector activities in the Islamic Republic of Iran. This has compelled the private sector into dismissing some workers. Given the prevailing financial limitations, the Government has started to give careful attention to public consumption habits as a way of curbing costs and controlling spending, particularly public spending.

The Government has also prioritized its programmes and measures, with a strong focus on creating more jobs and providing greater social protection for low-income families. To this effect, a bill submitted by the Government to make subsidies target-oriented has recently been approved by the Iranian parliament. The bill is due to be imple-

mented shortly through the expansion of coverage of cash transfer programmes to low-income households. It must be done in an orderly manner, and it is too early yet to make any judgement or to assess the final impact of such a measure. Generally speaking, however, microfinance will help low-income families enjoy greater stability, raise their incomes, protect themselves against income shocks, and organize themselves. We do believe that means of payment need to be developed through collective negotiations.

We must be fully conscious that we have been through a very difficult time that is not yet entirely behind us. I will conclude my remarks by stressing: first, that the developed and developing worlds should work together through the present crisis to bring balance to global markets and trade – a long and complex process that requires all of society to work together, as governments, employers and workers each have a unique and complementary role to play in achieving a positive consensus; second, that allocating large sums of money to fiscal stimulus should focus on investing in people and technologies in order to create long-lasting, incentive-driven jobs that will increase the country's competitive capacity for decades; and third, that it is necessary to focus on reinvigorating the private sector, as the driving force for sustainable job growth.

We call on the ILO to do several things. First, it should concentrate on achievable objectives, while taking into account national circumstances and promoting productive, decent work and sustainable enterprises that will produce job growth in the long term. As regards decent work, I have always mentioned in my remarks at national level that the promotion of decent work at country level will lead to social justice for a fair globalization, and I hope that the Decent Work Country Programme incorporated into the fourth Iranian development plan, as article 101, can be streamlined and implemented in an appropriate manner.

Second, the ILO should provide further assistance to its constituents in assessing the impact of policy responses and provide policy oversight and technical support for the implementation of exit strategies at national level. We particularly emphasize that ILO support and technical cooperation for country and regional work should be subject to the existence of a free tripartite advisory structure.

Original Spanish: Mr ANRO (Representative, Confederation of University Workers in the Americas)

I would like to start my statement by reaffirming the commitment of the Confederation of University Workers in the Americas (CONTUA) to fundamental principles and rights at work, and by expressing our will to combat all restrictions to the full exercise of trade union activity wherever they occur, particularly in the sphere we represent – public universities in the Americas.

In this regard, we must express our concern at the refusal by the Government of Panama to recognize the right of public sector workers to unionize, especially that Government's failure to ensure the full exercise of the right to freedom of association by workers at the University of Panama belonging to ASEUPA, an organization that has long sought recognition but has been met with systematic refusals by the Government.

We wish to add our voice to those who have denounced the ongoing and systematic violations of

freedom of association in Colombia. CONTUA declares its solidarity with and support for the Colombian trade union movement, particularly workers in the university sector who belong to the National Trade Union of University Workers of Colombia (SINTRAUNICOL).

We urge the Colombian authorities to ensure all necessary and sufficient guarantees for the exercise of trade union activity and call on national Colombian institutions and international bodies responsible for guaranteeing human rights to examine and help tackle the dramatic humanitarian crisis among the workers of Colombia, particularly students, teachers and university workers in the country.

Concerning the need to redouble efforts to guarantee enjoyment of fundamental labour rights by all, we, as public sector and university workers, wish to express our concern at the many speeches we have heard during this session of the Conference that have apparently not taken account of the downfall of neo-liberal policies, with new suggestions being made to follow the path of reductions in the State apparatus, mass dismissal of public sector workers and transfer of funds from the financial sector as the only way out of the current economic crisis. Public university workers know that this is not the way out but the path that led us into this crisis in the first place.

Lastly, we wish to state that we participated in the 2009 World Conference on Higher Education, organized in Paris by UNESCO, where we stated our position concerning the need for the higher education system to pursue the objective of social transformation in order to progressively overcome the inequalities that exist in our countries. Higher education, recognized as a “public good” in the communiqué of that Conference, must be founded on the concepts of free provision and equal access. It should be financed by the State and should ensure excellence for all, respect for diversity, true democracy and participation, within a model where knowledge is produced and socially developed. We stress the need to promote the democratization of university education in order to allow workers and their families to ascend to its highest levels.

We, as university workers, are convinced that universities have a fundamental role to play as strategic actors in pushing for policies for change that will lead us to better global standards of decent work and social justice. As we often say, in the words of our university workers’ slogan, public universities are the best places in the world to make the world a better place.

(The Conference adjourned at 1.30 p.m.)

Ninth sitting

Tuesday, 15 June 2010, 2.30 p.m.

Presidents: Ms Powell and Mr de Robien

REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION (CONT.)

Original French: The PRESIDENT

We shall continue our discussion of the Reports of the Chairperson of the Governing Body and of the Director-General.

Mr MLECZKO (*Government, Poland*)

Crisis, unemployment and poverty are words we have heard more often than we ever would have wished or predicted. But the question is: what is at heart of it? Is the worst still to come when so many people have already lost their jobs and so many households have lost their financial stability? Recovery and growth with decent work sounds like a promise – a hope. However, a new wave of financial crisis related to the public debt has raised doubts about the economic growth determining the increase in employment and progress in combating poverty.

The basic growth indicators, including the gross domestic product (GDP) and employment rates, have remained at relatively high levels in my country, even during the crisis. But, as we all know, the crisis is not over. Lessons have to be learned on a daily basis. What can we learn from each other? What can we learn from the crisis? How can we manage the crisis and safeguard our values under such extreme conditions?

It is essential to diagnose the process in which we are participating so as to have a chance of managing the crisis properly. We need pragmatism in our action, creativity in the measures applied, and a balance between short-term action and strategic objectives, taking into account the fact that every crisis usually heralds change. This is one of many reasons why the Report of the Director-General is so important and valuable.

The current crisis has revealed that, regardless of its origins, all of its consequences will ultimately affect the labour market. In fact it is the quality and level of employment, access to health care and the quality of social security that are affected by economic growth or recession. This lesson – the importance of new social policy accounting for the challenge of professional activity for all social groups – is especially important. We believe maintaining positive economic growth and, at the same time, curbing the increase in budget deficits and state debt

to be of crucial importance as far as anti-crisis measures are concerned.

Another lesson learned from the crisis is the importance of social dialogue. I have to confess that the vast majority of the solutions implemented in Poland, which are aimed not only at mitigating the current consequences of the crisis but also at achieving strategic objectives, have their origins in our dialogue with social partners, especially within our national tripartite commission.

One of the most important long-term challenges in my country, 20 years after the beginning of social and economic transition, is to define the direction of development for the decades to come. That is why, even in the midst of the crisis, my Government, together with social partners, has initiated a public debate on strategic development goals by publishing a report, *Poland 2030 – Development challenges*. It analyses the ten most important challenges for the country to address in the next two decades, including demographic challenges, raising levels of professional activity, the adaptability of human resources, the knowledge-based economy, and intellectual capacity building. Improved social cohesion and increases in social capital are also high on the list of priorities. The report presents five key factors to help us address the challenges: creating conditions for growth in investment; increasing professional activity and mobility; developing productivity and innovation; efficient regional and social diffusion; and supporting social capital and state efficiency.

This session of the International Labour Conference is further evidence of the ILO's role within the international community, in particular as regards anti-crisis action and, hopefully, post-crisis recovery. The Global Jobs Pact has gained international recognition and is considered a valuable source of measures to address employment and social security issues. The ILO is also engaged in shaping a new future for globalization. The efforts to prioritize employment growth deserve our support.

Original Portuguese: Mr ESTEVES (*Employer, Portugal*)

The agenda for this year's session covers a number of important issues, three of which I will mention here, namely: recovery and growth with decent work; employment policies for social justice and a fair globalization; and decent work for domestic workers.

In his Report, the Director-General places emphasis on unemployment, indicating that unemploy-

ment now stands at its highest level ever recorded and that the spectre of a jobless recovery is present in many countries. Portugal is no exception to this trend. The Portuguese economy finds itself today in a very difficult situation, and the most recent forecast for our country, published by the Organisation for Economic Co-operation and Development (OECD) at the end of last May, points to a recovery of economic activity in 2010 of just 1 per cent, after a drop of 2.7 per cent in 2009. The same forecast indicates that the unemployment rate in Portugal will reach around 10.5 per cent in 2010, meaning nearly 600,000 unemployed. This is a record in the recent history of Portugal.

The creation of jobs and the reduction of present levels of unemployment will only occur when the economy grows in a more sustainable and robust way. Until this happens, we can expect that Portugal will continue to witness the destruction of jobs. We also see in our country, contrary to what is recommended by the ILO in the *World of Work Report 2009*, that a number of public measures to support employment, taken in order to face the crisis, have been abolished prematurely. Consequently, increased efforts are needed to identify new markets and market niches.

Quality and innovation require investment. Careful attention is needed in order to meet deadlines and maintain competitive prices. As employers, we are required to undertake efforts in this regard. We have said, and we repeat, that only with instruments that are designed to be practical and operational can we hope for such success.

So, we need to find new formulae, including on an exceptional and transitional basis, which should be those that are the most appropriate and flexible in order to reduce the duration of the crisis and to mitigate its undesired effects, such as jobless growth.

The second issue I would like to raise relates to employment policies for social justice and fair globalization. We remain convinced that the only way to create sustainable jobs is through enterprise and that only by maintaining the viability of enterprises, by creating new ones or by developing existing ones will it be possible to reverse the trends in unemployment and to safeguard existing jobs and create new ones.

This means, also in the area of employment, that we need to create conditions to make enterprises competitive. I agree that collective bargaining has advantages in the area of productivity and consequently in the area of competitiveness. It is vital that collective bargaining should show these good sides, in particular at times of crisis when it is necessary to give a clear signal regarding our view of the future and the efforts being undertaken to ensure that a brighter future is not far off.

As for the third point, we can see that the work that has been started with a view to the possible adoption of a standard on domestic work is very important and has great scope, applying to millions of workers throughout the world. The extent of the protection provided will depend on the concepts that are agreed upon, and we therefore need a broad approach taking account of the diverse nature of the different jobs concerned.

The role of temporary employment and placement agencies in matching supply and demand, in addition to their employment capacity, should not be

minimized. Only by consolidating instruments and means will we achieve the best results.

Mr GAN (*Government, Singapore*)

When we gathered here last year, we were faced with a financial crisis. For Singapore, 2009 threatened to be the worst year for our economy and labour market since our independence. The Singapore Government, employers and unions came together quickly to formulate and implement measures to help businesses manage the downturn and save jobs for our workers.

We introduced a national training programme, the Skills Programme for Upgrading and Resilience (SPUR), to encourage employers to send their workers for training and build new skills for the future. The Government also introduced a fiscal stimulus package which included a jobs credit scheme that reimbursed employers a portion of the wages of every local worker they retained. These measures helped to contain retrenchments and keep the overall unemployment rate low, at 2.3 per cent as at December 2009.

Today, we are meeting under very different circumstances. With the global economy improving, governments across the world, including Singapore, are starting to progressively scale back stimulus packages. Nevertheless, there remains a cloud of uncertainty arising from the sovereign debt crisis in Europe, risks of a jobless recovery in the United States and concerns over asset inflation in some of the Asian countries. In sharp contrast to a contraction last year, Singapore's GDP grew strongly by 15.5 per cent in the first quarter of 2010. Overall, unemployment rate fell further to 2.2 per cent by March 2010.

Singapore has weathered the crisis better than we had feared. This positive outcome would not have been possible without close consultation and collaboration between the Government and our tripartite partners. The strong foundation of trust was developed over the decades through the many collaborative initiatives we undertook to jointly tackle major challenges in the past.

Going forward, tripartism will play an equally critical role in repositioning Singapore for economic growth in a rapidly changing global landscape. In the midst of the economic downturn last year, Singapore set up an Economic Strategies Committee to plan ahead and develop strategies to seize opportunities during the recovery and sustain our growth over the long term. The Committee recommended a strategic shift to focus on innovation, productivity and skills as key drivers for sustainable and inclusive economic growth.

To achieve this, we will make significant investments to enhance our continuing education and training (CET) system. We will increase our CET capacity by almost 50 per cent, catering to all levels of workers and providing them with more opportunities to upgrade their capabilities, so as to raise the skills and quality of our workforce. We are introducing a workfare training scheme to motivate low-wage workers to upgrade themselves and to encourage employers to send these workers for training. These initiatives will draw heavily on the combined efforts of the tripartite partners to drive us along this road of transformation.

At Singapore's invitation, an ILO study mission visited Singapore in January this year to see firsthand how tripartite collaboration works in Singa-

pore. The mission has given very positive comments on our model of tripartism.

Singapore shared its tripartite approach to overcoming the economic downturn at a side event at this year's ILC. I am pleased to report that the event was successfully held last Friday and was attended by over 100 delegates.

This tripartite partnership was further strengthened during the recent economic crisis. Singapore believes that we are now ready to take our tripartism a step forward and therefore are pleased to announce that, with the full support of our tripartite partners, the Singapore National Trades Union Congress and the Singapore National Employers' Federation, Singapore will ratify the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), this year. This will be a significant milestone for Singapore in institutionalizing our tripartite partnership and strengthening tripartism as a unique competitive advantage contributing to our economic and social progress.

In closing, I wish to commend the ILO on its prompt response to the challenges brought about by the global economic crisis and the creation of the Global Jobs Pact.

Mr SIELE (*Minister of Labour and the Interior, Botswana*)

One of the challenges that Botswana faces is related to capacity building. We therefore welcome the Director-General's efforts to assist member States with increased technical assistance at the national level, especially the Decent Work Technical Support Teams. Botswana has recently introduced the Decent Work Country Programme and implementation will commence soon.

The Global Jobs Pact was adopted last year, during a global economic recession. As the Conference is being held at a time when the global economy is showing modest signs of recovery, the issue of employment promotion, within the framework of the discussion on the Declaration on Social Justice for a Fair Globalization, is very relevant.

The focus on the effective abolition of child labour is welcome. Botswana has ratified the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182). The Government has started an extensive public education programme to ensure the necessary level of public awareness and to change the mindset of people regarding the issue of child labour.

The Government of Botswana, through the ILO child labour project, has come up with an excellent Programme of Action on the Elimination of Child Labour in Botswana. The Programme of Action seeks to reduce the chances of children becoming involved in work that might be detrimental to their schooling, health and development.

Botswana has also recently participated in The Hague Global Child Labour Conference, hosted by the Government of the Netherlands, together with the ILO. Botswana welcomes the adoption of the "Road map to 2016", as well as the commendable efforts, not to mention the hospitality, of the Government of the Netherlands.

Botswana has benefited from technical cooperation with, and through, the ILO on programmes such as those aiming to tackle HIV/AIDS in the workplace. The invaluable support offered by the ILO is cherished and appreciated, and for this reason we welcome the second discussion on an international instrument on HIV/AIDS and the world of

work. We believe that the adoption of the Recommendation, which we support, will provide the necessary guidance to member States concerning policies on HIV/AIDS in the workplace and with regard to employment. In this context, Botswana has taken bold steps to ensure universal access to antiretroviral drugs to all, including workers.

Domestic work is one of the most important forms of employment, especially for women, and it also enables workers with family responsibilities to actively participate in the labour market. Therefore, an instrument on the employment conditions of domestic workers is indeed a welcome initiative.

The establishment of a standard to promote decent work for domestic workers involves all four pillars of the ILO Decent Work Agenda, namely employment promotion, social protection, fundamental principles and rights at work and social dialogue.

As a country, we have already taken steps in this regard by amending the Employment Act to enhance the rights, benefits and compensation for domestic and farm workers, including sick leave, maternity benefits and insurance. The proposed amendment will be tabled by Parliament this July.

Let me conclude by stating that it is incumbent on us, as Members of the ILO, to fulfil our obligations, as the ILO cannot possibly fulfil its mandate without the necessary resources. Botswana remains fully committed to the fundamental ideals of the ILO.

Original Portuguese: Mr PROENÇA (Worker, Portugal)

The Report of the Director-General lays the foundations for an appropriate response to the current global crisis, mobilizing countries and economic and social players. We cannot accept the current unsustainable level of unemployment, the worsening of poverty and exclusion and the increase in economic and social inequalities. We need a dialogue which will allow the necessary commitments to be made between workers, employers and governments for policies on economic and social development which promote the creation and maintenance of jobs with fair pay and adequate social protection, together with effective solidarity with the most vulnerable, in particular the unemployed. This must be done on the basis of the tripartite consensus reached here, in particular with respect to the 2008 Declaration on Social Justice for a Fair Globalization and the 2009 Global Jobs Pact.

The current world crisis has arisen from deregulated globalization which has promoted unfair competition and social deregulation. The lack of adequate control over the free movement of capital led to a huge amount of financial speculation which turned the world into a giant casino where the stakes are countries, currencies and productive enterprises, with the support of tax havens which hide organized crime and permit tax evasion.

We need an international financial regulation and an end to, or at least a control of, tax havens. We need the creation of a tax on speculative financial operations and respect for social and environmental rules and governance of globalization.

The International Monetary Fund (IMF) and the World Bank have to shoulder their responsibilities for unleashing the crisis by defending neo-liberal policies which turned out to be entirely mistaken, and for the privatization of essential services and the destruction of the social state.

The State has a fundamental role to play in combating the crisis. While the IMF and the World

Bank should be responsible for the regulation, from a financial point of view, of globalization, the ILO should be considered as a focal partner in social regulation. The G20 must stop being a club of powerful States defending, above all, national interests, whose decisions are paralysed by these very interests. The United States, the European Union and the group consisting of Brazil, the Russian Federation, India and China (BRIC) must take particular responsibility in promoting international cooperation aimed at the reduction of inequalities and the right to decent work for all.

I would like to draw attention to the proposals that will be discussed at the Congress of the International Trade Union Confederation, which will start next week, which point quite clearly to the promotion of these values, which form the very basis of the ILO's work.

In addition to international action, in which we are involved, it is up to each and every one of us to take action at a national level, particularly with regard to promoting the guidance provided by the Global Jobs Pact through the tripartite social dialogue. In order to combat the crisis, we cannot keep applying the same remedies as we have applied in the past. Workers cannot continue to be the ones to suffer the consequences. We cannot continue to reduce incomes and increase inequalities.

In my country, Portugal, which at the moment is experiencing serious difficulties, we are starting a process towards the development of a jobs pact which we hope will mobilize the economy and society and contribute to meeting and overcoming the challenges that we face in economic and structural areas.

It is a pact that will have an economic and social focus on defending the social dimension of the State, promoting public and private investment and creating conditions for greater growth, competitiveness and employment, making the creation of jobs its fundamental objective.

