



## Twenty-first sitting

Thursday, 16 June 2011, 10.05 a.m.

*President: Mr Nkili*

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

*Original French: The PRESIDENT*

We shall resume the general discussion on the Reports of the Chairperson of the Governing Body and of the Director-General.

*Ms TODOROVA (Employer, Bulgaria)*

The Bulgarian employers and members of the International Organisation of Employers will take note of the Report of the Director-General and draw conclusions based upon our priorities and the next steps to be taken in current economic circumstances. In the years to come, the Bulgarian economy will strive to achieve acceptable growth in all spheres – economic, social and environmental.

This is a very difficult objective, as in times of severe crisis it is not that easy to find consensus on major economic and social issues and at the same time defend the social partners' basic priorities and objectives. Extraordinary efforts need to be made by the whole of society – the workers, employers, state institutions and other major stakeholders. All should reconsider their role in order to line up with the EU's 2020 agenda and its goals and priorities.

The Bulgarian employers today stand for effective social and tripartite dialogue, aiming at significant improvement of the labour legislation and regulations; for improved representativeness, responsibility and respect of the basic rights and freedoms of association and collective bargaining; for flexible labour markets, increased productivity, more and better jobs; and for persistence in pursuing the social security reforms even though we are one of the most quickly and severely ageing societies, with significant losses among our educated and skilled labour force due to emigration, which is challenging the level of quality and employability of the labour force.

The Bulgarian employers have duly made renewed efforts to promote social dialogue, collective bargaining and preservation of social peace. We actively participated in, and signed, the Anti-crisis Measures declaration adopted by the Government of Bulgaria, because we strongly believe in the need for social balance and fair distribution of the crisis burden.

At the same time, we were concerned about the associated costs we had to bear in order to allow companies, workers and those who have lost their

jobs to become accustomed to their new role in the crisis, to rescale their activities and to reallocate resources in order to outlast the difficulties of the time.

Let us remember that the currency board we have in our country, and its arrangements, impose very tight monetary and fiscal restrictions which have led to a situation where Bulgaria has one of the lowest ratios of state debt to GDP: around 15 per cent compared to ten times higher debt levels in many other countries, including developed countries.

This explains our determined position in favour of sustaining the low 10 per cent profit and income tax rate; of ensuring the affordability of social security and health-care contributions; of improving the enforceability of laws and regulations; of cutting compliance costs and associated negative impacts; of encouraging restructuring and further reforms of state institutions; of standing for the restructuring and improvement of corporate management and the wage system vis-à-vis productivity performance.

The issues on the agenda of the 100th Session of the International Labour Conference – social protection, the labour inspection and labour administration – are leading priorities of the Bulgarian employers.

We see them as a prerequisite for dealing with the vast informal sector of the economy and as the focal point of discussions with the other social partners. Not only are the labour rights and living standards of the workers and social security beneficiaries in the formal economy declining, but unfair competition is intensifying and jeopardizing the prospects for sustainable, smart and inclusive economic growth and development.

We assure you that we will defend the above stated principles with zest and perseverance.

*Mr GALLIMORE (Minister of State, Ministry of Labour and Social Security, Jamaica)*

Jamaica is in a challenging but exciting phase of implementing strategies for dealing with the impact of the global financial crisis, using the Global Jobs Pact.

We have sought to make our crisis recovery policies and actions coherent by establishing a national tripartite Partnership for Transformation Council.

This national initiative in social dialogue follows the inseparable, interrelated and mutually supportive principle of the ILO by dealing with six areas in such a manner: the rule of law; fiscal and monetary performance; tax policy and tax administration; education and training; job creation and employment; and trust among the partners.

We have focused our job creation and employment around infrastructure development for the network of roads and bridges across our country; mega-investment projects involving housing, information and communication technologies; the development of our ports to increase our cruise ship business; and the redevelopment of our capital city.

Special funding has been made available for training and development services for micro-, small and medium-sized business enterprises, and we are also seizing overseas employment opportunities. These initiatives are aimed at generating a wide range of decent jobs, ranging from low-level to high-level skills.

We are giving special attention to our youth at risk and the reduction of unemployment among our young people. We have developed the Youth Up-liftment through Employment project, which is a partnership between the private sector, the Government and non-governmental agencies to train, change behaviour and provide guaranteed employment for over 2,000 young people in our inner city communities.

We have strengthened our Social Protection Floor by increasing benefits under the Programme for Advancement through Health and Education (PATH) programme. We are targeting adults in PATH households to move them from welfare to employment through skills training and job placements.

We have started the reform of our national insurance scheme to improve the safety net for the elderly, domestic workers and injured and disabled workers.

Increases have been made in pensions, allowances and wage-related benefits, employment injury benefit, the disability pension, and health benefits for national insurance scheme pensioners.

Jamaica continues to be resolute in its attempts to reduce and eliminate the worst forms of child labour through the Tackling Child Labour through Education initiative.

Let me close by congratulating the Director-General for the excellent efforts of the ILO in keeping countries worldwide focused on moving with greater urgency towards social security for social justice and a fair globalization.

The ILO Decent Work Team and Office for the Caribbean must also be commended for its assistance in helping us to shape Jamaica's jobs pact for economic recovery and other initiatives to enhance productivity and social dialogue.

A recent tripartite dialogue held in Barbados, with representatives from Singapore and Mauritius, who shared their experiences with us in the Caribbean, was very instructive.

We need further ILO support for our Jamaica Productivity Centre and for helping develop strategies for improving our Social Protection Floor.

We strongly believe that, with the continued support of the ILO and the other stakeholders, our initiatives for job creation, employment and improved social protection will provide a solid platform for the future social and economic development of our country.

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*Original Russian: Mr MOLDOVANU (Deputy Prime Minister, Republic of Moldova)*

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Issues included on the agenda of this Conference are traditionally of great importance and relevance. In the context of globalization, the financial crisis

and the expansion of the informal economy, the role of labour administration and inspection is becoming increasingly important.