Finally, I would like to reiterate our complete support for the Report presented by the Director-General, Juan Somavia, and we would especially like to thank him for his tireless work in defending decent work, labour ethics and a fairer world of solidarity.

Mr SRI-ON (*Minister of Labour, Thailand*)

My delegation fully supports the ILO's contribution to worldwide economic recovery through the Global Jobs Pact. We appreciate the ILO's efforts to mainstream the issue in the multilateral framework, especially the Director-General's communication to the G20.

In Thailand important steps have been taken to give effect to the Global Jobs Pact, taking into account the issues of economic recovery, social protection, employment promoting and sustainable development through decent work.

Our first economic stimulus package has already been introduced. The Global Jobs Pact has been included in the second stimulus package for 2010–12, which is designed to promote employment creation and income generation through public investment for long-term competitiveness. The package includes a Strengthening Thai Action Plan, which it is hoped will create jobs for millions of people.

Because it believes in tackling economic recovery from the crisis by means of decent work policies, Thailand has decided to focus on expanding the

coverage of social security, improving safety and health at the workplace and extending social protection to all workers, including those in the informal economy.

With due respect for the right to organize and to bargain collectively as a fundamental workers' right, we are moving towards the ratification of core Conventions Nos 87 and 98 dealing with freedom of association. We are in the process of submitting them to the Cabinet for approval.

Thailand faces a dual challenge: the environmental challenge of climate change; and the social challenge of promoting decent work for all. We shall be launching a Green Jobs Initiative as one of the pilot countries under the ILO–Japan Greener Business Asia project.

To conclude, my delegation hopes that the exchange of views and ideas at this Conference will be beneficial in contributing to economic recovery and growth, in combination with the promotion of decent work.

Original Farsi: Ms AFZALI (Minister of Labour, Social Affairs, Martyrs and Disabled, Afghanistan)

I have the pleasure of announcing that Afghanistan has ratified Conventions Nos 182 and 138 and priority Conventions Nos 1 and 159, based on their importance and compatibility. However, the full implementation of these Conventions requires more effort by the Afghan Government. The technical assistance of the ILO to the Government of Afghanistan for implementing and reporting on these Conventions is really valuable. We also need the assistance of the ILO in launching the Decent Work Country Programme. With the assistance of the ILO we are planning to conduct a labour force pilot survey and a child labour pilot survey. The implementation of these projects is not only considered an obligation of the Afghan Government as a member of the ILO but it is also helps the implementation of other human rights treaties that Afghanistan is a party to.

One of the other activities that the Afghan Ministry of Labour, Social Affairs, Martyrs and Disabled is currently conducting is creating awareness about labour law and international labour standards. For this purpose, a number of workshops and seminars are being held for civil servants, workers and employers in Kabul and some other provinces. After analysis of the level of success of these programmes, they will be expanded to the other provinces as well. In close cooperation with the World Bank, the Afghan Ministry of Labour, Social Affairs, Martyrs and the Disabled is also working on the reform of the pension system and safety nets, a project which has seen some remarkable progress lately.

Unfortunately, unemployment is one of the biggest social problems in Afghanistan. In many cases, it was a result of the destabilization of security, farming and trafficking of narcotics in the country. To overcome this problem, the Ministry of Labour, Social Affairs, Martyrs and Disabled, with the help of the International Labour Organization and donor countries, has established 22 permanent vocational training centres in 1 provinces for people to learn new professions and skills. However, such efforts are not sufficient, because only a small group of people will benefit from those programmes.

Furthermore, the Government of Afghanistan has entered into agreements to legally send Afghan la-

bourers to a number of countries that need a foreign labour force. Our negotiations with some other countries are in progress to send more labourers there. We believe that these efforts, as a whole, will help to create job opportunities and, as a result, lower the level of poverty in the country.

Considering the widespread sector of employment and labour, and the need for coordination and arrangement of the activities of various organizations involved in this sector, the Afghan Ministry of Labour, Social Affairs, Martyrs and Disabled has begun preparing a draft national employment strategy. This project, however, has been suspended owing to a lack of financial and human resources. We hope to receive the full cooperation of the ILO and its Members in this regard and that the programme resumes very soon.

Respect for decent work in Afghanistan is not, unfortunately, at a good level, but the Government tries to strengthen the Decent Work Country Programme by monitoring the condition of work, equal wages, quality work and the free and healthy environment for work and social protection.

The Government and people of Afghanistan are vigorously working for the reconstruction and bringing of peace, security and public comfort to their country. Lowering the level of poverty by creating more employment opportunities and promoting the conditions of work would be a great help to the peace process in Afghanistan. The Government of the Islamic Republic of Afghanistan appreciates the assistance of the ILO and other international organizations and governments on labour issues and is requesting more cooperation to conduct programmes on decent work, the fight against HIV/AIDS, the prohibition of child labour, expanding professional and vocational training, the finalization of the national employment strategy and sending Afghan labourers abroad.

Mr BLAKE (Government, New Zealand)

As the programme of recovery from the 2008–09 economic downturn continues, we are reminded of why we committed to the Declaration on Social Justice for a Fair Globalization in 2008 and the Global Jobs Pact in 2009.

The Report of the Director-General, *Recovery and growth with decent work*, gives a detailed picture of the issues and challenges that lie ahead for us all. It gives us guidance as we seek to fully embed the Decent Work Agenda in a post-crisis recovery.

As the Report notes “the test we face is to secure and accelerate a jobs-rich recovery and get on to the path of strong sustainable and balanced growth”.

We agree that the Decent Work Agenda is the lens through which we should examine and manage these issues.

During the past year, New Zealand has focused on minimizing the immediate social and economic impacts of the recession and keeping people in work. We are now beginning to see some positive signs of recovery, with a fall in unemployment from 7.1 per cent to 6 per cent. Growth is now positive.

As we emerge from the recession we face a new set of challenges. Our economy has suffered an ongoing loss of output and, although the fiscal outlook is improving, debt is high and deficits are forecast for the next five years. As a result, there is a need for ongoing, disciplined fiscal management.

New Zealand is therefore focusing on policies to promote a better environment for economic growth and sustainable employment.

In this, we are very conscious of the need to implement policies to support the current recovery and ensure that momentum is maintained.

Sound economies and institutions are the best defence in the current situation, and policies should be promoted to encourage enterprises to form and flourish, and to increase employability through an appropriate mix of flexibility and protection, with an ongoing focus on skills development.

In New Zealand, the Government has developed an economic growth agenda designed to stimulate renewed growth in the labour market. Policies include a comprehensive fiscal strategy which lowers income taxes and reduces tax rates for businesses, initiatives which all encourage labour market participation.

As the Director-General notes, balance and dialogue are essential to getting this mix of policies and initiatives right. We have already heard some rich insights and experiences through the work of the Committee on the recurrent discussion on employment. New Zealand is committed to working with the ILO as it moves to address the challenges and opportunities involved in promoting an employment-focused recovery. The ILO is well positioned to realize this goal.

Original Arabic: Mr JRAD (Worker, Tunisia)

It is a pleasure for me to congratulate the President and the Officers of the Conference on their election. I would also like to commend the very important issues addressed by the Director-General, Mr Juan Somavia, in his Report, which reflects the more effective role that should be played by our Organization at this time of economic recession in order to mitigate its effects on the world of work and to encourage the social partners to commit to social dialogue as a means of containing the crisis.

We endorse the call by the Director-General for a regulatory framework for the protection of domestic workers, and stress the need to strengthen the supervisory machinery, in order to monitor progress in the application of international labour standards by member States, especially those aimed at protecting women, children, workers in the informal economy and migrant workers from the worst forms of exploitation, including labour trafficking.

The adoption of the Global Jobs Pact provides us with a major historic opportunity, not only to enable the global economy to recover from the crisis which has hit both developed and developing countries equally hard, but especially to make globalization more moral and humane, and give it its proper role, which is to serve the forces of economic development and production and to prevent financial speculation, which gives rise to crises and slows down the real economy.

We value the spirit of initiative displayed by our Organization since the beginning of the crisis, and we stress the need to assist the social partners and governments to shape their responses to the crisis by stepping up technical assistance for small and medium-sized enterprises and developing training systems, as well as protecting wages to stimulate domestic demand, strengthening the system of trade union rights, and expanding social dialogue to include a range of development issues and, especially, employment.

Emerging and developing countries, including Tunisia, are facing the challenge of considerable job losses, especially in their export industries, as they are much more vulnerable to fluctuations in the global economy. This can hamper growth in these countries and contribute to increasing unemployment.

The countries of the South, in particular those that have limited resources, need to be able to benefit from fair partnership with the countries of the North in order to protect them from fluctuations in global markets and from imported inflation and spiralling debt.

I would like to point out that the Tunisian General Labour Union, despite the external shocks faced by the Tunisian economy, has agreed, together with the social partners, to ensure a steady increase in wages over the next three years. It is currently preparing to hold the eighth round of collective bargaining at the end of this year in order to improve workers' incomes and to develop labour legislation, as well as negotiations on pension reform and social security. We hope to receive full support from the ILO to help the social partners in their negotiations to find a solution to these issues in a climate of dialogue and consultation.

Successful development depends on stability and peace, and this requires mobilizing all our energies to eliminate the causes of tension and violence, and, first and foremost, occupation, in particular that in the Arab region.

We seek the well-being of all the peoples of the world, and therefore condemn the war crimes perpetrated by Israeli authorities, the last of which was the attack on the freedom flotilla. Israel must be forced to put an end to the occupation of the Palestinian territories so that the Palestinian people can build an independent State, with Al-Quds as its capital.

We must also contribute effectively to applying the principles of international law by ending Israeli occupation of Syrian and Lebanese territory, recognizing the sovereignty of Iraq and stepping up technical cooperation programmes for the Arab region, so as to enable our peoples to achieve progress and prosperity.

Original Vietnamese: Mr PHAM MINH (Vice-Minister for Labour, Invalids and Social Affairs, Viet Nam)

Our Conference is convened against the backdrop of global economic recovery after the economic crisis. However, the recovery, as expressed by many countries, is fragile and not stable, especially in terms of employment. The challenge before us now is to sustain an employment-oriented recovery and firmly uphold fundamental workers' rights.

Therefore, we highly appreciate the Conference focusing its discussion on the elimination of child labour, developing labour standards on decent work for domestic workers, HIV/AIDS and the world of work, as well as follow-ups on the strategic objectives of employment and the Global Jobs Pact.

The Government of Viet Nam shares the views expressed in the report of the Director-General, *Accelerating action against child labour*. The policy of the Government of Viet Nam on the abolition of child labour is embodied, inter alia, in the Constitution and the Labour Code. Article 65 of Viet Nam's Constitution states "the State, society and the family are responsible for the protection, care and education of children". The Government of Viet Nam has

adopted and implemented the National Programme of Action for Vietnamese Children and a national programme on preventing and combating the incidence of street children, sexually abused children and children undertaking dangerous and physically demanding work.

However, we have taken due note of the major challenges still ahead as we strive towards achieving the global goal of a world free of child labour in its worst forms. This goal is even more challenging for poor and developing countries. In order to be able to achieve this global goal, the technical and financial support of the international community for developing countries is essential.

With respect to decent work for domestic workers, experience has shown that, in times of crisis, disadvantaged workers, including domestic workers, become even more vulnerable. We hope that new standards will not only help member countries to shape their policies but also to promote cooperation between countries to protect migrant domestic workers, which will contribute to reaching the goal of decent work for all.

Viet Nam considers the Global Jobs Pact to be a useful reference for national policies in response to the crisis. In 2009, more than 133,000 Vietnamese workers lost their jobs in businesses. In traditional craft villages, more than 40,000 workers lost their jobs and in rural areas more than 100,000 are underemployed.

In response to the crisis, governments have taken timely action to help sustain macroeconomic stability, thus maintaining employment and developing labour markets. Effective measures include supporting enterprises with soft loans to pay salaries, social insurance premiums and severance allowance for workers, and credit for workers to access vocational training. These measures, implemented in close collaboration with social partners, have helped Viet Nam regain its growth momentum, and the demand for labour has started to increase.

It is my pleasure to inform you that on 7 April 2010 in Hanoi, Viet Nam, the ASEAN Commission on the Protection and Promotion of the Rights of Women and Children (ACWC) was established within the framework of the 16th ASEAN Summit. The ACWC seeks to uphold and promote the rights of women and children in ASEAN countries, inter alia, the right to live in peace and the right to equality, justice, dignity and prosperity. The Commission will promote the implementation of international instruments and propose policies, strategies and programmes to protect and promote the rights of women and children, including the right to education and care and the right to be free from child labour.

The Commission will also promote the exchange of experiences on the prevention and abolition of all forms of violation of the rights of women and children, including the worst forms of child labour. I believe that the Commission will make important contributions to the global, regional and national efforts to promote children's rights in general and the abolition of the worst forms of child labour by 2016 in particular.

The Government of Viet Nam considers human resources development as a fundamental, long-term strategy to ensure sustainable economic recovery and development. Development of human resources for recovery and development was the theme the ASEAN Labour Ministers chose for the 21st

ASEAN Labour Ministers' Meeting and the meeting with our dialogue partners, which convened in Hanoi on 18–25 May 2010. Participants in the meetings shared successful measures, programmes and strategies adopted in each country in response to the employment challenge resulting from the crisis. They also discussed measures, programmes and strategies to enhance the quality of human resources in order to create momentum for recovery and development. The ASEAN Labour Ministers' Meeting noted the importance of the Global Jobs Pact in shaping policies to ensure economic recovery is achieved in tandem with employment recovery and a recovery that supports decent work for all.

I would like to take this opportunity, on behalf of the Government of Viet Nam, to express our appreciation for the effective support and cooperation of the ILO and Viet Nam's bilateral partners in the field of labour and employment in the past. I believe that the discussions we will have at this International Labour Conference will continue to help the ILO uphold its principles and mandates, and promote the cooperation between the organization and member countries and between countries, which are all seeking to reach the goal of decent work and social justice for all.

Original Spanish: Mr DOZ (Worker, Spain)

In the last two years, important progress has been made in the role of the ILO within the world and the United Nations system. The adoption of the Global Jobs Pact moved the Organization to the fore of global policies towards the crisis. Its integration into the G20, for which the ITUC fought so hard, was achieved last September at the Pittsburgh Summit. The declarations of the G20 include the key concepts of the ILO. The guidelines of the Global Jobs Pact are apparently a commitment for the governments of the world's most influential countries. They were approved last April at the G20 Labour Ministers' Conference in Washington and the conclusions of the Committee for the Recurrent Discussion on Employment reaffirm them.

However, governments and European Union institutions have, for some months, been acting totally contrary to those guidelines. The budgetary adjustment plans that are being approved by many European governments are based on salary and pension reductions or freezing, reductions in social benefits and reductions in public investment. When taxes are raised, it is indirect taxation that is affected. On employment policy and objectives, there is nothing. These measures are often accompanied by proposals for labour market pensions system reform that cut back on rights and benefits. Workers and the middle classes are being made to pay for the crisis; never the holders of capital and assets.

The Spanish Government has started to apply one of the toughest reforms in Europe, at the same time as it is about to approve, without the agreement of the social partners, a labour reform that will make dismissals easier and weaken collective bargaining. It is announcing a reform of the pensions system that will raise the compulsory retirement age. This radical policy turnaround is justified because the markets, in other words EU institutions and the IMF, demand it. This logic threatens democracy. Who runs the financial markets? We all know the answer: speculative funds. These fund managers get incredibly rich by feeding the process of speculation, which led to the global crisis, which has wors-

ened the working and living conditions of hundreds of millions of people. They did it with the complicity of the credit risk agencies and the complacency of governments and regulatory bodies. The financial system was rescued by government with taxpayers' money and through the conversion of private losses into public debts. Now, the same financial speculators are becoming rich once more, attacking national debts. The governments, impotent before the money owners, have abruptly changed their policy without any rational explanation and have made reducing the public deficit their only priority, placing all the burden of this reduction on the workers. This is what is happening today in Europe. The level of contradiction and incoherence in the statements of the European political leaders and the IMF in the last few months is difficult to bear.

This process brings with it a level of social injustice that is politically, intellectually and morally intolerable. The adjustment policies are also a grave error: they will lead us back into recession, with more unemployment and deficit. Have the lessons of the Great Depression of the 1930s, the outcome of IMF policy in Latin America, and the Asian crisis of 1997 been forgotten? Is there no other alternative? Yes, there is: generally speaking, it is contained in the guidelines of the G20 Summit on growth and employment, which place the reduction of deficits – the importance of which we do not deny – on a basis of a solid recovery of growth, and establish guidelines for a serious regulation of the financial markets.

But why have the conclusions on financial regulation from the G20 London Summit not been implemented? Why are speculative operations still taking place? Why is tax evasion and avoidance money still circulating with that of criminal organizations in tax havens? Why has the ECB lent billions to private European banks at a rate of 1 per cent interest and European governments lend to the Government of Greece at 5 per cent?

Governments and EU institutions have a very serious responsibility in the expansion of the debt crisis. Their inactivity over more than three months and their errors made Greece's situation rotten, contaminated southern European nations and endangered monetary union and the cohesion of European policies.

Faced with adjustment policies and reforms that call into question social and labour rights and the fundamental institutions of the European Social Model, European trade unionism has started to react with general mobilization in many countries, including Spain. We are going to continue to do this and there will be a convergence of action on 29 September, which the ITUC has designated as a European day of action.

Spanish trade unions, the General Union of Workers of Spain (UGT) and the Federations of the Public Area of the Trade Union Confederation of Workers' Commissions (CCOO), continue to believe that social dialogue is the best way to bring about labour and social relations in democratic nations. We are not willing to accept the imposition of unjust and mistaken policies. We are convinced that we can agree with many employers from the productive sector who also do not want to see public investment reduced and want to see renewed internal demand in Europe and the guarantee of a return of access to credit for companies within well-regulated financial markets.

Despite the difficulties, we are convinced that the objectives, values and instruments of the ILO are still essential and will lead to the achievement of decent work being fundamental in a fairer and more democratic world.

Original Turkish: Mr DİNÇER (Minister of Labour and Social Security, Turkey)

First of all, I would like to draw your attention to a very sad event. I would like to express my deepest sorrow for those civilians, including the elderly, women and children who, having set sail from various countries with a desire to provide humanitarian aid to the people of Gaza, were killed or injured in international waters about 72 miles off the coast, following the use of force by the Israeli armed forces. I condemn these actions, which are tantamount to banditry and piracy. I would like to call for the blockade imposed on Gaza to be lifted without any further delay. All humanitarian aid must be allowed to reach its final destination.

Last year, we had detailed discussions on the global crisis and policies required to cope with this crisis. Since then, significant progress has been made. Swift and strong measures have successfully brought the international economy back from the brink of great disaster. However, the recovery process has not yet come to an end. The International Labour Organization estimates that, as a result of our efforts around the world, 21 million jobs have been saved or created in the period 2009–10. However, unemployment rates remain at historically high levels and continue to rise in a number of countries. In 2009, the number of unemployed people in the world increased by 27 million to a total of 212 million. Furthermore, it is estimated that, out of the 3 billion people across the world in work, half do not enjoy any form of social protection.

Global, structural changes are inevitable in the aftermath of the crisis. These new configurations should pave the way to a world that is fairer and ensures more employment and protection. While acknowledging the benefits of globalization in its 2004 report, the World Commission on the Social Dimension of Globalization, a commission supported by the ILO, emphasizes yet another important point that enjoys stronger, unanimous support today: “The current process of globalization is generating unbalanced outcomes, both between and within countries. Wealth is being created, but too many countries and people are not sharing in its benefits. These global imbalances are morally unacceptable and politically unsustainable.” In fact, this statement pinpoints one of the major causes of the crisis. The Global Jobs Pact adopted last year by our Conference provides us with tools and instruments that will help countries promote decent work and fair globalization in their daily activities. It is welcome news that this document has received further support from a number of international platforms throughout the year, and has been implemented by various countries.

In my opinion the fact that G20 countries, including Turkey, have made clear statements on the adoption, promotion and implementation of the Global Jobs Pact is highly significant.

I am confident that the report entitled *Recovery and growth with decent work*, presented to the Conference by the Director-General of the International Labour Office, will certainly contribute to a better understanding of the importance of the real econ-

omy to sustainable and balanced growth. I would like to take this opportunity to point out that similar policies, which target job creation, have also been adopted by our Government as priority policies. They are being implemented with a view to ensuring growth in our country, both as we emerge from the crisis and in the post-crisis period. Having adopted an open, liberal economy, as well as a proactive stance in promoting peace in international relations, our country is working hard to contribute to the global struggle to overcome the crisis. At the same time, we will be one of the first countries to rapidly overcome the crisis, thanks to the policies adopted and the measures taken at home. As a matter of fact, there have been signs of economic growth and a significant rise in employment since the last quarter of 2009. As we are determined to enhance our job-creation capacity through economic growth, we have drawn up a National Employment Strategy. We are committed to implementing this Strategy, which includes a set of comprehensive and consistent policies and measures, ranging from macroeconomic policies to bringing more flexibility into the labour market, creating a stronger social protection system and increasing the labour market participation of disadvantaged groups.

Before concluding my speech, I would also like to announce that our Ministry will be hosting the 19th World Congress on Safety and Health at Work in Istanbul on 11–15 September, in partnership with the ILO and the International Social Security Association. It is a great pleasure that for me to invite all stakeholders to this very important event. I would therefore like to invite our distinguished Ministers, as well as the representatives of employers’ associations and trade unions, to Istanbul to attend this Congress.

Original German: Ms SZYMANSKI (Government, Austria)

We are still in one of the most serious crises that we have seen for decades. During this economic and financial crisis the objective of full employment is vital for Austria.

The Report of the Director-General rightly points out that, in Austria, despite a considerable drop in the GDP, unemployment has only increased in a very moderate way. This is due to the development of our labour market policy in conjunction with the effective economic stimulus measures that we have introduced. In March 2010, after 16 months of crisis, as a result of these urgent measures we were able to bring about a drop in unemployment figures. In terms of international comparison, Austria has a relatively low level of unemployment and, with 4.9 per cent, has the best figure in the European Union after the Netherlands.

Young people in particular are affected by the crisis. But since young people are our future, Austria is paying particular attention to this target group. We have taken the following measures: a training guarantee up to the age of 18 years and the development of apprenticeships in the “dual” system; the “Action Future for Youth” (*Aktion Zukunft Jugend*) initiative, with training and job guarantees for 19–25-year-olds; and “Action 6,000” to assist young people in getting into regular employment following their education.

Two economic stimulus packages, the federal Government’s tax reforms, and the labour market initiatives in 2009 resulted in about 97,000 extra

jobs. Very largely this was due to an increase in short-time work arrangements, which cover one third of the subsidized jobs in question. One person in 50 was affected by short working time last year, but the figures continue to drop. Measures were also adopted to promote job creation in socially beneficial areas.

A further important point for us is education in the medium and longer term. Labour institutions offer broad support for professional retraining, and apprenticeships in companies have increased by over 30 per cent. The problem of lack of training was tackled and people now have a much better chance of getting a job.

Alongside labour market policies in this crisis, particular measures have been taken to combat poverty. This year, we are planning to introduce a needs-based minimum insurance. This should help to unify essential areas of the hitherto very fragmented social assistance system. The minimal level of basic insurance benefit is now €744 for a single person. A condition for eligibility is the ability to work. It is needs oriented in the sense that, apart from family benefits, income from work, unemployment benefits, and other income, needs to be taken into account. This means-tested insurance makes life much easier for people threatened by poverty and people living alone, especially women.

Beating the crisis is not possible solely on the basis of social and labour market policies. We need social, employment and economic policies working together, directed at the objective of making the Decent Work Agenda a reality. The recognition of the Global Jobs Pact beyond the boundaries of the ILO gives reason for optimism, and encourages the hope that the Pact will strengthen the ILO's position in its dialogue with the IMF, World Bank, WTO and with other UN organizations, to achieve a better social orientation in international economic and financial policy. In this context Austria is in favour of international regulation of the financial system and is demanding a European and global financial transactions tax.

We must not use the crisis as a pretext for weakening social protection. The ILO standards system is essential. It comprises a body of standards which should be observed not only by States but also by other institutions. I am especially pleased that we have had this year a successful discussion regarding a Recommendation on HIV/AIDS.

Mr ISKANDAR (*Minister for Manpower and Transmigration, Indonesia*)

Indonesia, as an emerging economy, continues to underline the importance of placing employment at the heart of the economic recovery process. We continue to stress the need for sustained and balanced economic growth capable of securing effective job creation and protection for workers. We are fully aware of the importance of skills development and acquisition within the workforce as well as the need to expand and promote social protection for vulnerable groups. Our President therefore continues to champion pro-poor, pro-jobs and pro-growth policies so as to ensure maximum welfare of the people.

In order to implement the ILO's Global Jobs Pact, we have developed a national jobs pact in line with our national medium-term development plan for 2010–15, which will focus, among others, on job creation and decent work for all. In developing the

national jobs pact, all stakeholders are involved and inputs are harnessed through, among others, our national tripartite forum. We are heartened to see that the tripartite forum has contributed to promoting dialogue and amicable, win-win solutions. In order to bring the pact to fruition, we call for wider international cooperation, including the support of the ILO.

Regarding the ILO's call to re-energize and accelerate action against child labour, the Global Report on the subject has shown that the target of achieving a world without child labour by the year 2016 is still a long way from being realized. Therefore, we need stronger global policy coordination and closer cooperation to deal with this issue. Indonesia places the elimination of child labour – including through the adoption of a national action plan on the elimination of the worst forms of child labour and the establishment of implementing agencies to carry out the plan throughout the archipelago – at the top of its national development agenda. We have committed funding to programmes that provide children with better access to schooling and taken a number of measures to reduce the incidence of the worst forms of child labour at the national and regional levels. The work of ILO-IPEC has played an important part in revitalizing central and local government programmes, and in strengthening the various stakeholders' capacity to combat child labour effectively.

There is no questioning Indonesia's strong commitment to promoting and protecting the rights of domestic workers, whether working overseas or inside the country. Indeed, we have to recognize their important contribution to socio-economic development both in the destination countries and within the Indonesian economy. In the case of Indonesia, the adoption of relevant national legislation such as laws on human trafficking and domestic violence, together with the ratification of relevant human rights instruments and ILO Conventions, and the establishment of thematic, rights-based national commissions, all aim to provide better human rights protection and to promote the rights of persons engaged in domestic work. In this regard, we welcome the discussion on decent work for domestic workers at this year's Conference. It is our expectation that the resulting standard will take into account the socio-economic and cultural conditions in many ILO member countries.

We should also not lose sight of the importance of promoting and protecting the rights of migrant workers. Many studies have elaborated on their important role in, and contribution to, the economic development of a good number of countries, including in times of crisis. Therefore, we call upon ILO Members to implement policies conducive to the rights and needs of migrant workers.

Noting that this year is the 60th anniversary of Indonesia's membership of the ILO, I would like to voice our support for the Governing Body's efforts to strengthen ILO capacity, in particular with regard to improving future sessions of the Conference; and to stress, once again, the crucial importance of global policy coordination to foster synergy in the various policies we adopt for the benefit of workers and their livelihoods in our country.

We must keep in mind the Director-General's well-chosen focus on promoting the management and implementation of public policy through decent work as a means of achieving adequate growth and economic recovery. Poor countries like ours, especially, must not treat it with indifference, as that could make our problems worse and seriously imperil governance in our countries.

Guatemala particularly is a case in point, and this for three reasons: first, our long history of structural crisis, marked by extreme poverty, an appalling level of child malnutrition, limited access to basic services, unemployment, lack of opportunity and a climate of serious violence and insecurity; second, the world crisis, as a result of uncontrolled neo-liberalism, which has aggravated the situation; and, third, climate change, which is the product of the irresponsibility of those who place their own interests above those of humanity and of the environment.

Before I came to this 99th Session of the International Labour Conference, I witnessed, in my country, the energetic protest of Mother Nature through the eruption of the Pacaya volcano and tropical storm Agatha, which devastated the country, in particular the rural areas where there is the most poverty.

Today, because of this catastrophe, poverty and inequalities are bound to become aggravated, and the public policy of free education and health services and other programmes geared to the elimination of child labour are sure to suffer setbacks, because the priority is the reconstruction of the country.

Countless regional declarations have been issued in Central America and at the Americas Summit, including government commitments to govern through public policies focusing on decent work. However, there is no sign – we have not seen the political will to promote, generate and implement these policies.

Guatemala is one of the few countries in Latin America that has not implemented a national decent work programme. On the contrary, the deregulation of the labour system continues to get worse and the labour inspectorate continues to get weaker.

The trade union movement is a hostage to anti-union policies, repression and violence.

By way of example, we can point to the regular killings and death threats involving trade unionists and to the trade unions established in SAE International and in the national company, Aguas Salvavidas. On top of that, there is the weakness, corruption and lack of independence of the labour tribunals, which give free rein to impunity in the country.

Guatemala has no hope of achieving the MDGs. Guatemala needs structural solutions. Yet, even in the face of this devastating picture, I want to emphasize the fundamental importance of responsible participation by employers and trade unionists as social partners within the ILO, and the fact that now is the time for us to play a decisive role through effective social dialogue, through which we can formulate joint policies with our governments.

Recovery and growth through decent work must be promoted as an alternative for countries like ours, countries where social justice should not be

just an elusive utopia. And so we appeal to our Government to show the political will to implement a national decent work programme focusing on quality jobs, responsible and effective social dialogue, collective bargaining on the introduction of minimum social protection, and the guarantee of a decent minimum wage for all. An essential condition for the successful implementation of such policies, programme and plans is that our country should pursue equitable, progressive and long-term tax strategies. Otherwise, there is no way it can work. There is no State in the world that can work to the benefit of its citizens without proper incomes, and this can only come about through the collection of taxes and a well-thought-out and transparent redistribution of wealth.

I would like to take this opportunity to state once more our commitment to fight, our indefatigable search for unity and our solidarity with the workers of Guatemala.

Original Russian: Mr KOZIK (Worker, Belarus)

Last year, we adopted an important document, the Global Jobs Pact. This was a positive step, as it has become an instrument allowing us to overcome the serious crisis we face. Of course, we must still go further in uniting our efforts to tackle the challenges.

We fully support the need to eliminate child labour in all of its worst forms. The fact that 215 million children are still enduring this terrible phenomenon is unacceptable in the twenty-first century. Happily, none of those children are in Belarus, where child labour has been eliminated altogether and we do everything possible to make sure that we protect our children. I would like to suggest that the ILO organize a seminar on this subject involving Belarus, so that we can share our experience with others, not just as regards ratifying the relevant Conventions and incorporating them into our domestic legislation, but in terms of how we have implemented them in practice.

During this session of the Conference, we have heard many people describe how the consequences of the economic crisis have been tackled in their countries, which has been very valuable. In Belarus, on the basis of social partnership, we have adopted an anti-crisis programme which includes further liberalization of the economy, support for the real sector, optimizing budgetary resources and ensuring the stability of financial systems, among other measures. In implementing this programme, our key objective has been to maintain job levels. We did not want to see wages or benefits reduced, and we have attempted to keep them at previous levels. We also wished to avoid an increase in unemployment. This approach has borne fruit: in 2009, there was a small rise in GDP, and this looks set to continue in 2010.

Unemployment is practically non-existent in Belarus; almost everyone is able to find a way of earning money for themselves at all times, through decent work in decent conditions. Nevertheless, the crisis should not be allowed to worsen, as this would entail greater risk to economies, including that of Belarus.

I am certain that improving the employment situation will create conditions for sustainable economic development and further growth. Belarus has adopted this approach in pursuing the goals of social justice and decent work for all its workers. In

my opinion, only a person who has a job can provide added value, pay taxes, and spend their money on consumer goods, thereby ensuring that other industries develop. This is one of the best ways out of the global financial crisis. Individual countries should assist each other, but such aid should not be spent on bailing out banks; rather, it should be spent on creating new jobs.

The financial system, and in particular the banking sector, has generated its enormous capital primarily from the real sector of the economy. In the face of the current crisis, it is now essential to support this sector with free or low-cost aid. Such funds should not be spent quickly, but should instead be used to invest in innovation and technology transfer. Only by producing goods and creating opportunities for employment can we achieve the necessary results.

During this period of crisis, the international system should freeze or delay the repayment of all debts assumed by governments in order to create jobs and promote economic growth in their countries. I hope that the ILO, as an authoritative organization, will take the lead in tackling the issues we have been discussing over the last two days.

Original Montenegrin: Mr NUMANOVIĆ (Minister of Labour and Social Security, Montenegro)

Montenegro, after joining the International Labour Organization in 2007, acceded to over 68 Conventions signed by the State Union of Serbia and Montenegro and thus officially took on the obligation to implement them.

These Conventions include the eight core Conventions, including the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182). According to the Constitution of Montenegro, confirmed and announced international agreements and generally accepted regulations of international law are part of our internal legal standards and take precedence over domestic legislation.

Montenegro has acceded to most international agreements on the protection and improvement of human rights and freedoms, including the United Nations Convention on the Rights of the Child, the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

In December 2009 Montenegro adopted legislation acknowledging the revised European Social Charter, an international instrument which constitutes the central legal protection mechanism for social, economic and cultural rights in Europe.

Montenegro has ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and has adopted legislation on a social council, for the implementation and development of tripartite dialogue. The social partners are equally represented and are involved in work in all areas of the Social Council which covers spheres of work, employment, labour protection and social insurance.

Montenegro has adopted legislation on trade union representation and created conditions for trade union pluralism and involvement in social dialogue.

Montenegrin labour legislation sets the general conditions of work agreements, and provides that, to be employed, a person must be aged at least 15 years and must be in good general health.

The minimum age of 15 years is based on medical, psychological and sociological standards for employment without endangering the life or health of the employed person.

Good general health should mean that workers can be exposed to normal working conditions in accordance with the Minimum Age Convention, 1973 (No. 138), and the Minimum Age Recommendation, 1973 (No. 146).

A work contract or agreement can be concluded with a person younger than 18 years only with the written consent of their parents, on condition that the work concerned is not harmful to the person's health.

National labour legislation also sets out a framework for employees' protection, including special protection for people aged less than 18 years. Persons aged less than 18 years are not permitted to work in environments with unsuitable conditions, where special protection measures are required, or if there is a particular risk to health and life. These prohibitions are binding, and the law provides for penalties in the event of a violation.

Protection of persons aged below 18 years includes the prohibition of night work and overtime. It is forbidden to overwork employees under the age of 18, since they are not considered psychologically strong enough to work longer than full-time working hours.

The only exception to the prohibition of night work is when the work in question must be continued in order to prevent damage caused by natural hazards. Such exceptions must be applied on a restricted basis at the discretion of the employer. This matter is arranged in a way that meets the requirements of the Night Work of Young Persons (Industry) Convention (Revised), 1948 (No. 90), to which Montenegro also acceded.

With regard to legal reforms Montenegro has established a separate law regulating voluntary work, again in accordance with international standards. Voluntary work is nonetheless work and, as such, it is recognized in the *ILO Manual on the Measurement of Volunteer Work*.

Voluntary work can be carried out by minors aged no younger than 15 years, to whom special principles apply. Minors can conclude contracts for volunteer work only with the written consent of their parents.

The Ministry of Labour and Social Welfare is responsible for overseeing the implementation of labour legislation and standards, by conducting labour inspections. Labour inspections have never reported the existence of child labour.

Original Spanish: Mr DE REGIL GÓMEZ (Employer, Mexico)

Looking at the Report of the Director-General, *ILO programme implementation 2008–09*, we see that, although there has been progress, it is only partial and, therefore, we need to pay a lot of attention to these areas and the effects that they can have on labour relations in member countries.

We also see that work has been done on the strategic objectives (promote and realize standards and fundamental principles and rights at work; create greater opportunities for women and men to secure decent employment and income; enhance the coverage and effectiveness of social protection for all; and strengthen tripartism and social dialogue).

Given the diversity of the economic and social conditions in member countries, these strategic ac-

tions define progress and new challenges that involve consideration of the future of relations between social partners. The relevance of these fundamental objectives means that we need to focus more on employment.

Looking at the objective on promotion and realization of international standards, we need to adopt a relevant and modern standard policy, in accordance with the ILO Declaration on Social Justice for a Fair Globalization. We should not confuse this approach with a quantitative vision, in other words, looking at the number of ratifications, because what we need to focus on is capacity building in each country, with the objective of achieving effective implementation of the ILO Conventions that they have ratified.

The most complex of the problems affecting the majority of countries continues to be that of employment: making it sustainable, strengthening it and creating new employment opportunities.

The Global Jobs Pact and the aforementioned Declaration have been important instruments in this regard. In the global economic crisis, they have been vital in guiding the work of the ILO towards the concepts and directions that they cover. More convincing results will be obtained that will benefit entrepreneurial activity and have a knock-on effect in creating more and better paid employment.

Full recognition of tripartism, which is the essence of this house, must be fully applied at the domestic level in member States. Ignoring it goes against democracy and international conventions. If countries do not respect tripartism and the conventions, they should be sanctioned by the international community.

A breach of the fundamental principles of democracy, authentic representation and freedom of association, and respect for tripartism, legal security and private property destroy the essence of the links between the ILO and the domestic situation in States.

The effects of the global economic crisis in Mexico have slowly been reversed, thanks to a series of measures taken by the Mexican financial authorities and improvements in the United States economy, which has a major impact on the Mexican economy.