In the Republic of Moldova, labour administration is carried out through a well-organized institutional mechanism. The Ministry of Labour, Social Protection and the Family formulates and oversees the implementation of state policy on labour, while the labour inspection services supervise compliance with labour legislation. At national, sectoral and regional levels, the committee on consultation and collective bargaining reconciles the interests of the social partners in developing a basis for regulating socio-economic and labour relations, conducts collective bargaining, drafts and submits collective agreements, and facilitates their conclusion. The committee on social dialogue between employers and workers reconciles the interests of workers and employers in establishing specific mutual obligations in the area of labour and social protection, conducts collective bargaining, drafts and submits collective agreements, and facilitates their conclusion.

The system of labour administration in the Republic of Moldova is regulated by a complex legislative framework that gives precedence to international treaties to which our country is party. Among these are some 40 ILO Conventions, including the Labour Administration Convention, 1978 (No. 150), ratification of which demonstrates the fact that the Republic of Moldova is striving for continuous improvement of its national normative base, to bring it into line with international labour standards.

Compliance with labour legislation is a basic condition for pursuing an effective socio-economic policy, and labour inspection therefore plays a key role in the labour administration system, ensuring the application of legislation on working conditions and social protection for workers in the performance of their duties. In this context, we are committed to consolidating our labour inspection services and to working with the Office in this regard.

In order to ensure better administration of labour, our Decent Work Country Programme provides for technical assistance to establish more modern and effective labour inspections and state employment services. An audit of these departments carried out by the ILO revealed various areas in which new approaches need to be strengthened, including through external partnership, in order to ensure optimal application of international standards ratified and more effective exercise of their mandates.

In the context of globalization, labour migration and the unstable economic situation, social protection also needs to be reviewed, based on the principles of social justice, equality and solidarity. With the aim of standardizing retirement conditions, with due respect for the principle of social justice among workers, national legislation has recently been amended to standardize the pensionable age for certain categories of workers. This legislation provides for a gradual increase in the number of years of work required to claim a pension to 35 for all workers, both men and women. The next step in cementing the principle of social justice is to establish a single method for calculating pensions for all categories of workers.

In recent decades, the Republic of Moldova has been faced with the problem of the increasing mobility of human resources, through people leaving the country to work and intensive workforce migra-

tion. In these circumstances, coordination of the social provision system has become an important element of state social policy. Migration has made it necessary to conclude bilateral agreements on social provision with countries hosting migrant workers. So far, four bilateral agreements have already been concluded, between the Republic of Moldova and Bulgaria, Portugal, Romania and Luxembourg. The Republic of Moldova is also holding talks to conclude bilateral agreements on social provision with the Czech Republic, Austria, Estonia and Poland.

Optimizing the process of coordinating social protection is also one of the central elements of the Office's assistance programme, which aims to improve protection for Moldovan migrants, facilitate their return to their home country and, in so doing, encourage growth. I would like to take this opportunity to express our appreciation to the Office and to the ILO Subregional Office for Central and Eastern Europe for the assistance they have provided to the Republic of Moldova to introduce numerous reforms in the areas of labour and social protection. In its future cooperation with the ILO, our country will make every effort to follow the recommendations and decisions of the 100th Session of the International Labour Conference.

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Ms BYER-SUCKOO (*Minister of Labour, Barbados*)

One important message from the Report of the Director-General is that the ILO can and must live up to its proud history by placing the need to shape "a new era of social justice" firmly on constituents' national agendas and thus also on the table of international policy coherence.

Barbados strongly supports this sentiment. Indeed, our national agenda aims to empower our society to take charge of its destiny. In this regard, our strategies include: removing obstacles to employment; equipping the workforce with the requisite skills needed for today's competitive market; and protecting persons and families affected by the crisis, in particular the most vulnerable. This specific strategy is aligned with an overarching goal for Barbados – the promotion of social equity and social justice.

In all this, we adhere to the precepts of the Decent Work Agenda, to which we are firmly committed. That commitment will bring tangible results later in the year when Barbados launches its Decent Work Country Programme.

In seeking to protect the most vulnerable, I turn my attention to two of the main items for discussion: decent work for domestic workers and the strategic objective of social protection.

Barbados wholeheartedly supports the proposed Convention and Recommendation for the effective regulation of domestic workers. We now make a commitment to review the Domestic Employees Act (Cap. 344 of the Laws of Barbados), to ensure that it meets the requirements of the new standard. Additionally, the requirements will soon be met under the employment rights legislation.

I commend the ILO for its aggressive promotion of the Social Protection Floor Initiative. Barbados always welcomes discussion on social protection, which is a critical aspect of our country's safety net agenda.

The Barbados National Insurance Scheme is recognized as having one of the most comprehensive systems of social security throughout the Caribbean region, with Barbados being one of the few coun-

tries of the English-speaking Caribbean with a system of unemployment insurance. To counter the effects of the global economic crisis, we have extended the period for unemployment benefits from 26 weeks to 40 weeks, to provide a buffer for those who are casualties of the shrinking job market.

One of the greatest challenges faced by Barbados is the reluctance of persons in the informal sector to register and therefore make contributions to the National Insurance Scheme. More intense public education outreach activities are needed to address this problem. Efforts will continue to be made to educate the informal sector about the benefits of participating in the Social Security Scheme.

The discussion on labour administration and labour inspection is welcomed, given the numerous challenges faced by national labour administration systems in this modern era. We are grateful to the ILO for the safety and health inspection initiative being undertaken in the region, which will considerably enhance the efficiency of the work we do in this area. We hope that the ILO can make additional resources available to the subregional office for the purpose of continuing this crucial exercise.

Barbados was delighted to host the recently concluded Tripartite Caribbean Symposium on "Tripartism and social dialogue: Comparative experiences in dealing with economic and social development issues". This forum allowed for a rich exchange of experiences relating to social dialogue among participating countries, especially Barbados, Singapore and Mauritius. It is my hope that the countries of the Caribbean region will give greater impetus to institutionalizing the system of social dialogue at the enterprise, national and regional levels.

As we ponder on the past, present and even future work of the ILO at this landmark 100th Session of the International Labour Conference, I appeal to all constituents of the ILO to embrace social dialogue as a strategic measure to enhance social and economic development in their countries.

By so doing, we demonstrate our commitments to the ideals of this great institution.