Despite the negative employment figures in North America, the unemployment rate in Mexico is more positive. The increase in the number of workers registered in the obligatory register of the Mexican social security institute has been augmented lately with more than 300,000 formal jobs.

The gap between the formal and informal economies continues to be disproportionate, but we trust that this imbalance is going to be redressed by introducing measures with the participation of social partners.

The structure and implementation by the federal Government of an inter-sectoral group to combat the illegal economy, whose aims are to fight piracy, money laundering, smuggling and other illegal activities, has the support of fiscal authorities, the national economy and prosecutors. The private sector and other bodies are also supporting it. We are confident that concerted action involving these bodies and CONCAMIN will achieve positive outcomes and that workers' organizations will join in with those efforts.

Mexico and the employers in my country are committed to providing a contribution to fighting

unemployment and giving firm support to development and economic growth.

Original Arabic: Mr HARB (Minister of Labour, Lebanon)

I have read with great interest the Director-General's Report to the Conference and the documents that have been under discussion by the various technical committees in the last few days. I appreciate the efforts made in order to consolidate social protection mechanisms, especially in these times where we are still experiencing the impact of the global financial crisis.

Discussing the rights and obligations of workers, employers and the State is, for us, a major challenge, despite the fact that the ILO provides us with an appropriate framework to develop a new vision of the financial, social and economic problems faced recently by the social partners.

The twentieth century ended with the triumph of the laws of the market and a questioning of the notions of social protection. The first ten years of the twenty-first century have shown that it is necessary to restore the balance between the free market economy, on the one hand, and workers' rights, on the other.

Based on this particular stance, Lebanon has resolved to modernize its Labour Code. I have recently signed the new draft Labour Code that will soon be discussed by the Council of Ministers before being adopted by our Parliament, when it will come into force. This new Code is compatible with the ILO and Arab Labour Organization Conventions ratified by the Government of Lebanon.

The new draft Labour Code includes new provisions of a humanitarian nature, covering areas such as child labour, non-discrimination between men and women, and employment rights for persons with disabilities, as well as other provisions of a social nature such as safety and health at work and protection of workers from hazardous work, provisions on paid leave, night work, hours of work, fair pay, benefits and vocational guidance.

With regard to domestic workers, we have produced an information brochure and a new law intended for them which will be enacted in the near future. It will regulate their entry into and residence within the country, in accordance with requirements of security. A complaints office has been set up to follow up complaints from Lebanese and foreign workers.

Lebanon still is in sore need of a real and comprehensive labour market policy. Hence the importance of collaboration with local and international partners in both private and public sectors, especially with regard to reviving the role of the National Employment Office. We have been able to place this on the Government's agenda, in cooperation with the Canadian Government and with the collaboration of the ILO.

Furthermore, we are working on expanding the scope of social benefits and want to launch a comprehensive reform of the National Social Security Fund at the legislative, administrative and financial levels. We are also moving with determined steps to complete work on the law concerning retirement pensions and post-retirement health insurance. We are working to reorganize the system of optional insurance which will cover all Lebanese who lack social benefits coverage as well as foreign workers resident in the country.

In conclusion, on behalf of Lebanon, I want to appeal for an immediate end to the blockade of the Gaza Strip, and for an end to the settlements in the occupied Palestinian territories, in the interest of achieving a just and comprehensive peace in the Middle East, the establishment of a Palestinian State and the return of Palestinian refugees. Justice is indivisible, and only political stability and security can guarantee social and economic justice and the release of the part of the Lebanese territory which is still occupied.

The foundation of all stability is the protection of the inalienable rights of all.

Original Russian: Mr SAFONOV (Government, Russian Federation)

At the outset, I would like to thank Mr Juan Somavia, the Director-General, for his Report, *Recovery and growth with decent work*, which we feel is a very deep analysis of today's trends and the strategic ways of getting out of the financial crisis.

In this global financial crisis of 2009 and 2010, the Government of my country, in order to reduce labour market tensions, has adopted a series of anti-crisis measures and other measures aimed at increasing the income of our citizens. We were able in this way to ensure social stability.

Among those measures in 2009, we were able to allocate over 115 billion roubles to employment promotion measures. That included 77.5 billion roubles in direct employment promotion and 38.1 billion roubles for regional labour market initiatives aimed at reducing labour market tensions.

This enabled us to reduce total and registered unemployment. Total unemployment in February 2009 reached its highest level of 7.1 million; by the end of last year it had been reduced by almost 1 million.

In order to reduce labour market tensions, it is planned that for 2011 a range of regional measures will be continued, including setting up professional training for workers who are at risk of dismissal, organizing public and temporary work schemes in cities with diverse employment for unemployed people and those at risk of dismissal, work experience for graduates of technical and educational institutions, and assistance for people in starting up their own businesses and becoming self-employed.

The key element in implementing the 2009 anti-crisis programme for the Russian Government was the idea of increasing wage support and pensions as a priority.

The real incomes of our population in 2009 grew by 2.3 per cent compared with 2008. In 2008, real incomes grew by only 1.9 per cent compared to 2007. There was a significant increase in pensions and unemployment benefits. Pensions have increased by 10.7 per cent.

In accordance with Russian legislation, the minimum wage is part of the main system of government guarantees for workers and, since 1 January 2009, the minimum wage has doubled.

In April of 2010 the average monthly wage, when compared to April 2009, had grown by 12.4 per cent.

As to the development of social partnership, we would like to note that as of the beginning of 2010 in the Russian Federation there were 50 different sectoral agreements concluded at the federal level of social partnership. The agreements cover 70 per cent of organizations operating in different sectors of the economy, employing about 40 million work-

ers, that is about 57 per cent of all those employed in the Russian Federation. This enables us to more effectively protect the social interests and rights of our workers.

The Russian Government has also carried out extensive consultations with the social partners on issues such as the draft government programme of anti-crisis measures, recommendations on collaboration between the social partners during the economic crisis, progress in implementing the general agreement between national union associations, national employers' associations and the Government for 2008–10, and the development of a new blueprint for social partnership. We are carrying out consultations with our social partners to sign a new general agreement for 2010–12 which will include all the main issues of social and labour relations.

In conclusion, I would like to once again thank you for the very constructive work that the ILO has been carrying out in connection with the production of the Report, *Recovery and growth with decent work*.

Mr ROQUE (Secretary, Department of Labor and Employment, Philippines)

I would like to congratulate the Director-General on his Report, *Recovery and growth with decent work*. The Report correctly highlights the right way forward, as countries around the world begin to emerge from the global financial crisis. Indeed, the direction to take in the process of recovery is the path towards decent work.

My country has coped with the worst and is now recovering. It maintains the same level of commitment to the Decent Work Agenda. Fortunately for us, and despite many predictions that our economy would slide into a recession which would eventually result in the large-scale and cross-sectoral displacement of workers, we have seen indications of growth and a levelling out of the economy. We attribute this, to a large extent, to the resiliency of our economy, which has enabled it to withstand the most severe impact of the crisis. The same resilient spirit has made our social partners willing to bend a little and cooperate in a manner that has allowed business to survive and jobs to thrive.

The crisis has, in fact, become an excellent opportunity for the Philippines to revisit the time-tested principles of tripartism and social dialogue, particularly in the areas of labour market assessment, the exchange of information, retraining and upgrading of skills. The private sector participated in these efforts. Intervention programmes in the field of human resources included enhancing the capabilities of workers through training incentives, the certification of skills and close cooperation with the education sector to make sure that supply met demand for skills. We have learnt many lessons from the recent crisis, lessons that will serve us well as we move forward towards economic recovery and growth. For instance, when displacements occur in times of crisis, there is a strong need for timely and effective interventions to help those hardest hit in our workforce, namely workers in the informal economy, migrant workers, young people and workers in industries which are linked to the global production system. During these times of crisis, there is a need for retraining, legal and counselling services, placement services and livelihood and subsistence allowances.

We have learned that we must push for better social protection, including unemployment insurance and training funds, as these schemes provide our workers with a springboard to alternative opportunities. We also recognize that it is vital to keep pushing for policy reforms so that the market fosters job creation – an environment that promotes quality and, most importantly, crisis-resistant employment options for our workers.

Our experience has also taught us to focus on building partnerships, not only with our traditional social partners, but also with other sectors such as the academic world, big global markets, micro-, small and medium-sized enterprises, young people, workers in the informal economy and other sectors of our local communities. All of them are stakeholders, both in terms of key policy decisions and in terms of ensuring that interventions are more effective and responsive.

As we emerge from the crisis, measures to ensure a sustainable, job-led recovery and growth are being taken. For many years, we have reaped significant benefits from the contributions of Filipino migrant workers in employment overseas. Inward remittances have significantly contributed to boosting our economy. However, for a small developing country like the Philippines, a rapidly increasing population, coupled with a steady increase in the number of entrants onto our labour market, continue to put a strain not only on our economy's long-term ability to sustain its people, but also on decent work standards for our workers.

As we consolidate efforts to strengthen the domestic economy and the capacities of local players, one important factor comes to the fore. This factor is internal labour mobility and the need to reverse current migration flows away from urban areas and towards the countryside. Moving industrial production to rural areas, in order to create job opportunities outside of the metropolis, must become a priority. The largely untapped job-creating potential of the agricultural sector must likewise be harnessed to ensure that people have access to quality jobs and decent work standards, both in and outside of our cities.

The Philippines has taken to heart the aim of ensuring quality work for its workers, as part of its efforts to recover from the crisis. We recognize, however, that in this interconnected world of ours we cannot achieve this aim alone. A safe global environment is essential. I therefore once again call on the ILO, together with the United Nations and the International Maritime Organization, to help keep the lands and seas of the world safe, so that decent work can effectively thrive everywhere. I refer in particular to the shipping lanes in and outside the Gulf of Aden, and request that a serious and combined effort is made to ensure the safety of commercial maritime traffic and workplaces in the area.

Of the activities outlined in the Director-General's Report, we support capacity building in the field of employment and macroeconomic policies. Our country's experience has shown that we need to focus on coherent policies as the cornerstone for effective interventions to promote economic viability and, as a result, efforts to save and create jobs.

As a closing note, I wish to congratulate the Conference on affirming the global commitment to priority issues, such as domestic work, HIV in the workplace, the need for countries to show a stronger commitment to international instruments on em-

ployment and, most importantly, to the fundamental principles and rights at work.

(Mr de Robien takes the Chair.)

**REPORT OF THE COMMITTEE ON THE 1998
DECLARATION: SUBMISSION, DISCUSSION
AND APPROVAL**

Original French: The PRESIDENT

We will now pause in our general discussion and move to the approval of the report of the Committee on the 1998 Declaration. The Report and the accompanying resolution are contained in *Provisional Record* No. 10. I would like to invite the officers of the Committee to take their places on the rostrum. I now give the floor to the Chairperson and Reporter, Mr Bel.

Mr BEL (Government, Netherlands; Chairperson and Reporter of the Committee on the 1998 Declaration)

It is my honour as Chairperson and Reporter of the Committee on the Review of the Follow-up to the 1998 Declaration on Fundamental Principles and Rights at Work to present to you the report of the Committee's work, which is published in *Provisional Record* No. 10.

The Committee held four sittings, during which I, as Chairperson, was struck by the degree of consensus and support for the 1998 Declaration and its Follow-up, which was viewed as an integral part of the Declaration itself.

The importance of the 1998 Declaration and its Follow-up is undisputed. The Declaration on Fundamental Principles and Rights at Work is one of the core documents of the ILO. All Members, even if they have not ratified the Conventions in question, have an obligation – arising from the very fact of membership of the Organization – to respect, promote and realize the principles concerning the four categories of fundamental rights.

In the 12 years of its existence, the 1998 Declaration has gained much ground outside the ILO, and this is reflected within the ILO by the recognition in the 2008 Declaration on Social Justice for a Fair Globalization that the fundamental principles and rights at work are one of the Organization's four strategic objectives.

In our Committee, speakers from all sides considered the 1998 Declaration and its Follow-up to be as relevant today as ever before. Much stress was laid on the increasingly numerous references made to this Declaration inside, and particularly outside, the ILO. It was noted that the Declaration was frequently referred to in, and had become a source of inspiration for, multilateral discussions and many private and business initiatives, as well as official government statements at the highest levels.

The task assigned to the Committee was to review the follow-up to the 1998 Declaration. Such a review was not only foreseen in the follow-up itself but appeared timely in the light of the adoption of the Social Justice Declaration in 2008.

The follow-up to the Social Justice Declaration introduced a scheme of recurrent discussions on each of the four strategic objectives, one of them being the respect, promotion and the realization of the fundamental principles and rights at work.

The Committee considered that the 2008 Declaration was important in its own right but in no way did it supersede the 1998 Declaration. Indeed, it was

strongly felt that it could in fact provide a means of increasing the effectiveness of the 1998 Declaration. Fundamental principles and rights at work are referred to in both Declarations and in their follow-up procedures.

The alignment of the two follow-ups therefore imposed itself as a necessary step. However, it was the manifest will of the Committee in aligning the two follow-ups, that the objectives and the functions of the follow-up to the 1998 Declaration be retained. I am confident that the follow-up to this Declaration has been strengthened, rationalized, and made more efficient by the Committee's work.

What then were the concrete decisions taken by the Committee? The Committee focused on two aspects of the follow-up to the 1998 Declaration, the annual reviews and the Global Reports. The Committee decided that the annual reviews would continue to cover the effort made by the non-ratifying States towards ratification of the Conventions under all four categories of fundamental principles and rights at work, underlining that these annual reviews were not a substitute for the established supervisory mechanisms.

The Reports requested from Members which have not ratified one or more of the fundamental Conventions will be compiled by the Office and submitted each year for review by the Governing Body. It is understood that the Office will draw up a document for discussion, adding an introduction to it, highlighting the progress made and any significant developments in the preceding period.

As regards the other reporting procedure, the Global Report, the Committee took a major decision. The Global Report will cover all four categories of fundamental principles and rights at work and will, as the substantive report submitted to the Conference, serve to inform the recurrent discussion at the Conference on the strategic objective of promoting the fundamental principles and rights at work. The Global Report will be discussed interactively by a Conference committee.

Much emphasis was placed in the Committee on the guidance provided to the Office by the Global Report procedure in identifying areas for technical assistance. The Committee, for the recurrent discussion on fundamental principles and rights at work, will submit conclusions for adoption by the Conference, including in the form of a plan of action for technical assistance. Under the new system, therefore, this function will be even more effective and the follow-up to the 1998 Declaration will have gained new ground.

As regards the modalities for the recurrent discussions, the Committee stressed that these would be agreed upon by the Governing Body. It is up to the Governing Body to decide if the recurrent discussion on the strategic objective of fundamental principles and rights at work will cover all its four categories, or one, two or three of them.

The Declaration on Fundamental Principles and Rights at Work and its Follow-up has emerged stronger than before. I mentioned earlier that there was great desire in the Committee for consensus. I wish to highlight the fact that at no point in its work was the Committee obliged to resort to a vote, a very different situation compared to 12 years ago when the Declaration and its Follow-up were first adopted. In this instance, the Committee adopted its draft report and the draft resolution unanimously

and I commend these texts to the Conference equally for unanimous adoption.

Finally, I wish to revert to the way in which all the groups underlined the role of the technical cooperation programme in promoting the 1998 Declaration. The need for technical cooperation is enshrined in the 1998 Declaration, putting an obligation on the ILO to assist member States. Moreover, this applies to all member States, whether or not they have ratified the relevant Conventions. The Declaration also requires the ILO to mobilize internal and external resources for this purpose. All the groups in the Committee, Governments, Employers and Workers, felt strongly that the ILO should continue to assist member States in their efforts to respect, promote and realize the fundamental principles and rights at work and recognized that this would require more technical cooperation, not less.

The Committee on the Review of the Follow-up to the 1998 Declaration of Fundamental Principles and Rights at Work has carried out its mandate, in my view, very successfully. With the adoption of the draft resolution, it will be for the ILO to implement the follow-up and ensure the level of technical cooperation necessary. The point was made in the Committee that there was a need for a better balance between the four categories of fundamental principles and rights at work and that every effort should be made to ensure that the approach remained promotional and rooted in capacity building. The year 2012 is just around the corner. When the Conference meets in that year, at its 101st Session, the Committee for the Recurrent Discussion on Promoting the Fundamental Principles and Rights at Work will be able to assess the results and evaluate progress made in this priority area and strategic objective.

With these words, it remains only for me to thank my fellow officers for their support. It was an honour, and a pleasure, for me to work with two such illustrious and experienced partners. I thank the Office for the excellent guidance and assistance it provided to the Committee and, of course, the interpreters who made our communication possible.

I submit the report and the resolution on the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work to the Conference and recommend their adoption.

Original Spanish: Mr FUNES DE RIOJA (Employer, Argentina; Employer Vice-Chairperson of the Committee on the 1998 Declaration)

On behalf of the Employers' group I would like to call the Conference's attention to the fact that, in our discussion in the Committee on the 1998 Declaration, and like the Workers' group, we were convinced that the subject was of great importance for our group and for the future of the ILO. So, it is not by chance that the groups' spokespersons, Roy Trotman and myself, have been chosen as their Vice-Chairpersons too. Mr Wim Bel was an excellent Chairperson and I commend him not just for his diplomatic skills but for his technical expertise. I also thank the Office, Mr Kari Tapiola and his team, who did an excellent job.

As employers, we reiterated our commitment to the Declaration on Fundamental Principles and Rights at Work. We cannot forget that this Declaration is a promotional instrument which aims at increasing the efforts of all Members to promote, respect and implement the four fundamental princi-

ples. Since its adoption we have always supported the Declaration and, together with other tripartite constituents, we were anxious to reach a consensus that would make it possible to make this Declaration even more effective.

Technically speaking our objective was perhaps simple: how to improve the follow-up to the Declaration while maintaining its identity and autonomy and meeting the new challenge of reconciling the follow-up with the reality of the 2008 Social Justice Declaration.

But the simplicity of our task contrasted with the complexity of the highly political issue of identifying the areas of technical cooperation to be covered by the ILO and bringing about this reform without changing its fundamental nature.

As the Committee Chairperson has said, we are proud to be able to present this draft report and this resolution to you by consensus, and we trust that they will be greeted by the Conference with the same unanimity – in other words, that this august assembly will confirm the principle and rights embodied therein. Today, more than ever, as we emerge from the economic crisis, we need to demonstrate our total respect for the Declaration.

The Employers' group hopes that the discussion of the annual report next March will take into account the new arrangements that have emerged from our most fruitful exchange of views. We believe that the Governing Body will want to adapt the arrangements for the discussion of the Global Report along the lines indicated in this report.

The Office can count on the commitment of the Employers' group to give a new impetus to the follow-up procedures for the Declaration. In recommending that we adopt this report and the accompanying resolution, our aim is to generate synergies between the 1998 Declaration and the 2008 Declaration by reconciling the follow-up to both as we look ahead to the fundamental principles and rights at work in 2012.

I am delighted that we have satisfactorily concluded our work and trust that you will all support and adopt our report.

Mr TROTMAN (*Worker, Barbados; Worker Vice-Chairperson of the Committee on the 1998 Declaration*)

First of all, I would like to express my personal thanks and those of the Workers' group in this Committee to the Committee Chairperson, Mr Wim Bel, for his report and for his skilful chairpersonship of the Committee. I have no doubt that it is largely thanks to his chairpersonship that we were able to work as well as we did. Although I do not think that at any moment there was any threat of a vote, the very fact that he mentioned it was an indication of his concern that the subject matter might be difficult. Indeed, it might have been problematic, had it not been for his skill and the artistic manner in which he conducted his work.

I also have to thank the Employers' leader, Dr Funes de Rioja, for the part he played, and the fact that at every stage he was anxious, as we all were, to find a solution. It would be remiss of me if I did not also express our particular appreciation to all the Governments that took part in a very rich and a very fruitful discussion.

On behalf of my colleagues in the Workers' group, I am pleased to convey our support for the draft resolution on the follow-up to the ILO Declaration on Fundamental Principles and Rights at

Work, which was presented to the Conference plenary.

The Committee on the 1998 Declaration was convened to examine possible changes to the follow-up to the 1998 Declaration, in light of the experiences gained so far, further to the adoption of the Declaration on Social Justice for a Fair Globalization, and the level of compatibility which there is, or ought to be, between the two instruments.

Throughout the debate, there was consensus among Workers, Employers and Governments concerning the relevance of the 1998 Declaration, and the need to ensure that changes required to its follow-up would preserve the integrity of the Declaration and enhance its effectiveness in the years to come. For us, this is very important as the essential role of the 1998 Declaration remains as precious and as significant now as it has always been.

The 1998 Declaration seeks to provide a set of minimum ground rules for globalization, in order to avoid a race to the bottom in terms of labour rights, and to promote social progress alongside economic growth.

Since 1998, the Declaration has achieved quite a lot. We have seen an increase in the ratification rates of the core Conventions, as well as greater promotion of the fundamental principles and rights at work. Social partners have also increased their involvement in the reporting process.

These achievements are undeniable. However, much more is required to ensure that member States fully respect, promote and implement fundamental principles and rights at work. As stated by a number of member States in our Committee, ratification does not equal implementation. But ratification is a welcome and necessary first step. However, a lot remains to be done to ensure that ratification is followed by effective implementation. Although we are getting close to the universal ratification of the eight core Conventions, in comparison to where we were 12 years ago, certain highly populated countries have not yet ratified the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and/or the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). These same rights are recognized as enabling rights by the Declaration on Social Justice for a Fair Globalization. This means that they are considered necessary for the realization of other workers' rights and that ILO Conventions Nos 98 and 98 need to be ratified and fully implemented.

Despite the considerable progress made with regard to the ratification of the Worst Forms of Child Labour Convention, 1999, (No. 182), and the Minimum Age Convention, 1973 (No. 138), I regret to say that a third of the world's children still live in countries that have not ratified these Conventions. There is more to this. Convention No. 138 is the second least ratified of the core Conventions after Convention No. 87. This is not something of which we should be proud. Despite higher levels of ratification of the Conventions on forced labour and discrimination, more must be done with respect to the ratification and effective implementation of ILO Conventions. All of this highlights the importance of ensuring the effectiveness of the follow-up to the 1998 Declaration. The Workers' group is pleased that there was consensus in the Committee with regard to continuing to examine, in the Governing Body and on an annual basis, the situation of those countries which have not yet ratified one or more of

the core Conventions. This, to us, is an essential element of the strategy to achieve universal ratification and implementation by 2016.

Our group supports the alignment of the Global Report with the report that the Office will be preparing under the recurrent item on fundamental principles and rights at work, as part of the follow-up to the Declaration on Social Justice for a Fair Globalization. Such discussions, which will take place every three or four years, will allow us to have a more in-depth and interactive debate than the one that we currently have, namely a one-day session during the Conference plenary on the state of affairs with respect to fundamental principles and rights at work.

While the Global Report will cover the four categories of rights, the Governing Body will decide on the modalities of the recurrent items for discussion. It may thus decide that the discussion at the Conference should focus on one or more of the categories of rights, which would then also have implications for the General Survey to be prepared under article 19. This, we believe, is a welcome new addition to the follow-up to the 1998 Declaration.

Our group also calls on the Office to ensure that sufficient resources will be allocated in the future for technical cooperation related to the follow-up to the 1998 Declaration. A greater balance is therefore needed in the distribution of funds among the four categories of rights. While donors have the responsibility of ensuring that all four categories receive adequate coverage, the Office itself also needs to secure regular budget resources for the Declaration programme and its follow-up.

We believe that the proposed changes to the follow-up to the 1998 Declaration on Fundamental Principles and Rights at Work will strengthen its efficiency in the future, and will be instrumental in preparing a constructive recurrent item discussion on fundamental principles and rights at work, under the 2008 Declaration on Social Justice for a Fair Globalization, in 2012 and beyond.

On behalf of the Workers' group, we commend the resolution to you and urge you to adopt it unanimously.

Original French: The PRESIDENT

The general discussion may now start. If nobody wishes to take the floor, I would like to propose that we move to approve this report, that is, the synthesis of the Committee's discussions, which is contained in paragraphs 1–50 of the report. If there is no objection, may I consider that the report of the Committee on the 1998 Declaration is approved?

(The report – paragraphs 1–50 – is approved.)

**RESOLUTION ON THE FOLLOW-UP TO THE
DECLARATION ON FUNDAMENTAL PRINCIPLES
AND RIGHTS AT WORK: ADOPTION**

Original French: The PRESIDENT

Let us move to the adoption of the resolution on the follow-up to the Declaration on Fundamental Principles and Rights at Work, which is annexed to the report. If there is no objection, may I take it that the resolution is adopted?

(The resolution is adopted.)

I would like to thank all the members of the Committee for their work under the very benevolent guidance of the Chairperson and Reporter. I would also like to thank the secretarial staff for all their invaluable support.

**REPORT OF THE STANDING ORDERS COMMITTEE:
PRESENTATION, DISCUSSION AND APPROVAL**

Original French: The PRESIDENT

Let us move on to the presentation, discussion and approval of the report of the Standing Orders Committee, which is contained in *Provisional Record* No. 2-1. I would like to give the floor to Mr Guillermo Rosales, the Chairperson and Reporter of the Committee.

Original Spanish: Mr ROSALES (Government, Argentina; Chairperson and Reporter of the Standing Orders Committee)

It is an honour for me to submit to you the report of the Standing Orders Committee, which met on 7 and 10 June. You will find the document in *Provisional Record* No. 2-1.

The Standing Orders Committee reviewed the item placed before it by the Governing Body, namely the adoption of certain provisions concerning credentials.

The Governing Body had made recommendations which were considered by the Committee. The Committee now recommends that the Conference approve the proposed amendments to the Standing Orders of the Conference, with a view to adopting a procedure for addressing an act or omission on the part of a government that has prevented a delegate or technical adviser from attending the Conference.

The proposed text, which is annexed to this document, would become part of the Standing Orders of the Conference.

The object of the amendments is to create an efficient and impartial procedure to address this problem quickly, as it concerns the tripartite nature – and hence the proper functioning – of the Conference.

The new type of complaint proposed maintains the essential role of the Standing Orders Committee in tackling the problem with the necessary speed.

It also introduces a specific function for the Officers of the Conference. The Standing Orders Committee also took advantage of this opportunity to accept the recommendations from the Governing Body regarding certain changes in the wording of the Standing Orders which do not alter its substance.

With these words, I conclude the presentation of our work. I would like to thank the members of the Committee for their active and enthusiastic participation in our discussions. In particular, I would like to thank the Employer and Worker Vice-Chairpersons for their invaluable contributions.

Original French: The PRESIDENT

If there is no one who would like to take the floor now, we will move to the approval of the report of the Standing Orders Committee. This is a report with 11 paragraphs and one appendix. I would like you to consider the paragraphs together as a whole. If there is no objection, may I consider that the Conference approves paragraphs 1–11?

(The report – paragraphs 1–11 and its appendix – are approved.)

I would like to thank the Officers of the Committee, for their work, and I would also like to thank the members of the secretariat for their contribution to the work of this Committee.

**REPORTS OF THE CHAIRPERSON OF THE GOVERNING
BODY AND OF THE DIRECTOR-GENERAL:
DISCUSSION (CONT.)**

Original French: The PRESIDENT

Let us now resume the general discussion which had been interrupted for the approvals of the reports.

Original French: Mr NGOZO ISSONDOU (*Minister of Labour, Employment and Social Welfare, Gabon*)

With regard to our common strategic objective of employment, which remains the priority of this Organization, Gabon has not been inactive. In the drive for economic development, and in partnership with the ILO and the International Fund for Agricultural Development (IFAD), we are currently drafting a national plan of action for employment which aims, among others, to create 100,000 jobs between 2011 and 2020. Meanwhile, a national survey is being conducted on work and unemployment with the support of the African Development Bank to make up for the paucity of reliable information on the labour market. Furthermore, in order to promote and implement the Global Jobs Pact, my country has just ratified the ILO Employment Policy Convention, 1964 (No. 122), making it possible to implement the Declaration on Social Justice for a Fair Globalization.

Combating child labour remains a major challenge for the ILO and its constituents. I would like to take this opportunity to pay the Organization the tribute it deserves for its work in setting standards to eradicate child labour around the world. Gabon has signed up to those relevant instruments and has made significant progress, particularly since 2004, by passing a law to prevent and combat child trafficking and to set up a national observatory on the rights of the child.

My Government reaffirms its regard for fundamental rights at work, and it remains committed to the values of our Organization embodied in the concept of decent work. This is reflected in, among others, the introduction of a minimum monthly income designed to protect working-age children and to improve standards of living for all workers. Furthermore, in order to overcome its difficulties in enforcing the ILO Declaration on Fundamental Principles and Rights at Work, Gabon has been working with the support project for the implementation of the Declaration (PAMODEC) since 2008. We hope that with the project's support those difficulties will subside, especially since the policy of the President of the Republic, his Excellency Ali Bongo Ondimba, which centres on the three sectoral pillars of industry, industry, the environment and value-added services, has set out to make Gabon a country of equity and social justice.

With a view to improving working conditions without undermining the health of businesses, a review of the labour laws carried out on 25 February 2010 has restored the necessary balance in the areas of training, safeguarding jobs, health and safety of workers, prohibiting discrimination and so on.

Gabon, like the rest of the international community, has been affected by the global crisis yet con-

tinues to trust in the support and policy decisions of this Organization. It furthermore supports the Decent Work Agenda, which is a proactive response to this crisis.

It has to be recognized that the global crisis has given the ILO an opportunity to strengthen its action, and it is commendable that its Programme and Budget for 2010–11 has taken into account the current context without losing sight of all of our strategic objectives, to the great satisfaction of many of its constituents.

Mr THAILUAN (*Worker, Thailand*)

I have been telling delegates about the Thai labour situation for almost 20 consecutive years, and especially during the past five years. I have informed the Conference that Thai workers face two major problems.

The first problem is that the standards of employment are currently the worst they have ever been. There are two kinds of employment, permanent and subcontracted. Permanent employees receive a regular wage with bonuses, compensatory time off, job security and social protection when their employment ends. Subcontracted employees receive less compensation and benefits and have no job security, even though they do exactly the same work as permanent employees. At present, there are about one million subcontracted employees in Thailand.

The second problem is that the activities of tripartite bodies in Thailand are strictly controlled by the Government. The major issues are that the number of representatives from each party is not equal, and that employers' and workers' representatives are selected by the Government.

However, thanks to the pressure brought to bear by our labour leaders, article 84, paragraph 7, of the Thai Constitution has been amended and these two problems have been resolved.

In solving the first problem, the Government has amended the social protection law by making it compulsory for employers to offer subcontracted employees the same benefits as permanent employees. This piece of legislation is now in force.

Regarding the problem of the tripartite bodies, the Government through the Ministry of Labour has changed the principle of tripartism. At present, all worker and employer representatives must be directly elected by workers and employers from all over the country, and the tripartite body are now free of government control. However, there are three times more government representatives on the tripartite bodies than there are employers' and workers' representatives. This problem has not been resolved.

Regarding the situation of the labour movement in Thailand, and although the Thai Government has not ratified ILO Conventions Nos 87 and 98, Thai workers have all the rights and freedoms provided for therein.

With regard to collective bargaining, workers have full rights to bargain with their employers, and also the right to strike without any intervention by the Government, even though the Government has not ratified Convention No. 98.

The situation as regards the rights of Thai workers has certainly improved, but it is still far from perfect. As a workers' representative in Thailand, I keep up the pressure on the Government to allow Thai workers to exercise their rights with more

freedom and human dignity. We are currently proposing an amendment to 13 major laws, including the Labour Relations Act. I look forward to reporting on progress in Thailand again at next year's session of the Conference.

Original Arabic: Mr BEN SEDRINE (Employer, Tunisia)

I would like to express our appreciation to the Director-General for his Report, *Accelerating action against child labour*, which contains interesting proposals and ideas. I would like to take this opportunity to state that children should be at school, doing apprenticeships or playing sports and games. Making them work and exploiting them is an affront to the human conscience.

I also want to underline the importance of the Report's appendix, *The situation of workers of the occupied Arab territories*. This reminds us of the suffering of the Palestinian people: the workers, traders, artisans, women and children living under occupation and blockade and deprived of fundamental human rights, development, investment and employment.

I want to launch an appeal to the tripartite social partners around the world to take the necessary action to ensure the protection of the Palestinian people and find a fair and equitable solution to their legitimate cause in order to guarantee safety and stability for the entire region.

We meet today one year after adopting the Global Jobs Pact, an instrument to help us combat the economic crisis and preserve jobs at risk.

In Tunisia, at the end of 2008 and under the leadership of the President, we began to strengthen controls and we took a raft of measures to reduce the impact of the crisis on employment and to offset the difficulties faced by companies. We managed to save a large number of jobs and create jobs to cover more than 65 per cent of new demand. At the beginning of this year, we included the experience of Tunisia in the report drafted by the ILO Bureau for Employers' Activities (ACT/EMP) and demonstrated the important role of bipartite and tripartite social dialogue in this area.

The crisis is not yet over and our current goal is to attain economic and commercial recovery, with growth and employment. That, of course, demands considerable efforts to increase productivity, improve opportunities for investment and ensure greater flexibility in the use of production resources.

It is time to realize that excessive production and the tightening of labour legislation reduce employment opportunities and only strengthen the informal sector and the parallel economy, as well as child labour. They also limit economic growth in social dumping zones and respect for health and the environment.

The United Nations General Assembly adopted a proposal by President Ben Ali that this year should be declared the International Year of Youth, because what young people want, more than anything, is to begin their professional life and have an opportunity to find work or a source of income through paid employment or by working for themselves.

I want to thank the Governing Body for having included the strategic objective of employment on the agenda of this session. I hope these discussions will give us the chance to reflect on these aspects of employment and how we can develop the different types, support public and private employment offices, encourage initiative in young people and

promote self-employment and the creation of enterprises.

Mr NAKORNSRI (Employer, Thailand)

Thailand has gone through a serious economic recession and was just recovering from the slump when it was struck once again by a strong protest, which lasted for more than two months. It culminated in the death or injury of a large number of people, with several big department stores, banks and movie theatres burned to the ground. The total material damage has been estimated at more than US\$3 billion.

The incident will adversely affect the Thai economy, particularly economic production, gross domestic product, investment and employment. It has further aggravated the already serious economic recession. Many factories have reduced production, while others have ceased production altogether. The economic contraction has brought about widespread unemployment. The destruction of major department stores and shops has made thousands of people jobless.

Fortunately, the Thai Government has acted swiftly to rescue and help workers, as well as small and medium-sized enterprises, by providing cash subsidies, tax relief and low-cost credits. These have given the affected people both material and moral support.

Despite the depressed economic situation and political unrest, the Government, with the support of employers and workers, has managed to solve many employment problems and disputes. With tripartite cooperation, several labour laws have been revised or introduced in order to ensure better employment conditions. There have been revisions and amendments of legislation on occupational health and safety, domestic workers, the Labour Relations Act, the Social Security Act and the Workmen's Compensation Act.

Employers now consist largely of better educated, new generations more exposed to the ideals and ideas widespread in the ongoing process of globalization. Their thinking and the treatment of their workers are more humane and considerate and give more importance to such issues as: occupational health and safety in the workplace, having worked jointly with workers and the Government to establish a national agenda to be implemented by a tripartite committee; prevention and cure of occupational illnesses by providing medical treatment facilities throughout the country so as to enable workers to get medical treatment quickly and in time; improved quality of work life, which is achieved by providing workers with better welfare and relaxation.

Amid the disheartening economic and political turmoil, Thailand has been able to make modest progress with regard to labour relations. If the situation returns to normal soon, we should be able to present a more optimistic report next year.

Ms MCDONOUGH (Government, Australia)

As in 2009, the 2010 session of the International Labour Conference is taking place during a time of great challenges in the world of work which, once again, amplifies the significance of the Conference's work. The global recession and its ongoing impact continue to require our vigilant, coordinated action at both the international and domestic levels.

Domestically, the Australian Government has responded, and continues to respond to the ongoing effects of the global recession with a range of decisive and effective measures consistent with the Global Jobs Pact.

In light of ongoing global challenges in the area of employment, we welcome the Office's focus on implementing the Pact.

In 2009, the Global Jobs Pact was widely acknowledged as a strong framework for efforts to mitigate the effects of the global economic crisis and to ensure a robust recovery. We very much appreciate the work of the International Labour Office to provide oversight and direct practical implementation of the Global Jobs Pact as its highest priority.

At the 98th Session of the Conference the Australian Government announced its intention to establish a historic partnership agreement with the International Labour Organization, in order to deliver sustainable employment outcomes and activities in the Asia-Pacific region, particularly, given the context of fragile recovery from the global recession.

The first Australian-ILO partnership agreement was signed in the wings of the meeting of G20 Labour and Employment Ministers in Washington, DC, and came into force on 19 April 2010.

The partnership agreement is a five-year agreement which delivers 15 million Australian dollars in funding to the ILO in the first two years. In line with the Australian Government's commitment to tripartite consultation, the agreement has been developed in full consultation with the Australian social partners.

There is no doubt that this consultation has greatly strengthened the final agreement reached, which seeks to make a real difference in relation to decent work challenges in the Asia-Pacific region. Projects corresponding to a range of themes will be pursued under the agreement, including major funding for the ILO's better work programme, including in Indonesia.

Youth employment in Timor Leste, labour migration and government, green jobs and a Pacific growth and employment plan will all be pursued as priority areas under the agreement.