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Mr SYDER (*Employer, United Kingdom*)

Thank you for the opportunity to address you today in order to respond to the Director-General's Report, *A new era of social justice*, at this 100th Session of the International Labour Conference. I am speaking to you as the Governing Body representative for the Confederation of British Industry (CBI). I am also an international employer, as my business has offices in England, Spain and Mexico, as well as associate offices in Brazil and Chile.

I have read the Director-General's personal views and his vision for a new era of social justice, inspired by the concept of sustainable development. In doing so, it became clear that much of the text does not reflect areas of consensus within the tripartite membership of the ILO. Accordingly, this Report is not balanced and must be considered by other international bodies on this basis. It must be read with caution because, more generally, employers need to see themselves reflected in what the ILO contributes in its engagement with other agencies and the multilateral system. That is not the case in this Report.

Furthermore, we must not forget that each country remains a separate nation state, and each country's government remains the most effective arbiter of the social and political needs of each society.

In the CBI's view it is not for the Director-General, or the ILO, to comment on the right of governments to govern.

It should come as no surprise that I do not welcome the Director-General's proposals for action. United Kingdom employers do not see their views on a job-focused recovery in the Director-General's aforementioned vision.

The CBI advocates that we need to shape ILO gatherings like this to be more responsive to the real world of work. Adopting a one-size-fits-all approach to a new era of social justice is not helpful, and highlights the need for reform of the Conference to ensure that the ILO is effective and relevant to all participants. All businesses, from SMEs right through to large multinationals need to identify with what the Director-General says on behalf of the ILO.

In the United Kingdom, it is clear that our primary agenda is to rebalance our economy, and there is still a long and difficult road ahead. However, the CBI believes that the path of deficit reduction was the right one, in the knowledge it will have difficult social consequences for the United Kingdom as we restructure our economy.

The only aspect of the Report I therefore welcome is found in paragraph 143, as I do agree that it would be useful for the ILO to prepare a joint study with other international organizations on the factors behind real investment performance and its impact on jobs and incomes. A fact-based report would be of assistance.

Given the reality of what is happening in the United Kingdom, it is remarkable that the Director-General is therefore suggesting, among other measures, increasing the role of the State, decreasing flexibility in our labour market, increasing social security spending, increasing labour standards and increasing taxation, especially at a time when many national governments, not just the United Kingdom, are grappling with deficit reduction and, on the ground, workers and employers are working together to respond to challenges. Such policies are simply not capable of global acceptance and damage the credibility of the ILO.

In these difficult economic and social times, I would like to draw attention to paragraph 155 of the Director-General's Report, where he refers to further reinforcing international labour standards. Given next year's recurrent report on fundamental principles and rights at work, do governments really think it is a good idea to consider the establishment of a new ILO tribunal to strengthen ILO monitoring and implementation mechanisms? Is that what the world of work really needs at this moment in history?

The role of the private sector in national development strategies and poverty alleviation is internationally recognized by all sectors, and the ILO and the employer community are natural partners, working towards the shared goal of wealth and job creation. Employers need an ILO that is focused on achieving such goals, and is capable of adapting to changing realities – it needs to be capable of questioning itself.

In times of a pressing need for job creation, the voice of employers cannot be ignored. In the future, I look forward to receiving Reports of the Director-General that also reflect and acknowledge the alternative views of employers, and support the enormous challenges before them.

## RECORD VOTE ON THE RESOLUTION CONCERNING THE ADOPTION OF THE PROGRAMME AND BUDGET FOR 2012–13 AND THE ALLOCATION OF THE BUDGET OF INCOME AMONG MEMBER STATES

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*Original French: The PRESIDENT*

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We shall now conduct the record vote on the resolution concerning the adoption of the Programme and Budget for 2012–13 and the allocation of the budget of income among member States, which is contained in *Provisional Record* No. 14.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record for this sitting.)*

The result of the vote is as follows: 431 votes in favour; 17 votes against; with 14 abstentions. As the quorum was 297, and the required two-thirds majority, including abstentions, has been reached, the resolution concerning the adoption of the Programme and Budget for 2012–13 and the allocation of the budget of income among member States is adopted.

*(The resolution is adopted.)*

A number of delegates have requested floor to explain their vote.

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*A Government representative of Greece*

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Greece voted in favour of the resolution on the Programme and Budget for 2012–13. Our positive vote comes in the midst of one of the worst economic crises our country has faced since the Second World War. Public sector salaries have been cut off, retirement ages raised and taxes have increased. These are painful choices that come with high political and social cost. Drastic reforms across all levels of government have been introduced; changes to our tax system, our social security system, our public administration, our education system and our development model. We are taking these measures, not only to rescue our own economy, but because we are part of a genuine community – the European Union. All these measures reflect our commitment to protect the stability of our common currency.

Despite all these measures and sacrifices, our faith in the ILO fundamental principles remains solid. As the Director-General said, the primary goal of the ILO today is to promote opportunities for women and men to gain decent and productive work in conditions of freedom, equity, security and human dignity.

We believe that our cooperation with the Organization, and through the upcoming ILO high-level mission to Greece, will contribute to the emerging consensus on the coordination of efforts to promote employment growth and decent work.

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*A Government representative of Canada*

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Discussion of the budget takes place against the backdrop of a still precarious global financial situation, which has resulted in significant cuts to the national budgets of member States. This difficult financial climate also has implications for the budgets of international organizations. This was recognized by the Secretary-General of the United Nations when he said that we must be realistic about the current economic climate. Even the wealthiest nations are tightening their belts and cutting budgets.

The United Nations must be no less disciplined; we cannot go about business as usual. Canada consistently advocates a policy of restraint in the budgets of international organizations, with the aim of zero real growth (ZRG).

While we recognize and fully support the important role of the ILO, this policy of restraint cannot exclude the ILO. Over the last years the ILO has increased its budgets and, while we recognize the attempt to keep these to ZRG increases, there have been significant increases at a time when Canada and others are seeking budget efficiency. Given the current constraints on donors, continued increases are both insensitive to national circumstances and untenable over the long term. We need to ensure that the Organization continues to be sufficiently financed to carry out its mandate but, at the same time, there is a requirement to observe the existing and inescapable constraints for national budgets.

We are convinced that the two objectives are reconcilable, provided there is a willingness to make difficult choices to set clear priorities and exercise creative thinking. The budget, as proposed, does not sufficiently reflect the difficult circumstances faced by donors.

In conclusion, Canada was unable to support the 2012–13 budget proposals.

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*A Government representative of the United States*

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The United States continues to strongly support the mission of the ILO in its important work to improve the working and living conditions of workers around the globe. We thank the Director-General and the secretariat for the significant effort that has gone into the preparation of the Programme and Budget proposals for 2012–13.

Because we value the ILO and take our own governance responsibility seriously, we sought to provide thoughtful and constructive input, with a view to reaching agreement on a programme and budget for the next biennium that could enhance the ILO's important work in the context of both the real needs of ILO constituents and the reality of the difficult fiscal situation facing many countries. We thank the other Governments, Workers and Employers who also joined in that effort. We welcome the Director-General's efforts to respond to the many recommendations to find further cost savings and to reallocate and prioritize resources, reducing the proposed total cost increase from 2.7 to 2.1 per cent. We applaud the Director-General's commitment to continue to seek savings, both at headquarters and in the regions. Since we ourselves are required to make very difficult and painful choices in the face of severe budget cuts at home, we fully appreciate the challenges and difficulties of that task. We stand ready to assist the Office in this important effort.

At the same time, we must again recall the difficulties facing many countries, including the United States. As we noted in discussions last week and at the Governing Body in March, in light of the current sharp budget reductions we are facing, the United States is actively seeking zero nominal growth budgets for international organizations, including the ILO. It is therefore with regret that we must vote against the current budget proposal. I would like to emphasize that this vote does not signify a lack of support for the ILO. Rather it reflects the fiscal realities that we are facing at home.

While we are not in a position to support increases in the budgets of international organiza-

tions, we nonetheless remain committed to engaging with the ILO to further its work on behalf of workers around the world.

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*A Government representative of the United Kingdom*

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The United Kingdom voted against the resolution.

We appreciate the further work and consultations that the Director-General and the Office have undertaken since the March Governing Body discussions to produce the revised budget proposals, which reduce the budget cost increase of 2.4 per cent as proposed in March, to 2.1 per cent.

Throughout the budget discussions, the United Kingdom Government made it clear that we fully support the work of the ILO. However, we consider that the proposals as presented then did not take fully into account the extraordinary financial pressures that many governments all over the world have to address. We also felt that they did not acknowledge the call that the United Nations Secretary-General made for all agencies to look very seriously at cutting their budgets in order to properly reflect those pressures.

We said in March that we believed that further efficiency savings could have been achieved by stricter priority setting, and without affecting the ILO's work. So, we are pleased at the further adjustments. However, as we have consistently said, our hope was that the Programme and Budget for 2012–13 would properly reflect the economic realities that many governments are facing, and would be based on zero nominal growth; a zero percentage increase on the 2010–11 level.

Against that background, the United Kingdom cannot support this revised proposal. While we very much welcome steps that have been made in the search for greater efficiency, cost-effectiveness and value for money, they have, in our view, not gone far enough. We hope very much, therefore, that the Director-General will consider further work to arrive at a budget on which all governments can agree.

For the United Kingdom Government, zero nominal growth remains our aim. I would stress once again that our position does not imply any lack of support for the ILO. On the contrary, we believe that a more cost-efficient ILO will be a more effective ILO.

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*Original Spanish: A Government representative of Spain*

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I had the opportunity of expressing our position last week during the meeting of the Finance Committee at which the proposed budget for this body was examined, and I explained why we voted against it and why we wanted zero nominal growth for 2012–13.

I would like to recall today that, for Spain, the vote against the budget is not a denial of support for the ILO, its objectives or recent activities. Our view on the budgetary policy is simply a reflection of the situation experienced by many economies, including Spain's.

We remain convinced of the need to make progress with fiscal discipline and cost containment and we are certain that this Organization will continue to make efforts to do more for less, as required by the situation and as is being done by all of the organizations in the United Nations family.

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*A Government representative of Japan*

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As I stated at the meeting of the Finance Committee on 2 June, we appreciate that, responding to re-

quests from large contributing countries, the Office decided on further reductions which, in particular, has resulted in savings in the area of indirect expenditure.

However, the fundamental principle of the Government of Japan with regard to the budgets of international organizations, including the ILO, is still zero nominal growth, as we mentioned at the Governing Body in March. We have examined the proposals for fiscal savings, in the light of our country's need to not only rebuild its finances, but also to secure financial resources for recovery from the earthquake. Following that examination, and in the expectation of further efforts to make savings on the part of the Office, we voted in favour of the proposed measures. Therefore, we request that the Office continues its efforts to make savings.

In addition, we reiterate our request to the Office with regard to the grading of staff positions, as well as transparency in relation to the cost and roll-out of measures in the field of information technology.

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*A Government representative of the Netherlands*

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The Netherlands has abstained from the vote on the resolution concerning the adoption of the programme and budget and the allocation of the budget of income among member States. For our explanation of the vote, I would refer delegates to the explanation already given in the Finance Committee.

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*Original French: The PRESIDENT*

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The secretariat has taken note of your observations, and in particular, your very relevant explanations.

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**FINAL RECORD VOTE ON THE CONVENTION  
CONCERNING DECENT WORK FOR DOMESTIC WORKERS**

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*Original French: The PRESIDENT*

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We will now proceed to the final record vote on the Convention concerning decent work for domestic workers, which is contained in *Provisional Record* No. 15A.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record of this sitting.)*

The result of the vote is as follows: 396 votes in favour, 16 votes against, with 63 abstentions. As the quorum was 297, and the required two-thirds majority, including abstentions, has been reached, the Convention concerning decent work for domestic workers is adopted.

*(The Convention is adopted.)*

A number of delegates have requested the floor to explain their vote.

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*Original Portuguese: Mr LUPÍ (Government, Brazil)*

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It is with great emotion that I would like to express my appreciation at this 100th Session of the International Labour Conference for this step which, in my humble opinion, is a decisive one for a world which wishes to eliminate discrimination against millions of human beings.