The Australian Government welcomes the success achieved in the committees of the 99th Session of the International Labour Conference, the outcomes of which will make a substantial contribution to the modern world of work.

It has been a Conference of firsts. We welcome the adoption of the Recommendation on HIV/AIDS and the world of work, the first time an instrument linking HIV/AIDS with the world of work has been developed.

Very impressive progress has also been made in the first discussion of a Convention and Recommendation to deliver decent work to domestic workers. Domestic workers around the world are critically in need of the protections that a robust, widely ratified Convention can produce.

The first recurrent discussion on the strategic objective of employment has given a good start to this new mode of international discussion of the contemporary world of work. Neither a general discussion, nor a standard-setting item, recurrent discussions give an opportunity both to review the overarching global picture in relation to the pillars of decent work and to consider how the practical work of the Office and its constituents is progressing to-

wards these goals, and where this practical work should go next.

In 2009 we advised the International Labour Conference of the major overhaul of Australia's workplace relations system. The system under the previous Government had been the subject of substantial criticism from international bodies, including the ILO.

To meet these criticisms, a major overhaul was undertaken through exhaustive consultation with Australia's social partners. The new fair work system has now been in place for a year and its effectiveness in creating fair and productive workplaces has been clear.

In light of the overhaul of Australia's workplace relations system, we particularly welcome the recent report of the Committee of Experts on the Application of Conventions and Recommendations. For the first time since 2001, the report identified no areas in relation to the compliance of the Fair Work Act with the Freedom of Association and the Right to Organise Convention, 1948 (No.87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

Moreover, Australia's experiences of the first year of fair work have demonstrated the practical value of a system built on fairness and productivity with collective bargaining at its centre.

Through domestic action, coordinated, coherent international action and ongoing and constructive social dialogue, the Australian Government firmly believes in the global vision of making decent work a reality for all.

We welcome the efforts of the ILO towards this goal and look forward to continuing to work with the ILO towards this end.

Original French: Mr COUTAZ (Worker, France)

Our Conference is taking place just a few days after the tragic events which have brought bloodshed to several countries in the Middle East. At the beginning of May, five men and women were executed in Iran. They were sentenced to death after carrying out union activities. Two weeks ago, international activists on a humanitarian flotilla headed to Gaza were attacked by the Israeli army. These violent events have attacked the values, which our Organization safeguards, namely liberty and justice.

I would like to dedicate my speech to the condemnation of those acts which have undermined the fundamental values that we defend in this Organization.

In spite of these dramatic events, we would like to support the Report by the Director-General and our Conference must recall the international labour standards which are indispensable for exiting the crisis. The crisis emphasized the need to ensure these standards are respected. It has destroyed tens of millions of jobs. It has left hundreds of millions of workers in precarious employment throughout the world. The crisis has highlighted the need to provide adequate social protection and guarantees to counter its negative consequences, and to devise the necessary economic recovery policy that can boost employment.

The crisis may lead to accelerating deregulation. This is a paradox because while many of the Heads of State and Government, just a year ago, spoke about the need to regulate the business world, there is a great risk now of seeing the old reflex of "business as usual" come back while the workers will

foot the bill on three counts in order to bail out the banks.

First, as taxpayers, they had to make a considerable budgetary effort in the last quarter of 2008 to bail out the banks.

Second, as workers, they did and still do pay the price, not only because of job losses but also wage moderation, a policy that many countries have taken up.

Third, as citizens, they are going to have to absorb the public deficits generated by the bank bailout. This third bill could well be the heaviest to pay and undermine public services and solidarity schemes.

Yet, in the name of absorbing the deficits created by the crisis, some countries are heading down the dangerous road of reducing social security coverage and national solidarity schemes. It is not tolerable that States, some of whom are members of the European Union, have had to pawn or sacrifice their public services to financial markets so that they might continue to borrow and satisfy the demands made by the IMF and the European Union to cut back on public spending.

We reject this financial dictatorship, this carelessness which means that the costs of the crisis are born by workers and their families. Aside from the situation being unjust, it is extremely worrying. Instead of helping us out of the crisis, austerity plans could now cause a new crisis of overproduction and under-consumption because of the weakness of low labour income and the worsening labour situation for many people.

Austerity and cutbacks are likely to weigh heavily and for some time on the employment situation, thereby worsening it. In light of this unjust and dramatic situation, international labour standards are all too often not respected. It has been difficult to enforce compliance with international labour standards, which have been consolidated over the last 90 years by the ILO. Many States balk when it comes to the ratification and implementation of the fundamental Conventions which means that close to half of the population has been marginalized.

The President of the Swiss Confederation, in her inaugural speech last week, said that the ILO, which she referred to as a “paper tiger”, cannot impose its sanctions on those States that have breached the Conventions which they have ratified. It is time to make sure that States, companies, large groups and multilateral organizations comply with these international labour standards.

The convictions expressed here only last year by certain leaders – and there were several of them – that international labour standards need to be applied in practice has to become a reality. We must make sure that the linkage between the body of international labour standards and the action of multilateral bodies, especially international financial institutions, is functional.

International labour standards will only truly have any weight if a sanctions regime is in place and when they are not undermined by the actions of the IMF, World Bank and the WTO.

It is within this framework that we must understand the importance of the debates which lead the Committee for Recurrent Discussion on Employment during this Conference to discuss the need for coherence between policies developed by States and multilateral organizations.

We are asked by history to review the order of our values and to emancipate people by using the econ-

omy to make social progress both nationally and multilaterally. In order for coherence and justice to prevail, and in the light of the critical labour situation caused by the crisis, we must understand that social conditionality applies to everyone – States, companies, international financial organizations and multilateral organizations – in order to move towards respecting and developing international labour standards and social systems as guaranteed by the ILO.

Original French: Mr GUIRO (Worker, Senegal)

This session of the Conference, like last year's, takes place against a background of unprecedented economic and social crisis, a crisis which has destroyed and is continuing to destroy millions of jobs and is jeopardizing important social achievements, hard won by generations of workers through many sacrifices and lengthy struggles.

Since the 1990s, in the face of the damaging effects of unfettered globalization, the ILO has been fighting to place human values at the centre of its strategic vision, policy strategies and programmes for the development of its member States.

Unfortunately, the consequences of the current crisis and the choices made to try to escape from it carry the risk of a return to the past, with increasing unemployment, precarious labour, the deterioration of social protection and violations of rights to freedom of association and collective bargaining. These are dramatic social consequences that could threaten the balance of States, especially in continents such as Africa.

This is why, against the background of the strategic objectives of the ILO Declaration on Social Justice for a Fair Globalization, we ask that action be taken to continue and strengthen support from this international institution to its member States, particularly in the following areas: first of all, strengthening frameworks for social dialogue in order to ensure better respect for workers' rights, and promoting equality between men and women in order to overcome the crisis and eradicate poverty. At this stage, I would like to welcome Senegal's approval of an act establishing full equality between men and women in the country's elected representative institutions and structures. This legislative move, which is welcomed by all trade union organizations, demonstrates the will of my country's Government to promote women's rights and access to posts of responsibility.

Second, the implementation of a vocational training policy that is adapted to the needs of enterprises and takes account of changes in the labour market, in order to promote the employment of young people and respond to the directions outlined in the Global Jobs Pact.

Third, increasing social protection at all levels of society.

Fourth, eliminating the worst forms of child labour by 2016.

Fifth, preventing and fighting HIV/AIDS, especially in the workplace. It is important to allocate more resources to the various ILO programmes. We welcome the ILO's significant efforts in tackling this cruel disease.

Within the framework of promoting decent work at all levels and for everyone, the current session of the Conference has given prominence to the many and complex concerns of domestic workers. We should congratulate the ILO for this judicious

choice. We dare to hope that our current and future work will produce instruments that will guarantee better working conditions and decent salaries for this very vulnerable sector.

In collaboration with Netherlands partners, the National Confederation of Workers of Senegal, which I have the honour to lead, will soon open a welcome centre so that we can listen to the worries of domestic workers and provide them with all the assistance they require on a day-to-day basis.

I cannot conclude my speech without addressing my warm thanks to the Director-General of the ILO for the excellent quality of his Report.

Once again I want to strongly reaffirm the support of my country's workers for the Palestinian people, who are the victims of an unjustified, interminable and unsustainable blockade imposed by Israel, in the face of total indifference from the international community. Measures must be taken urgently to guarantee the human rights of the Palestinian people and create lasting peace in the region.

Mr VILLAVIZA (*Worker, Philippines*)

The Philippines is currently in transition. We have just elected our President, Members of our Parliament and all local and national officials.

Senator Benigno Simeon Aquino III, the son of former Senator Benigno Aquino and former President Corazon Aquino, the first female Head of State to address the ILO in 1988, will be President by 1 July.

We note with interest his early pledges: fighting and rooting out corruption as a major way of fighting poverty; creating more employment at home so that migration will be a matter of choice and not of necessity; and producing better educated workers to reduce the number of those who subsist on the minimum wage just because they were not able to acquire the skills needed to give them better job opportunities.

The Trade Union Congress of the Philippines (TUCP) will monitor developments and push harder for decent work under the new Government.

In September 2009, the Government of the Philippines received a high-level ILO mission on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87).

We are pleased to report that, among other things, the Philippine tripartite constituents have established the TUCP-proposed high-level tripartite monitoring body on the application of international labour standards, in particular, the ILO Convention No. 87.

This body will facilitate solutions to long-standing cases that have been reported to the ILO, monitor and report progress on these cases, and facilitate the gathering of factual information on complaints submitted to the ILO and recommend appropriate actions.

We welcome the technical cooperation programme with the ILO that enables the Government to engage with constituents and stakeholders at various levels in the effective application of the principles of the Convention through training and capacity building.

These are proof of our commitment to comprehensive and coherent action and an inclusive, participatory approach to taking meaningful steps at the national level.

We report that the tripartite partners in the Philippines collectively agree and endorse the adoption of

an international instrument on decent work for domestic workers.

To us, an international instrument promoting decent work for domestic workers is necessary. Given the numbers of Philippine domestic workers and their infinite vulnerability and effective exclusion from the protection of national laws and regulations, this action is a moral obligation.

HIV/AIDS infection is a growing concern in the Philippines. From only one case of infection every three days in 2000, it increased to one case per day in 2009.

There is urgent need for better concerted effort from all stakeholders, particularly tripartite partners as well as local communities.

The rights-based Recommendation on HIV/AIDS in the world of work will certainly help, guide and strengthen tripartite action.

We are also pleased to report the enactment into law of the Magna Carta for women and the promulgation of its implementing rules. The law prescribes review of Philippine legislation to make it fully compliant with non-discrimination against women.

On behalf of the workers in the Philippines, I express full support for the programmes and action that will result from this Conference.

Mr YING (*Government, Jamaica*)

I cannot emphasize too strongly the impact of the global financial crisis on developing countries. Jamaica has had its fair share and is now developing and implementing strategies for recovery. I wish to congratulate the ILO for developing the Global Jobs Pact in June last year and having it accepted by government and employers' and workers' representatives from 183 countries, and for the follow-up work done to consolidate support from G20 countries and international financial institutions. Jamaica has benefitted significantly from these efforts. We have secured a standby agreement from the International Monetary Fund (IMF) and complementary funding support from other international bodies such as the Inter-American Development Bank (IDB) and the World Bank. In addition, we have successfully completed at the local level the Jamaica Debt Exchange Programme. These financial initiatives have contributed to enabling an economic environment which we believe will provide us with a platform to focus on job creation. In Jamaica, we have been concentrating our human capital towards developing strategies for job creation and employment, with the Global Jobs Pact being the focal point. These include: catalytic and mega projects in investments in infrastructure, aimed at generating a wide range of decent jobs from low-level to high-level skills; emphasis on micro-, small and medium-sized enterprises and the development of rural communities and urban depressed and vulnerable communities; attention on jobs related to migration and overseas employment; labour market reform with a focus on legislation that will facilitate job creation, employment and mitigation of job losses with priority and policies related to flexible work arrangements; and skills training for employability and productivity through the combined efforts of our skills training institutions as well as our universities and colleges to provide education and training for employability. With this initiative, there will be five target groups: persons in jobs who need re-skilling and retooling; displaced workers who need skills for transitioning to self-employment or other

opportunities of employment; persons entering the job market; unemployed and at-risk young people; and persons seeking employment opportunities in targeted areas overseas.

We have strengthened our social protection floor by increasing benefits under the Programme for Advancement through Health and Education. This is a conditional cash transfer programme, funded by the Government of Jamaica and the World Bank, aimed at delivering benefits by way of cash grants to the most needy and vulnerable in the society. We have enhanced the programme by targeting adults in households through skills training and job placements, moving them from welfare to employment.

The Government is also resolute in its attempts to reduce and eliminate child labour. Over the last two years, the Government, in collaboration with the ILO and the European Union, has launched an initiative aimed at tackling child labour through education.

Jamaica has used the workplace as a key platform to address the reduction of HIV risk and related discrimination. Through the tripartite partnership of the Government, employers and workers, Jamaica now has a Government-approved national workplace policy on HIV/AIDS and a manual on life-threatening illnesses based on the ILO code of practice on HIV/AIDS and the world of work. Our strategies for job creation and employment are an integral part of the work of a national social dialogue forum on partnership for transformation. This involves the Government, trade unions, employers, academia and civil society and is chaired by the Prime Minister.

Let me close by congratulating the Director-General for the excellent efforts of the ILO in the international promotion and acceptance of the Global Jobs Pact. The ILO's Subregional Office must also be commended for its assistance in helping us to shape Jamaica's jobs pact for economic recovery. The commitment of the ILO in helping to improve living standards and provide capacity building and technical assistance for countries is a vehicle through which many economies will be able to stabilize and grow. We strongly believe that, with the cooperation of the ILO and all stakeholders, these mechanisms will help make solid progress as we move forward, overcoming the impact of the global financial crisis.

(Ms Powell takes the Chair.)

Original French: Mr JOSEPH (Government, Haiti)

It is not my intention to give an overview of the situation in Haiti, but I feel impelled to remind this august assembly of the huge tragedy that my country experienced on 12 January 2010, when an earthquake measuring 7.3 on the Richter scale caused a terrible catastrophe in Haiti, bereaving hundreds of thousands of families. The extent of the damage is considerable, as the earthquake ravaged the country and damaged its environmental, social and economic structures.

Our economy, which was already fragile, collapsed. Many entrepreneurs lost their businesses and vulnerable sectors of the population have been badly affected. The working class is sinking deeper into poverty. Workers, farmers, craftsman and small traders from the formal and informal sector do not know where to turn. Reports indicate that the number of persons with physical disabilities has in-

creased considerably. The same is true of the number of orphans, which is a result of the high death rate.

At present, these orphans are very vulnerable. With the confusion following the earthquake, many cases of trafficking of children and illegal adoption have been recorded. The effects on the survivors have been catastrophic.

The people are living in unsuitable places such as in tents, makeshift sheds, even in the open air. The trauma has been increased by the fact that the hurricane season started in May and will continue until November. Thus, children, the elderly, men, women, in fact all of the population, have to face harsh weather conditions and adversity and are at risk yet again.

I would like to take the opportunity to offer, on behalf of the President, the Prime Minister and the people of my country, sincere thanks to the Heads of State and Government and the international community as a whole for the extraordinary solidarity that they have shown to the nation of Haiti, whose social and economic structure has been so profoundly damaged.

The Government of Haiti has undertaken all provisions to rebuild the country in accordance with international standards on labour and social protection. It has undertaken to organize a wide-scale campaign to promote investment and create sustainable employment, which is a source of wealth and development.

The passing by the American Congress of the HELP law, replacing the HOPE 2 law, which gives investors preferential conditions in Haiti, goes hand in hand with the efforts of the Government of Haiti for the promotion of social dialogue, which is indispensable in relations between social partners.

Similarly, the Ministry of Social Affairs and Labour encourages its staff to have a solid grasp of social realities.

The Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), have been the object of an awareness-raising campaign in four areas of the country (Artibonite, Nippes, Sud and Grand-Anse). We are determined to work to gradually eliminate child labour.

Furthermore, we are establishing and carrying out vocational training programmes that are indispensable for the rebuilding of the country. We are standardizing health and safety conditions at work. This is why, in keeping with the instructions of the President of the Republic, we prioritize social dialogue and tripartite consultation.

We applaud the choice of our compatriot, Ms Norma Powell, member of the private business sector in Haiti, as Vice-President of this Conference. We believe that, with this choice, the ILO has shown a spirit of openness and has decided to accompany the Minister of Social Affairs and Labour in the process of harmonizing labour relations. We would also like to express our desire to benefit from the assistance needed to re-establish our economic and social system, because Haiti should have the opportunity to adopt its practices to the new world conditions.

Mr BROSH (Employer, Israel)

First I would like to refer to the Director-General's Report on the subject of the Palestinian workers in the Territories and the remarks that have

been made in this regard. I suggest that all delegations should distinguish between problems arising out of the political situation and between subjects dealing with labour and economy, on which the ILO needs to focus.

Even today, despite the political situation, there are economic and trade talks between Israel and the Palestinians living in the West Bank. As I have told you in the past, the chances for a lasting peace between Israel and its neighbour will increase if both sides understand that they have common interests and that economic cooperation will help to reduce violence, improve welfare for the inhabitants, and improve chances for peace.

We, the business people and the employers' organizations, maintain labour relations which lead to the creation of jobs and to social stability. Unfortunately, the world economic crisis has not yet passed. The tide that began in the United States has now moved to Europe and, thanks to globalization, it has influenced all economies around the world.

I call on governments, employers and employers' organizations to invest additional efforts in seeking creative solutions that will make it possible to safeguard the maximum number of jobs, international trade relations and the welfare of workers. The ILO has an important role to play in seeking solutions and I hope we will all work towards this goal.

Owing to the economic situation and labour relations in Israel, the recent economic crisis caused relatively little harm to the Israeli economy, thanks to the level of cooperation between the three sides: Government, employers and employees.

A few years ago, a change happened in the system of labour relations in Israel, when a joint agreement was reached between Histadrut, the general federation of trade unions, and the federation of Israeli economic organizations. The result is a significant improvement in labour relations which has led to the signing of many labour collective agreements, including comprehensive pension insurance for all workers in Israel, and a reduction in the number of strikes as well as improved enforcement of labour laws.

A year ago the Government also joined forces on this agreement and the three sides set up a forum comprising a round table, where agreement was reached on important economic issues, including budget, economic reforms, labour legislation and solutions for companies in distress. The relations between the members of the round table helped the Israeli economy to surmount the world economic crisis in a relatively painless manner.

This year we continue to strengthen cooperation between the sides and we are making improvements based on the lessons of the past. Cooperation between the three sides is a must and only in this way will we meet our joint aims.

Ms SHULER (*Worker, United States*)

I want to express my concern, anger and frustration and that of President Richard Trumka, Executive Vice-President Arlene Holt Baker and, most importantly, the 11.5 million members of the American Federation of Labor and Congress of Industrial Organizations.