It is decisive for people to show to the world that the 184 countries represented here, with their Government, Workers' and Employers' delegations, have the social awareness, the social conscience, to offer this possibility to millions of workers in the

world who have always been treated as second-class citizens.

So, when I remember my grandfather, who worked so hard to bring up his sons and grandchildren, he would be so proud to see one of his grandsons helping to bring in this regulation which covers a sector in which he worked so hard.

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*Original French: A Government representative of Switzerland*

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Switzerland believes that the adoption and implementation of the Convention concerning decent work for domestic workers will contribute to better protection for domestic workers throughout the world. It is for this reason, and out of international solidarity, that my delegation voted in favour of these standards. We would like, however, to highlight the fact that the Convention sets high standards and contains very detailed clauses. Switzerland will only be in a position to decide on possible ratification of the Convention once we have carried out an in-depth analysis of national legislation and practice.

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*A Government representative of Canada*

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Canada voted in favour of the adoption of the new Convention (No. 189) concerning decent work for domestic workers. We hope that this new Convention significantly contributes to the improvement of the lives and working conditions of domestic workers globally.

Some technical requirements of the Convention could potentially make it difficult for Canada to ratify. However, the Government of Canada will review the new Convention thoroughly, in consultation with the provincial and territorial governments, and give careful consideration to its ratification.

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*Original Spanish: An Employer representative of Colombia*

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I would like to say that, as a citizen of the world, the improvement of rights of any worker is welcome and the aim of this Organization is to bring about such improvements.

However, Colombia abstained from the vote for two reasons.

First of all, Colombian legislation is more advanced than the Convention itself and domestic workers in Colombia already enjoy the level of protection that the world is seeking through this Convention.

Secondly, as a member of the Governing Body and as an employer, I believe that there is concern with respect to the message that we are sending out from this Organization by adopting new standards when levels of ratification of those instruments remain low. This issue requires greater reflection.

Rather than issuing new standards, we should be thinking about policy instruments under the technical cooperation and assistance programmes offered by this Organization, so that governments can take action which leads to substantial improvement, with the support of the social partners.

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*A Government representative of the United Kingdom*

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The United Kingdom abstained in the vote. The United Kingdom has been, and remains, a strong supporter of the principles enshrined in the Convention and Recommendation concerning decent work for domestic workers, and recognizes the need to protect vulnerable domestic workers worldwide.

We worked constructively in negotiations to find a text that everyone could support by concentrating on the important principles, rather than detail, and

by allowing flexibility for ILO Members to take account of the unique circumstances of domestic work in the context of their diverse existing laws, customs and practices.

The United Kingdom already provides comprehensive employment and social protection to domestic workers; however, the strength of our general provisions means that it is occasionally inappropriate to treat domestic workers identically and, sadly, the Convention does not recognize this.

For example, we do not consider it appropriate or practical to extend criminal, health and safety laws, including inspections, to private households employing domestic workers. It would be difficult, for instance, to hold elderly individuals employing carers to the same standards as large companies. Accordingly, the United Kingdom will be unable to ratify this Convention in the foreseeable future. On that basis, we could not vote in favour of its adoption.

We do hope that the principles it enshrines can help to raise standards and prevent abuses worldwide and, in that context, we encourage the Office, where appropriate, to provide technical assistance on this subject. Within the United Kingdom, we will continue to see proportionate improvements to the social and employment protections available to domestic workers where particular problems are identified.

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*A Government representative of the United States*

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The United States Government strongly supports the adoption of the Convention and Recommendation concerning decent work for domestic workers. We are pleased to have taken part in this collective effort to provide more effective protection to the estimated 100 million domestic workers worldwide.

We would like to highlight a significant breakthrough in this Convention and Recommendation, namely, the effort to ensure that domestic workers receive protections that are not less favourable than those provided for workers generally. The contribution of domestic workers has long been undervalued and unrecognized.

Yet domestic workers form a major component of the modern service economy. Among other things, they provide specialized help to the elderly, to children and to those in need of medical attention.

We wish to make clear that our vote to adopt this Convention is a reflection of our support for opening the Convention to ratification by member States. In the case of the United States, a number of the provisions present complex issues with respect to our existing law in practice, including in regard to our federal system of government.

Accordingly, we want to make clear that our vote to adopt this Convention entails no obligation by the United States to ratify it. The United States strongly supports the efforts of this Conference to improve protections for domestic workers. We are very proud to have worked with the other member States of the ILO and the social partners at this 100th Session of the International Labour Conference to take this historic step forward.

We look to the ILO, to member States and to public and non-governmental organizations around the globe to work together to enable domestic workers to receive the protections they richly deserve and to enjoy their rights fully.

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*A Government representative of the Netherlands*

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The Government of the Netherlands fully agrees with the aim of this Convention, namely providing decent work and adequate protection for domestic workers worldwide.

However, during the Committee's work we noted that ratification of this Convention will be very difficult for our country as the text, in our view, does not provide us with sufficient flexibility to maintain policies that, in our view, already provide an adequate level of protection to domestic workers, in particular regarding social security.

In our country, with its high level of protection, exempting domestic workers that work limited hours or for multiple households from the obligation to pay into social security schemes, and consequently limiting their rights to social security provisions is, we believe, justified on objective grounds, and may affect and may even be necessary to prevent work shifting from the formal to the informal sector, or from being lost entirely.

Even though, at present, ratification does not therefore seem possible for the Netherlands, we do feel that this Convention fills a gap and responds to a widely felt need. The text of the Convention raises awareness for the sometimes deplorable situation in which domestic workers find themselves all over the world, and it guides governments in developing policies to better protect domestic workers.

We have therefore decided to vote in favour of the Convention on decent work for domestic workers. We sincerely hope that this instrument, once adopted, may bring about the very real changes that are needed to effectively provide domestic workers all over the world with decent work and adequate protection.

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*Original Arabic: A Government representative of the United Arab Emirates, speaking on behalf of the member States of the Gulf Cooperation Council*

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I am speaking on behalf of the member States of the Gulf Cooperation Council (GCC), and I would like to thank you for this social dialogue we have achieved during the adoption of a Convention on domestic work.

The GCC countries voted in favour of this Convention. We voted for it in our belief in the fundamental principles and rights of domestic workers. It is our profound belief that these workers are entitled to decent work, which is everyone's right.

We voted in favour of this Convention because we in the GCC States consider domestic workers as our guests, as members of our families, entitled to every right. In the GCC countries, we have developed our legislation and programmes to embody the fundamental principles, values and rights guaranteed in this Convention.

This is certainly an historic turning point at this 100th Session of the Conference. Faced with all the difficulties and concerns of many delegations in regard to reconciling the specificities of domestic work with the common desire to ensure a decent life for domestic workers, we are embarking on a long and arduous endeavour which governments should undertake together with the social partners and the institutions of the international community.

For over 90 years, domestic workers have not been covered by any legal protection, and, as a result, there are values, cultures, attitudes and practices in most societies with regard to these workers,

which we need to change so that the Convention will not remain a dead letter and inapplicable.

In partnership and cooperation between the ILO and the other organizations, we should support governments and the social partners of these societies in their efforts to develop their policies, legislation, programmes, initiatives, with a focus on awareness raising, so that this Convention can be implemented and ratified.

Once again, my thanks go to all the delegations that have voted, and especially those that voted in favour of the Convention, but also those that have abstained or voted against it. We are convinced that all of us are in favour of promoting domestic workers' rights, especially their right to decent work.

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*Original Spanish: A Government representative of El Salvador*

The Government of El Salvador shares the concerns of all member States of the International Labour Organization in recognizing the need to improve the living conditions of domestic workers of El Salvador and of the entire world. We also recognize the importance of this Convention and its accompanying Recommendation, but abstained from the vote because of the need to have a broader discussion of this Convention among all sectors of Salvadorian society. In those circumstances, the Government will promote actions to incorporate the rights of domestic workers established in the Convention.

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*Original Arabic: A Government representative of Morocco*

The Government of the Kingdom of Morocco voted in favour of the new ILO Convention concerning decent work for domestic workers. We believe that the fundamental rights of these workers should be recognized, and we hope that this new instrument will allow us to improve the conditions under which this category of worker works.

The Kingdom of Morocco, together with the social and economic partners, is entirely in favour of this new international instrument.

We feel it is important to guarantee decent work and I would like, in this connection, to thank the ILO for making possible the adoption of this Convention, which marks an historic milestone. We should also like to thank all the NGOs and all those who participated in the drafting of this Convention.

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*Original Spanish: A Worker representative of the Plurinational State of Bolivia*

On behalf of the workers of the Plurinational State of Bolivia, I should like to express our satisfaction concerning the Convention. The Convention on domestic work will eliminate all forms of discrimination and we will achieve decent work for domestic workers.

I am very satisfied. I am a domestic worker and I am here to represent millions of domestic workers from my country and from other countries. This Convention will also enable us to eliminate discrimination against domestic workers.

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*Original French: A Worker representative of Cameroon*

The workers and other partners in Cameroon have voted in favour of the new Convention on domestic workers. Irrespective of other considerations, if the Convention is properly implemented, it will allow large numbers of workers to improve their circumstances, and emerge from the shadowy, informal side of domestic work and ill-treatment, into a new life in the sun. The formal recruitment of these

workers will also improve their working conditions, as well as employment and social security statistics. We hope for widespread ratification of this Convention, in order to improve the world of work. We wish this Convention every success.

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#### **FINAL RECORD VOTE ON THE RECOMMENDATION CONCERNING DECENT WORK FOR DOMESTIC WORKERS**

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*Original French: The PRESIDENT*

We will now conduct the final record vote on the Recommendation concerning decent work for domestic workers, which is published in *Provisional Record* No. 15B.

*(A record vote is taken.)*

*(The detailed results of the vote will be found at the end of the record of this sitting.)*

The result of the vote is as follows: 434 votes in favour, 8 against, with 42 abstentions. As the quorum was 297, and the required two-thirds majority, including abstentions, has been reached, the Recommendation concerning decent work for domestic workers is adopted.

*(The Recommendation is adopted.)*

A number of delegates have requested the floor to explain their vote.

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*A Government representative of Ghana*

My apologies for holding the meeting up, but there is an important issue that I would like to bring to your attention.

We have noticed a mistake in the record of votes for the programme and budget document. The Government delegation has been listed as having voted against the proposals. There appears to have been a problem with the equipment. In actual fact, Ghana fully supported the African position to endorse the budget proposals and, as far as we know, all the members of the delegation from Ghana who were entitled to vote, voted in favour of the proposal. We would therefore like to place on record that the registration of a Government member from Ghana as having voted against the proposal was a mistake and we would like that mistake to be rectified.

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

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*Original French: The PRESIDENT*

We will now resume the discussion of the Reports of the Chairperson of the Governing Body and of the Director-General.

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*Mr BAJRAMI (Minister of Labour and Social Policy, The former Yugoslav Republic of Macedonia)*

This 100th Session of the Conference is being held at a time when we still feel the consequences of the global economic crisis but can also talk about recovery as a result of various measures.

After the relatively high growth rates achieved in continuum in the period between 2006 and 2008, with an average growth rate of 5.4 per cent in this period, in 2009, as a result of the effects of the global economic crisis, the Republic of Macedonia experienced a decrease of 0.9 per cent in GDP.

As a result of solid macroeconomic policies, prudent fiscal policy, high levels of public investment, anti-crisis measures and structural reforms aimed at

the improvement of business, the effects of the crisis were felt to a much smaller extent in the Republic of Macedonia compared to other countries.

After the recent decline in economic activity in the Republic of Macedonia in 2009, 2010 was a year of gradual recovery. Average GDP growth in 2010 was positive, at 0.7 per cent.

Despite the economic crisis in the Republic of Macedonia, the employment rate in 2010 rose to 43.5 per cent, an increase of 0.2 per cent compared to the previous year. The increase in the number of workers employed can probably be explained by government measures, such as improvement of the business environment, harmonization of our labour laws with European Union legislation, introduction of a flat tax rate, introduction of the “green economy”, and active programmes and measures for employment. In addition, we have introduced the concept of negotiations on gross pay, which has reduced taxation for individual employees.