We all know that these are difficult times for workers and their families. The ILO reported in April to the meeting of G20 Labour Ministers in the United States that the current recession has increased global unemployment by 34 million, bring-

ing total unemployment worldwide to 212 million, the highest level ever recorded.

It would have been far worse had governments not taken emergency economic stimulus and counter-cyclical measures. Global unemployment would have increased by more than 46 million. These measures must be continued in order to prevent the global economy from falling further into global depression.

The Global Jobs Pact provided a comprehensive policy and action framework to contribute to economic revitalization, fair globalization, prosperity and social justice. The Global Jobs Pact stated that "the world should look different after the crisis", meaning that we cannot simply return to the business-as-usual policies that caused the crisis in the first place. It also underlined that the core international labour standards, especially those guaranteeing freedom of association and collective bargaining, must not only be defended in the midst of the crisis, but are also key to recovery because they will continue to contribute to demand-driven growth.

Workers and their families did not cause the financial crisis or the recession but they became the biggest victims. In the United States, workers paid with their jobs, with their homes, and with billions of their tax dollars, in order to prevent the total collapse of Wall Street.

Now, one year later, as the Report of the Director-General, *Recovery and growth with decent work*, so clearly points out, the most serious financial and jobs crisis since the Great Depression is far from over, despite some signs of recovery.

While the United States economy has been growing slightly for the last three quarters, much of that has been due to policy support that is not expected to continue much longer. Sustainable private and wage-driven consumer demand is still far too weak to reduce staggering unemployment in a meaningful way. Private employers in the United States only added 41,000 jobs last month, which serves as more evidence that the recovery is still fragile.

One of the cruellest aspects of this crisis is its unequal impact on the most vulnerable. In the United States, young workers and people of colour have been disproportionately affected. Specifically, teenagers, Hispanic and African-Americans in their 20s, and non-college-educated young workers have been hurt the most.

As the Director-General has reported, there is no sustainable recovery without jobs recovery and the task we face is to secure and accelerate a jobs-rich recovery. As his Report warns, the recent European sovereign debt crisis has resulted in calls for drastic fiscal austerity in many countries. Such measures, however, would weaken, if not destroy, the beginnings of recovery and drive workers and their families deeper into poverty and recession by slashing wages, jobs, pensions and social protection. The implications are clearly global and premature exit strategies could undo any recovery.

We must do more in the ILO and other major international institutions to achieve and sustain the vision and promise of the Global Jobs Pact. This includes integrating the ILO's work with and in the World Bank, International Monetary Fund, regional development banks, multilateral agencies and the World Trade Organization to advance the Global Jobs Pact and the Decent Work Agenda.

The ILO needs the supporting resources to assist in the realization of the Global Jobs Pact and play

its important advisory role in national level tripartite dialogue and negotiations.

We must support and expand the ILO's role in the G20. Governments must support the global unions' call for a permanent working group on employment and social protection at the G20, involving both workers and employers in regular consultation.

Finally, we all have an important role to play to ensure that the financial recovery is also a jobs recovery.

The American Federation of Labor and Congress of Industrial Organizations looks forward to working with the ILO and with our partners here to ensure that the jobs we create are good jobs, which respect the fundamental rights of workers and that the benefits of our future prosperity are broadly shared.

Mr KAPUYA (*Minister of Labour, Employment and Youth Development, United Republic of Tanzania*)

Child labour is a global scourge. It denies children their rights to mental and psychological growth, social and economic development, education, and welfare. In this regard, having in place a child protection system is essential to safeguard children against all forms of abuse, exploitation, neglect and violence.

The United Republic of Tanzania is a signatory to both ILO Conventions related to child labour and has shown its commitment to fighting all forms of child labour, slavery and human exploitation by taking various measures, including the putting in place of a Child Development Policy 2010. The Policy provides guidance and a framework on all issues relating to the protection and welfare of children.

The following legislation is also in place to give legal bearing to matters relating to the protection of children: the Employment and Labour Relations Act No. 6 of 2004; the Anti-Trafficking in Persons Act of 2008; the Law of the Child, 2009; and the Employment Act No. 11 of 2005, in Zanzibar.

The United Republic of Tanzania implemented the time-bound programme for the elimination of the worst forms of child labour – the ILO–IPEC programme funded by the United States Department of Labor.

In the course of its implementation, the following achievements have been attained: some 13,961 children were withdrawn from the worst forms of child labour, in particular in plantations, mining, prostitution, fishing and domestic and small-scale businesses. They were provided with vocational education and training, primary school education and complementary basic education and training (COBET).

Overall, according to integrated labour force and child labour surveys carried out by the Government, the programme recorded a remarkable reduction in the number of children in the worst forms of child labour.

In Zanzibar, under ILO–IPEC–JP5 programmes, 2,251 children were prevented from entering the worst forms of child labour, and 1,323 were withdrawn from such labour. Some of these received scholarships for vocational skills training while others were provided with COBET.

Poverty exerts pressure on households to supply labour by engaging children in work. This culminates in child labour. Issues relating to child labour have been mainstreamed into measures for eco-

nomic growth and poverty reduction and into the Zanzibar National Economic Growth Strategy to ensure ownership, sustainability of the intervention programmes and advocacy for growth, microeconomic stability, employment and income generation.

In spite of registering these achievements through the time-bound programme, there are still a number of challenges remaining that require special attention when addressing them. These include: the persistence of poverty, which impacts on families' economic power, causing a child to become a source of labour and income; the current global economic crisis and its effects on employment; deepening poverty and inequality; the impact of HIV/AIDS on people's lives and income, increasing the number of orphans and vulnerable children; and strengthening labour administration, inspection and child labour monitoring systems.

We commend the initiatives taken by the ILO in its efforts to combat HIV/AIDS in the world of work and preparing the vital and useful document, the proposed HIV/AIDS Recommendation, 2010. The document requires member States to develop and implement responsive national policies and programmes. The Government of the United Republic of Tanzania has put in place responsive institutional arrangements, a legal framework, programmes, plans and campaigns which give effect to the proposed Recommendation.

Initiatives by the ILO on setting labour standards for domestic workers are also highly appreciated. Improving conditions and terms of employment for domestic workers is unavoidable and, as such, it requires political commitment, legal protection and policy orientations to address the matter. In this regard, the United Republic of Tanzania has put in place legal protection for domestic workers as part of the Employment and Labour Relations Act 2004 and the Zanzibar Employment Act 2005.

The Government of the United Republic of Tanzania is fully committed to the attainment of full employment and decent work for all. There are a number of initiatives that have been taken to give effect to their implementation. These include the development and implementation of the National Employment Creation Programme, the National Employment Policy and the National Youth Development Policy.

As far as implementation of the Decent Work Country Programme is concerned, employment issues are now mainstreamed into the Mid-Term Expenditure Framework of Sectoral Ministries, to ensure that employment is at the centre of the development planning.

All these measures are geared towards the creation of more employment opportunities and a reduction of poverty in the United Republic of Tanzania.

The United Republic of Tanzania is now a member of the Youth Employment Network and a prospective beneficiary of the programme, Youth Entrepreneurship Facility, supported by the Danish-led Africa Commission, in which the ILO and the YEN have set out an ambitious but positive agenda on entrepreneurship.

The United Republic of Tanzania is confident that, with the programme, a large number of young people will become employable, economically empowered and henceforth contribute to national development.

Last, but not least, the Government of the United Republic of Tanzania affirms its commitment to supporting the peaceful negotiations undertaken by the Obama Administration to ensure that lasting peace and tranquillity prevail between Israel and Palestine.

Mr KALUAT (*Government, Vanuatu*)

My delegation commends the ILO for the efforts it has made since 1919 in achieving social justice and for remaining on course with a major focus on its mandate despite the numerous challenges that have come its way, such as the current financial and economic downturn.

We recognize the outstanding leadership that has been brought to this institution by Director-General Juan Somavia through the Decent Work Agenda, based on the four strategic objectives. This is a reaffirmation of the commitment to call for social justice and, in particular, the June 2008 ILO Declaration on Social Justice for a Fair Globalization, as is the latest report, *Recovery and growth with decent work*.

I would also like to use this forum to acknowledge publicly the Acting Director of the ILO Office for Pacific Island Countries, Mr Trevor Riordan, and his predecessor, Mr Werner Blenk, for the support they have given to our Ministry of Internal Affairs and to my colleagues in the Vanuatu Council of Trade Unions and the Vanuatu Chamber of Commerce and Industry.

As well as being a proud and independent country, Vanuatu also values its position and honours its responsibilities within the international community – in the Pacific region and beyond.

In 2003, we joined the International Labour Organization. In 2005, we attended the International Labour Conference for the very first time and upon our return ratified all eight core Conventions in 2006. In 2009, we signed our first ever Decent Work Country Programme with the ILO. We are still working through our legislation programme to incorporate the ratified Conventions into our domestic labour laws where relevant.

In February 2010, Vanuatu hosted the largest and most high-level meeting ever of the ILO Pacific member States. This meeting was also the first time ever that the eight Pacific Island ministers of labour had come together to discuss issues of mutual concern.

Vanuatu is very proud of this achievement, and we are proud of the Port Vila Statement on Decent Work and the Pacific Action Plan for Decent Work, which were two important results from that meeting.

Following the success of this meeting, we are now working with the Acting Director of the ILO Office for Pacific Island Countries and Ms Sachiko Yamamoto, the Regional Director for Asia and the Pacific, to organize an annual meeting for the Pacific labour ministers to discuss labour market issues and activities of mutual interest. We will also be seeking support for this proposal from the Secretary-General of the Pacific Islands Forum Secretariat.

Pacific finance ministers and trade ministers meet on a regular basis, and we believe it is also important for Pacific labour ministers to meet on a regular basis. We expect that these regular meetings will help promote the Decent Work Agenda and the Global Jobs Pact in the Pacific Region, including New Zealand and Australia.

We also hope that these high-level meetings will help to strengthen the existing solidarity between the nations of the Pacific and will help us find new ways to address our common labour market issues, including regional labour migration, the reform of labour legislation and the application of international labour standards, tackling youth unemployment, addressing adaptation to climate change and strengthening tripartism and social dialogue.

Our Ministry of Internal Affairs commends the work of the International Labour Office. We value our partnership with its representatives in the Pacific region. We acknowledge the efforts of the Regional Director, Ms Yamamoto, to address the unique and complex challenges that we face and can only request that the newly adopted field structure for the regional offices be flexible enough to enable the Pacific region to benefit fully from the ILO's technical services. There is much work for the ILO to do in the Pacific region and in Vanuatu.

The meeting in February 2010 of Pacific labour ministers marked a historic turning point for the ILO in our region. We have started a new chapter in our working relationship, and we expect that it will bring benefits to our people – our workers, our employers and the governance of the labour market.

Mr WOGU (*Minister of Labour and Productivity, Nigeria*)

I am honoured to make this statement concerning the Reports of the Director-General of the ILO and the Chairperson of the Governing Body to the 99th Session of the International Labour Conference. I also wish to congratulate the Director-General and the Chairperson for the concise and detailed Reports on the activities of the Office from 2008 to 2009, and to commend the remarkable performance of the Office during this period.

Nigeria notes with appreciation the role of the ILO in placing employment issues at the heart of the recovery process. The endorsement of the Global Jobs Pact by regional and multilateral agencies as a tool for combating the devastating effects of the global economic and financial crisis is already being seen in various national development efforts.

At this point, let me highlight the ongoing efforts of the Nigerian Government to address the challenges of the crisis as it affects employment. These include: the convocation of the National Employment Summit in 2009; the development of the National Employment Action Plan 2010–20 on employment generation, leading to the selection of Nigeria as one of the pilot countries in Africa for implementation of the Global Jobs Pact; mainstreaming the ILO's Decent Work Agenda into our development efforts; the provision of various stimulus packages for economic recovery, under a directive from our President, which include a bail-out for ailing banks, an intervention fund for key subsectors of the economy, and an infrastructure development fund for accelerated socio-economic development; the introduction and preparation of a database of all unemployed Nigerians and the establishment of a national electronic labour exchange; putting in place a national labour migration policy; the Millennium Development Goals package for massive job creation and poverty alleviation through the National Directorate for Employment, National Poverty Eradication Programme, and Small and Medium Enterprises Development Agency, etc.; and strengthening national institutions concerned with

social dialogue, collective bargaining, national productivity and social security.

On child labour, Nigeria notes with great concern the rising incidence of this scourge, especially in sub-Saharan Africa. We therefore associate ourselves with the ILO's efforts to combat this menace. In this respect, Nigeria has not only ratified the relevant ILO Conventions, but has also put in place the necessary institutional mechanisms to improve the situation.

In the area of social security, I am pleased to inform you that a comprehensive national policy on social security will soon be approved. Furthermore, we have adopted a workplace policy on HIV/AIDS to address prevention, discrimination and stigmatization at work.

The Nigerian Government, in its commitment to social dialogue and tripartism, is tackling the challenges of the economic and financial crisis, in collaboration and consultation with its social partners. In this regard, the National Labour Advisory Council has been reconstituted and strengthened. We therefore believe that the aforementioned plans and programmes will quickly bring Nigeria to the path of socio-economic recovery. Finally, we wish to express appreciation to the ILO for its continual support in our development efforts.

Ms SUFIAN (*State Minister of Labour and Employment, Bangladesh*)

The year 2009 has been a challenging year for the Organization and the Report of the Director-General has met our expectations.

The Global Jobs Pact was the ILO's gift to a world in crisis. We thank the Director-General for his efforts to promote the Pact in the multilateral system. His call for greater policy convergence across the system deserves our attention. The multilateral system should create more space for the players of the real economy.

The global economy is making a slow recovery from the crisis. The fiscal and other policy measures taken by most governments have helped prop up their economies. But the global employment situation still remains a cause for concern. The poverty created by the crisis also adds to the challenges. This threatens to undermine the achievement of the Millennium Development Goals (MDGs). The United Nations High-level Meeting to review progress on the MDGs in September 2010 should take due account of Target 2 on achieving full and productive employment and decent work for all. So far, there has not been much of a focus on this.

The crisis has badly affected migrant workers. The outflow of migrant workers is slowing down in general. Those in destination countries also face many challenges. There is a greater need to protect them.

ILO studies have shown that there are still high levels of unemployment in the wake of the crisis. There is a lack of proper data on employment trends in most low-income developing countries. We call upon the ILO to lend those countries more support to help enhance capacity in the field of labour statistics and market analysis. The Office's set-up on labour statistics should be extended to regional and country levels.

Our Government is working hard to build Bangladesh into a middle-income country with a knowledge-based society by 2021. Our Prime Minister, the Honourable Sheikh Hasina, has offered this

vision to the country's youth. Under her guidance, the Government is taking many initiatives for youth education, employment and skills development. We are working to develop the skills of potential migrant workers.

A national employment service scheme has been launched to provide employment and training to young people in the public sector. The national employment bank and other financial institutions are providing easy loans and training to young people for self-employment. The Government aims to make these ventures more sustainable and productive. Information and communication technologies will be among the main tools in these efforts.

The Government of Bangladesh extends all possible support to ILO activities. The Decent Work Country Programme has made good progress to date. We have expressed an interest in joining the Youth Employment Network (YEN). Bangladesh will be working with the ILO to study the trade impact on employment and is interested in the Better Business programme. We would invite the ILO to lend greater support to promoting rural employment.

We must admit to some limitations in our collective bargaining system. The Government is working with social partners to bring improvements to some sectors. We seek the ILO's support to enhance the capacity of the Government and social partners to engage in constructive social dialogue. We are working through tripartite structures to review and update our national labour policy and the national labour law of 2006.

This Conference has made significant headway. We are happy to have been part of the discussions on international labour standards for domestic workers. We call for the instruments to be balanced and focused. The Global Report, *Accelerating action against child labour*, points to the need to gear up our reports. We must keep up our efforts. We owe this to our future generations.

Mr WARDA (*Representative, International Federation of Chemical, Energy, Mine and General Workers' Unions*)

As the General Secretary of the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM), I am here to issue an urgent appeal to save the lives of mineworkers. The ICEM has a special responsibility because we are the largest global trade union federation in mining, with over 60 national mining affiliates.

On 17 May, 30 coalminers were killed in a methane explosion in Zongdulak, Turkey. This was the third fatal accident involving a methane explosion in Turkey since December of last year. On 9 May, 90 miners and rescue workers were killed in a methane blast at the Raspadskaya mine in Siberia. On 5 April, 29 workers were killed in another methane blast at a coalmine in West Virginia in the United States. This was the deadliest mine disaster in that country in more than two decades. In China, methane explosions are still occurring with alarming regularity.

Unfortunately, these tragedies will continue to occur unless employers, governments, trade unions, and the ILO itself, take measures to address deeper and more underlying causes that represent systemic safety and societal failures. Although the presence of high methane levels in all of these mine disasters appears to have been the immediate cause of the explosions which killed so many, one must ask why

the methane was either not detected or ignored, and why miners in the twenty-first century should have to endure such dangers when clearly the science, technology and training are present to eliminate these so-called accidents.

These disasters share some other factors in common other than methane. First, miners put their own safety at risk to meet production quotas and earn bonuses because their hourly wages are too low. Earning a liveable wage for working underground and not having to rely solely on what a miner produces would dramatically reduce the likelihood of such accidents occurring in the future.

Second, government regulations were lax or poorly enforced, even in a highly developed country as the United States, which ratified ILO Convention No. 176 soon after it was adopted by the Conference. The United States still has some of the best regulations and laws on paper, but unfortunately not in practice. In the West Virginia explosion, the employer, Massey Energy, was cited with 57 safety violations by the United States Government just a month before the explosion. Yet the Government permitted the mine to keep operating without correcting the problem. The employer routinely paid small fines for its dangerous practices and went about its normal business as if there were no problems. The effective government oversight of mining operations must improve dramatically.

Third, in Turkey and the United States, the miners involved were not represented by a trade union and could therefore not refuse to work in unsafe conditions without risking their jobs. They could not effectively challenge employers who were far too willing to put miners' lives at risk in order to achieve higher production and profit.

Non-union miners in Turkey are forced to work in precarious non-union jobs as contractors, earning the lowest wages with few benefits and having no real job security and little training. Eliminating barriers to genuine union organizations in mining countries would improve safety and lessen the danger of serious injury or death. As we say in the ICEM, the stronger the union, the safer the mine.

Fourth, although in South Africa and a few other countries, mining employers work with trade unions to ensure decent and safe work as defined by the ILO, greed and the insatiable drive for profit are still a major factor in most mine tragedies.

The ICEM is proud of its long association with the ILO. We worked laboriously and unflinchingly with governments and employers to ensure that a new global standard was established for mining laws and regulations, and we launched a campaign to promote ratification of the Convention in all corners of the globe. We believe our efforts have made a difference but we have not done enough. So far, only 24 countries have ratified the Convention, far too few, and far too many miners are still being killed or maimed in the job. Most of the tragedies in mines today occur in countries which have not ratified the Convention.