In 2010, annual unemployment rates reached the lowest levels since 2003, which represents a decline of 0.2 per cent compared to the previous year.

I want to mention some activities for harmonization of the legislation in the labour area with the aim of exercising the fundamental principles and rights of work. The right to work is guaranteed by the Constitution of the Republic of Macedonia, which explicitly states that everyone has the right to work and to free choice of employment. Every job is open to all applicants under equal conditions, and the exercise of the rights of employers and workers are regulated by laws and collective agreements.

Together with the social partners, we have been working on the harmonization of our labour legislation with that of the European Union, in particular as regards the right to work, taking into account the minimum standards at European Union level and the ILO Conventions.

Thanks to a complex analysis of labour law funded by the European Union and with the aid of outside experts, we are now prepared for the alignment of national legislation. Taking into account the recommendations made, amendments were proposed with a view to applying the directives of the European Union and continuing negotiations with workers, combating discrimination and promoting equality.

In the first phase, amendments resulted in harmonization of our law with directives relating to working hours. In the second phase, harmonization was achieved in line with the Services Directive, in particular provisions on part-time work, equality of opportunity in access to employment, training, equal pay for work of equal value, social security and so on.

The Government of the Republic of Macedonia is aware of the importance of the social dialogue. Together with the social partners, we will continue to harmonize laws where such harmonization will help to improve our prospects of joining the European Union.

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*Original Spanish: Mr BAZ (Government, Uruguay)*

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Uruguay extends its fraternal greetings to all delegations participating in this 100th Session of the International Labour Conference. One hundred sessions in the 92 years of this Organization's existence are not only numbers that are significant in themselves, but rather, and especially, reflect the accumulation of experience and knowledge of the

ILO as an institution and, moreover, reflect the full force of the principles that led to its establishment and have strengthened its role over the course of time. These principles, which, in their most updated form are embodied in the concept of decent work, are the same principles that Uruguay has always adopted and defended, both within and outside its borders.

Uruguay has a rich history of social security. By way of illustration, I would like to mention that when the ILO Social Security (Minimum Standards) Convention, 1952 (No. 102), was ratified by our country last year, Uruguay had already ratified various earlier Conventions and already provided invalidity, old-age and survivors' coverage, occupational accident insurance and unemployment insurance in certain areas of activity, which was to become widespread shortly thereafter. Since then, sickness insurance has been introduced. Coverage for maternity and childhood already existed, administered by the Central Council for Family Allowances, a tripartite body created in the 1940s.

We are not going to tell you the history of social security in Uruguay – it is neither the time nor the place. However, we would just like to point out how principles such as tripartism, participation or social dialogue are not merely declarative concepts in our country; adhering to them is part of our history and today, more than ever, these principles are present.

Allow me to note with pride that all economic indicators have substantially and constantly improved since 2005, as a result, inter alia, of collective bargaining and appropriate interaction between macro-economic and social policies, and changes in our social protection system with the participation of social sectors to broaden and improve coverage.

This all took place in a context of constant economic growth, even during the crisis, which still dramatically affects some industrialized countries.

We are firmly convinced that our country, like others in the region, was able to minimize the effects of the crisis thanks to the development of social policies which formed a buffer, especially for people with scarce resources, by maintaining the purchasing power of households and thus avoiding a shrinking of the market.

Almost a year before the outbreak of the crisis, in the context of the national dialogue on social security, which was a multipartite forum convened by the Government, an amendment to the legislation governing unemployment insurance was agreed upon and put into effect, incorporating an automatic mechanism establishing that, if economic growth were to stop, the period of coverage would be extended. This is a clear example of a counter-cyclical measure. The national dialogue on social security was an amazing tool and it was made possible thanks to support from the ILO. There will be a second dialogue this year, to continue analysing the issue of deepening and broadening coverage as part of the implementation of dialogue and participation policies.

This is why we particularly regret the fact that Uruguay, a country that has served as an example for the Director-General of the ILO in matters relating to labour relations, has been put in the dock, having been included in the final list of member States called upon to appear before the Committee on the Application of Standards. We regret this precisely because we feel that we have done a good job; maybe not perfect, but good nonetheless.

We are convinced that we are on the right track and we shall continue in the same direction with the same tools. There are other challenges that have arisen in our country, for example, there is a shortage of skilled workers in certain sectors, which has called us to make quick and concerted efforts in the area of training.

We also have a major deficit with respect to distribution of wealth, which has seen lower rates of development than the rates of economic growth.

Finally, we continue to fight the old phenomenon of the informal economy. In Uruguay, the rate of informality is approximately 23–24 per cent, having decreased significantly in recent years. Just by way of example, I would like to mention that the number of workers contributing to social security increased by 50 per cent between 2005 and 2011.

We are very pleased that this 100th Session of the International Labour Conference has led to the adoption of a Convention and Recommendation on domestic workers. This is a historic step forward in the fight for inclusion and social protection.

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*Original Spanish: Mr ARIAS (Government, Bolivarian Republic of Venezuela)*

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The Director-General refers in his Report to the most immediate tasks that we should be dealing with, and points to the importance of broadening social protection coverage to cover the 80 per cent of the world population that does not have social security. He warns that labour administration and inspection have not been sufficiently valued and do not play the role that they should in the general policies of member States. He stresses the pernicious existence of gender discrimination and the fact that equal remuneration between men and women might not be possible before 2080.

The Bolivarian Government of Venezuela shares these concerns and is convinced that this 100th Session of the International Labour Conference will go down in history for adopting the Convention on domestic workers which opens the path to protection for workers who are generally not covered by a minimum Social Protection Floor.

I am happy to say that with the passion and conviction that it put into supporting the drafting of this instrument, the entire Latin American and Caribbean region was firmly united, always advancing ideas and proposals to enrich the debate and showing the necessary flexibility.

The Director-General mentioned four points that are needed to achieve the social justice that we aspire to: leadership, knowledge, dialogue and cooperation. Yes, these are all necessary. But there is a fifth that is missing and which is vital, and that is political will – the political will to break down the barriers to social justice and to achieve greater benefits for the entire population, including those who are permanently excluded, and the greatest possible happiness for all.