We have attended too many funerals. Yes, we must mourn for the deaths but we must devote our anguish and energy to fight for the living. Employers, governments and trade unions must work together to ensure that miners can return to their families at the end of the working day.

This will require a change in what we do and how we do it. Employers must pay a decent wage to miners who toil under some of the most dangerous

conditions known to humankind so that they are not forced to compromise safety in order to feed their families. Employers must do away with the support of contract labour in mines – that is a throwback to nineteenth century conditions. Governments must not only enact stronger health and safety laws, but enforce the ones they have. Employers and governments must recognize that the only way that a miner can truly say “no” to working under conditions that could cost a life is to be protected by a union. And it is true, we the trade unions must do more, not only to promote Convention No. 176 but to organize contract and unorganized miners.

We are reaching the end of the first decade of a new century. Let us not return to conditions resembling those in the first decade of the previous century. We in the ICEM have not only pledged to do more, we are doing it as I speak to you today. I ask you and the ILO to join us. Our work will not cease until these tragedies stop.

Original Arabic: Mr MAATOUK (Representative, International Confederation of Arab Trade Unions)

The International Confederation of Arab Trade Unions (ICATU) attaches considerable importance to the items for discussion at this session of the Conference, as the global economic and financial crisis continues to affect most of the Arab countries and growth rates are still declining sharply, as is clear from the fact that there has not been a decrease in poverty, unemployment, and the bottlenecks affecting the Arab labour market. The Decent Work Agenda still faces major challenges, especially in the form of serious violations of the fundamental Conventions. Trade union rights and freedoms in many Arab countries are still subject to government interference and persecution of trade union activists, and Conventions Nos 87 and 98 are under threat.

We consider that the goal of eliminating poverty and unemployment and the implementation of the Decent Work Agenda can only be achieved if there are strong, free and independent trade unions, and through strengthening social dialogue and building capacity among the tripartite social partners so as to enable effective dialogue in full partnership, with the aim of achieving a degree of security and social stability which will lead to sustainable development with prosperity for all.

We call on the Arab governments to respect all the international labour conventions and step up the ratification process, to bring their national legislation into conformity with those conventions, and to abide by their reporting obligations on time.

We strongly encourage cooperation between the Arab Labour Organization (ALO) and the ILO in implementing employment programmes in the Arab States, in the certainty that such cooperation, provided that it meets with support and approval on the part of Arab governments, will produce positive and rapid results.

We stress the importance of continuing to focus on HIV/AIDS in the world of work, especially as this issue is still treated with a certain amount of diffidence in our countries, owing to customs and traditions. We call for support for strengthening cooperation with the ILO in awareness-raising programmes on the dangers of this illness among workers at the workplace.

In 2006 the ILO set an ambitious goal, that of eliminating the worst forms of child labour by 2016, and our Confederation has already made serious

efforts with its affiliates and friendly organizations in order to achieve this goal in the Arab region. But despite the positive results achieved by the global campaign against child labour, according to the Report of the Director-General, we doubt that our region has come near to achieving such results. We agree with the Director-General that “a flagging in the worldwide movement, a certain ‘child labour fatigue’, must be prevented” and that the political will must be mobilized to give priority to children in national budgets and development efforts. We also ask donor countries to continue their support to the International Programme on the Elimination of Child Labour (IPEC) led by the ILO, in view of the results it has achieved in this area.

The serious and responsible discussions held in the Committee on Domestic Workers between the social partners reflect a shared concern to achieve a framework to provide protection for the rights and interests of these workers. We confirm that we will continue our efforts to defend these workers and their rights, and are prepared to cooperate with any party to achieve this goal.

While ICATU welcomes the Director-General’s efforts and appreciates his mission to Palestine and the other occupied Arab territories, and the valuable report he has presented to us, we support the comments of the Arab group concerning the report of the mission, and call on the Director-General to support the six-point strategy of the Palestinian Ministry of Labour, to work towards holding an international conference to provide the necessary support to the Palestinian Employment Fund, and to refer the violations committed by the occupation authorities to the competent bodies of the Organization.

We strongly condemn the attack by the Israeli occupation forces on the freedom convoy carrying food aid and medicine to a people besieged for years under the worst forms of blockade. We call for an international convention to protect relief workers and volunteers transporting aid in such cases.

Lastly, we must call on the occupation authorities to respect and implement all the resolutions under international law, to withdraw immediately and fully from all the occupied Arab territories in Palestine and the Syrian Golan, and the Shebaa farms and the Kafr Shuba hills of Lebanon, and to allow the return of the displaced Palestinian people to its land, to build an independent State with Al-Quds as its capital.

Original Spanish: Mr PARRA ROJAS (Employer, Cuba)

As many have said, economic recovery does not translate to recovery in employment; this is why the concerns expressed at the last Conference are still present and have been at the heart of our discussions.

The adoption of the Global Jobs Pact was an important result of the last Conference. It is a means of increasing the efforts of stakeholders in finding a solution to unemployment around the world.

A year after its adoption, the results are not sufficient. Although we have seen recovery in some countries, there is the spectre of a financial crisis. This shows how far we are from the end of this tunnel.

We agree with the Director-General when he says that there can be no sustainable recovery without job creation. This is why we need a high level of job

creation that will give us robust, sustainable and balanced growth.

Looking at this, we believe that there is a broad-based consensus here. However, identifying the ways and means of achieving these goals in the context of the differing needs of each country is very complex.

Therefore, the stakeholders have to be absolutely clear on the tasks that the Office has to carry out, supporting them with its management and making the most of its opportunities and strengths.

We have to recognize that the reduction in demand and the increase in unemployment are directly related. We have to break this vicious circle with programmes that take into account the need to support sustainable companies, because they can generate productive jobs.

The Report of the Director-General recognizes that solid, sustainable, balanced and employment-creating global growth has to be the world’s economic priority, but there are clear limitations to that.

We have to underline that the situation in underdeveloped countries is much more complex and serious. The level of interdependence between national economies makes us very aware of what is happening in any part of the world. This is what underlies the need for all of us to maintain and boost the cooperation of the ILO with other bodies in the United Nations system, in particular the World Trade Organization.

A number of steps have to be taken but, certainly, tripartite social dialogue is an irreplaceable tool and a way in which we can really exit this crisis in a sustained and firm manner.

Looking at the vital goals set out in the Report, we would like to highlight the creation of an environment that encourages innovation, investment in sustainable enterprises and preparation for transition to cleaner fuels through investment and the creation of environmentally sound jobs. We need to have integrated policy measures that will create synergies between various national policies.

We certainly welcome what was said about the need to use the crisis to invest in the improvement of training and qualifications in preparation for recovery and the future after that. This has to be done in conjunction with the concept of ongoing apprenticeship that allows people to develop multiple skills, which can help people to face changes in their world of work.

The experience of my country, which has very few natural resources and is the victim of a blockade that has lasted more than four decades, as well as the effects of climate change, shows that it is possible to confront the crisis by honouring labour and social guarantees on the basis of wide-ranging social dialogue that involves all the social actors in identifying, proposing and implementing actions to that end.

Employers, mindful of our important responsibility to create productive jobs, are actively involved in the search for solutions and alternatives, at the same time as meeting our commitment to avoid the worst types of child labour, a result that we show with pride to the world.

Mr NICOLESCU (Employer, Romania)

For Romania, the period 2009–10 has been a very tough one, caused by a deep economic crisis. Employers and employees have been severely affected by many consequences of the crisis.

Progress recorded by Romania in the field of employer consultation in the context of social dialogue was one of the few positive evolutions in the last year. In the context of the economic crisis, the Economic and Social Council of Romania, with an employer President, increased its visibility and impact.

Despite this progress, there were some undesirable events in respect of dialogue and consultation with the Government. For example, the Romanian Government has changed the two members of the Romanian Employers' delegation to the 99th Session of the International Labour Conference.

Representatives of employers' national confederations had appointed, by vote, the five members of the Employers' delegation yet the Romanian Government has replaced two of them. Furthermore, one of the technical consultants named by the Romanian Government did not even arrive in Geneva to participate in the Conference.

The main concern of the Romanian Employers' Confederation at present is to contribute to Romania's recovery from the economic crisis.

The Romanian Employer's Confederation Alliance, a member of the International Employers' Association, has elaborated a set of measures structured in three fields: first, the reduction of fiscal evasion, dealing especially with customs, the alcohol industry, the tobacco industry, the oil industry, the food industry and the retail trade, where tax evasion is occurring.

Second, investment stimulation focusing on increasing the structural funds absorption, using the concession method for the main public infrastructure works, the improvement of investment law and the enacting of legislation on start-ups, private-public partnerships and holdings.

Third, the reduction of budgetary spending, mainly in respect of current material allocation and excessive salaries and pensions, which have increased in recent years with no relation to productivity levels.

Analyses conducted by Romanian employers' confederations have demonstrated the need for a systemic, economically and socially balanced approach, which focuses on the stimulation of investment and work. We appreciate that only such an approach will rapidly and efficiently solve Romania's complex economic and social problems.

At the global level, financial, commercial, social and ecological evolutions are very complex. Without any doubt, this situation will continue in the long term because its objective background is represented by the change of economic system.

The knowledge revolution, which started a few decades ago, is increasing in depth and breadth, and is generating the new economic knowledge-based economy.

In this very difficult and challenging context, with a lot of unexpected elements, thorough research with a strong anticipative dimension is required. The essential transition to a knowledge-based economy must be carefully anticipated and prepared.

The ILO, the most comprehensive tripartite organization, should assume a much more proactive role and carry out anticipative actions. So far, it has acted to a large extent in a reactive manner, on the basis of past developments, searching and offering valuable answers to continuing problems.

Transition to the new economy and new societies involves significant changes of vision, attitude and action. One of the first steps in this direction should

be the elaboration in the next period of multidisciplinary study regarding the necessary changes in ILO approaches and actions in the context of the transition to a knowledge-based economy and society.

On this basis, the ILO will obtain the necessary scientific input to increase its effectiveness and prestige, contributing much more in anticipating, preventing and solving the huge problems faced by governments, employers' associations and trade unions, from a tripartite perspective, at the international and national levels alike.

Such an approach is not easy to achieve, yet it is essential for the future of the Organization and the context and impact of tripartite dialogue, both at the international and national levels.

The members of the Romanian Employers' Confederation Alliance, which is a member of the International Organization of Employers and Business Europe, are ready to be actively involved in such a prestigious project.

Ms HAGEN (*Representative, International Federation of University Women*)

We are pleased to see that the work of the Committee for the Recurrent Discussion on Employment has produced a set of conclusions that incorporate a gender-sensitive perspective on the immediate concerns of employment in the global economic recovery process, as well as the longer term strategies for advancing the Declaration on Social Justice for a Fair Globalization. Gender auditing is important for addressing the differential impact of the financial and economic crisis on women and men.

In some cases, as in many developed countries, we note that the employment of women has gone up while the employment rate of men has gone down. The interpretation of these data could suggest that a heightened unemployment rate for men has meant that more women have had to seek employment, typically in lower paid positions, in order to support their families.

Elsewhere, however, women are excluded from full participation in the formal labour market and are subjected to precarious employment in the informal economy. Even as they enter the workforce, they are disproportionately denied access to the benefits and social protections of the formal sector. The Committee for the Recurrent Discussion on Employment has duly noted this concern and has recommended targeted efforts to deliver appropriate education, skills and opportunities. We commend the Committee for raising the importance of maternity protection as a measure against employment discrimination of women.

Entrepreneurship training is also mentioned, and we wholeheartedly endorse the recognition of this avenue. The catalytic and creative role of women as entrepreneurs merits significant emphasis in any and all employment-intensive recovery strategies. We also believe that special attention should be directed to women's opportunities in any green jobs initiative. In fact, the forum on macroeconomic policy options for rapid high-quality employment generation, as mentioned in the conclusions concerning the recurrent discussion on employment, should have a specific gender mainstreaming component and should consider how entrepreneurship and green jobs can be effectively integrated into national employment strategies.

At its 2010 session, the Conference is also addressing two other major subjects of concern to women's empowerment. In most countries, over 90 per cent of domestic workers are women and girls, who are often subjected to hidden abuse and exploitation. A lack of regulation for domestic workers, coupled with the overwhelmingly large percentage of female representation, can quickly lead to forced labour and human trafficking. Thus, we strongly endorse the ILO's commitment to setting international standards for domestic workers, as this group has historically faced unique disadvantages in a labour market that largely operates behind closed doors. The standard-setting exercise is a welcome initiative to create better systems of decent work and social protection for domestic workers, including migrant domestic workers.

We agree with the recommendation for a Convention and a Recommendation and urge the strengthening of those provisions prohibiting child labour in domestic work, especially since it is mostly the girl child who suffers from isolation and abuse. We also encourage attention to provisions for the effective empowerment of domestic workers through literacy, education and training opportunities.

Similarly, the new Recommendation on HIV/AIDS and the world of work should help combat the stigma and discrimination that are especially harmful to people affected by the epidemic and it raises the status of the excellent work done by the ILO in implementing the ILO code of practice on HIV/AIDS and the world of work. Women's empowerment is a crucial element of this campaign and we welcome the provisions that are oriented to addressing the difficulties women encounter in protecting themselves effectively.

We support the Recommendation that calls on members to promote the active participation of both men and women in protecting their human rights and reproductive health. Furthermore, we commend the Committee on HIV/AIDS on its call for nations to respect international guidelines on confidentiality, counselling and consent.

Finally, the International Federation of University Women has regularly raised concerns about gender bias in the ILO Constitution and we are pleased to note that a significant review process is now under way to introduce inclusive language for the purpose of promoting gender equality. We commend this exercise as a commitment to gender equality and non-discrimination as cross-cutting issues and we see this as especially important to the principle of gender equality in the composition of delegations to the International Labour Conference.

Original Spanish: Mr DURÁN DYER (Employer, Ecuador)

To participate in this Conference, to take the floor and to be able to listen to leaders of all nationalities, is an enormous privilege for me.

The bottom line with unemployment is that it denies mankind one of its most important social rights: the opportunity to freely dispose of one's creative capacity to contribute to the process of generating wealth, particularly in economies such as those of Latin America and Africa, which are dominated by an almost hereditary poverty.

Given the nature of this Conference, I am sure that you will be expecting me to make a presentation that is entirely technical, backed up with facts and figures, and which sets out to solve the problems of the lack of new jobs in our countries and the

need for more cordial and productive labour relations. But I did not want to pass up on the opportunity to touch on a subject which is much more important and, in my view, more fruitful.

Above and beyond the issues that we are discussing here, which are all linked to creating jobs and the improving relations between employers and workers, we all share one quality: our feelings as human beings. We all want the best for our families, our communities, our cities, our countries – we want the best for the whole world.

Considering things from this angle and motivated by this desire, which I think we might call love for our nearest and dearest, we should encourage harmonious relations between workers and employers, between governments and societies, and we have to start right here with ourselves.

What stops us from dreaming of a world of fairness and solidarity? Such dreams can achieve extraordinary things. What prevents us from making them a reality? A vision of the future, made real, can change the world. If we are people who carry within us this great spirit of justice and solidarity, let us stop talking and start acting. A smile and a sincere handshake can make an enormous difference. Just a simple action, but it can have such an immense impact. Let us start making that difference from today, right now. I challenge you to try it out!

As I stand here, I would like to say to you all, from the heart, that I would sincerely like to shake the hand of each one of you.

Original Farsi: Mr KARGAR (Worker, Afghanistan)

I would like to give you some information on the Associative Movements of SANDICAL, one of the leading trade union organizations in my country.

The National Labour Union of Afghanistan was re-established in 2002 and is now a recognized and very influential union.

A number of changes have been brought about thanks to the commitment of the union, the human resources department of the Ministry of Labour and the relevant department of Parliament, to bring improvement to the lives of workers, such as through Convention No. 144. On that basis, the union has made progress and we have been able to guarantee and safeguard our independence as the representative of the workers in our country.

We have picked up these challenges and we have done everything in our power to provide the best possible service to our members.

I am the representative of the workers of Afghanistan and I can tell you that, following three decades of war and destruction, we face considerable challenges.

There are still different military policies, which is not what our people want. The security situation is getting worse and people live without any real security and wonder about the future of the country.

Eight years ago the word "democracy" became the watchword of the country, but unfortunately it has not yet been implemented.

Only when we get peace in Afghanistan will we be able to establish democracy. Only when that is done will we be protected from terrorism.

We do not have security or socio-economic stability and that has brought about high levels of unemployment and poverty.

More than 50 per cent of the workers in the country are unemployed. One third of our inhabitants live under the poverty line; about 70 per cent of our

people are undernourished and thousands of people leave their houses every morning to look for work but return home empty handed. The Government itself has a lot of problems and can do little to alleviate their suffering or do anything that will help it resolve this crisis.

The war goes on and, for this reason, a lot of factories are in ruins and very few companies are really working and, of course, they have to deal with fierce competition. Many organizations trying to help people have been destroyed because of the war, and many companies have not been rebuilt. Companies that do exist have a very low output and are not very competitive.

Unfortunately, very little is being invested, in particular in agriculture, water, power, mines, the food and non-food sectors and agriculture. Levels of investment are very low.

There have been a lot of refugees returning to the country, many of them young graduates, but they are hit particularly hard by unemployment. A lot of these young men have no money and are recruited into the armed opposition because they have no alternative.

The security situation in the country has got worse, despite the efforts deployed by the Government and the international community to try and normalize the situation.

I call upon the international community and the United Nations to give us support in the ongoing peace efforts in Afghanistan. Only then will we be able to take up the challenges that we face that have caused such unemployment and poverty in our country.

We hope that the international community will help us combat terrorism and, at the same time, help us eradicate the roots of that terrorism.

The first thing we need is freedom for women and for the rest of the population as well, and we can only attain those goals if we have peace. Peace is the prerequisite. And the trade union movement has to support us here. We would like to thank the unions for the help that they have given us throughout the world. We have made considerable headway, but there is a lot of work still to do.

(The Conference adjourned at 7.30 p.m.)

CONTENTS

Page

Eighth sitting

Reports of the Chairperson of the Governing Body and of the Director-General: Discussion (<i>cont.</i>).....	1
---	---

Ninth sitting

Reports of the Chairperson of the Governing Body and of the Director-General: Discussion (<i>cont.</i>).....	23
Report of the Committee on the 1998 Declaration: Submission, discussion and approval.....	36
Resolution on the follow-up to the Declaration on Fundamental Principles and Rights at Work: Adoption	39
Report of the Standing Orders Committee: Presentation, discussion and approval.....	39
Reports of the Chairperson of the Governing Body and of the Director-General: Discussion (<i>cont.</i>).....	40