It is of great concern, to the point of indignation, to see the way in which capitalist globalization has increasingly concentrated the fruits of many years of economic growth and obscene bonanzas in the hands of a few. Now, with the crisis, they are “democratizing” the losses, and we are now told that we are all responsible, that all of us have to tighten our belts, when in reality it is quite clear that they have placed the cost of a crisis they did not create on the backs of workers and their children. States that said we should not intervene in the economy

did intervene to save their own major corporations, under the pretext that they were defending jobs. They took on board major debts which were originally held by the very international financial capital that was primarily responsible for the crisis.

In these last few days we have seen, in dozens of squares in major cities, concentrations of young people who are demanding change because our populations are sick of always being the victims of decisions and measures that are taken by politicians in the interest of capital, while they have had to endure greater penury, greater shortages. Social security and workers’ wages have been undermined just to support capital. The tripartite dialogue has been reduced to a market where our acquired rights are just given away.

Social security protection has been broadened in Venezuela in the last few years and extended to the entire population, including informal workers and housewives. In 12 years the number of pensioned workers has increased by 500 per cent and pensions have been brought in line with the minimum wage, which under constitutional decree is reviewed and adjusted each year to ensure that it covers inflation.

There is no discrimination in Venezuela. We have achieved gender equality in many respects. We are not waiting until 2080. It is already a fact today we have equality in Venezuela.

I could list each of the Millennium Development Goals that has been achieved ahead of time, as has been confirmed by the UN. This has led to improved social protection for our population.

In terms of labour administration and protection, we made major progress in 2006 by establishing the labour credit status, which is essential for any administrative formalities, including public sector contracts: payment of wages, loans, purchase of foreign currency – and all this despite the attacks of those who in the past monopolized the State’s oil revenue and usurped the rights of the entire population. Our Government has had to face a coup d’état and sabotage by international and national figures who have said they want dialogue now after having bluntly been rejected by workers and the population in general.

The workers and the population today have a very solid democratic base, extensive freedom of association and the most inclusive right to social dialogue that we have ever had in our history.

Up until 1999 only a limited group of trade unions and employers had the right to take action; the rest of the population were denied their rights. The tripartite dialogue was carried out among the elite, behind closed doors and with no concern for the interests of the population. It was an exclusive form of tripartite dialogue, to which an end was put in 1997 when a labour law was adopted curtailing the historic rights of capital.

Thanks to the extension of freedom of association since 1999, we have created more trade union organizations than during the preceding decade, and the rate of unionization has tripled. The trade union and employers’ organizations are no longer monopolized by any political party. Those who had exclusive employers’ rights previously have been hit hard by this development and now claim that there is no freedom in my country. But the reality is that the trade unions and employers have never had greater freedom, which is no longer confined to a single group but covers the entire population.

Allow me, first of all, to congratulate the President of the Conference on the job that he has been doing. We wish him every success in this delicate and difficult task. On behalf of my country's delegation, and its three constituent parts, I would like to congratulate Mr Juan Somavia, Director-General of the ILO, and all those working with him within the Organization and thank them for their ceaseless and laudable efforts. I would like to congratulate the Director-General on the Report on the situation of workers of the occupied Arab territories and particularly in the occupied Syrian Golan, and on the significant conclusions it contains, as well as the precise description of the suffering endured by the people in these territories, subjected, as they are, to injustice, domination and oppression under the yoke of the Israeli occupation.

The Israeli occupying forces have continued to pour scorn on public opinion, and to refuse to meet their obligations under international Conventions and treaties, in particular the ILO resolutions. They have deprived the Arab workers living under the occupation of access to employment and farmers have been prevented from exporting their products. They have even destroyed the trees which are the farmers' only source of income. The aim of these acts is to increase pressure on these populations, starving them and forcing them to leave their lands, so that the Israelis can occupy these areas, build settlements and turn the West Bank and the occupied Syrian Golan into Jewish territory.

We call on the ILO to focus more on the situation of the workers in the occupied Arab territories and to provide them with any necessary assistance, in order to ensure that they do not falter in the face of the obstinacy and arrogance of the Israeli forces of occupation. The Israeli occupiers must be forced to respect their obligations under international law and the international human rights agreements, as well as the Conventions of the International Labour Organization, in particular.

The Syrian Arab Republic is implementing a programme of reform designed to put in place a number of plans on development, including measures regarding the creation of employment for youth, especially university graduates. These plans form part of our 11th five-year plan to reduce poverty and unemployment rates, strengthen infrastructure offering support for the creation of small and medium-sized enterprises and industries, broaden the social protection system and encourage social dialogue and tripartite consultation regarding safety and health in the workplace, wages, insurance and all conditions linked to the world of work. The rate of progress regarding the implementation of these measures has increased and we are determined to continue along the path of reform in all areas.

The Syrian Arab Republic will continue to call for the return of Golan to the motherland and for an end to the sufferings of its inhabitants.

We will also continue our efforts to implement political, social and economic reforms, in order to strengthen national unity of which we are all so proud, and which will allow the Syrian Arab Republic to enhance national development.

Finally, I would like to offer my thanks to the ILO Regional Office for Arab States in Beirut and to Ms Nada Al-Nashif, for all their efforts and the work that they are doing for the benefit of the region.

*Ms JONGERIUS (Worker, Netherlands)*

On behalf of the Dutch workers, I would like to say that the economic crisis has brought home to us all with considerable force how interrelated our economies are. It matters to Dutch workers not just how our own Government is dealing with the fallout of the crisis, but also how other governments, far away, are doing this. In his Report, the Director-General adequately describes the feeling of insecurity that this brings for many workers worldwide.

Rapid globalization seems to be an uncontrollable process that is too big for the markets and banks to handle. The Director-General calls upon the ILO constituents, so upon all of us, to develop new policies based on ILO's values and policies promoting social justice, which address the adverse consequences of globalization and show how the benefits can be shared more equally – policies that take into consideration the concerns of our public services and social protection. Can these elements for productive growth and well-being be established and maintained in the future?

Many workers in the Netherlands are worried whether or not future pensions can guarantee them security. But the biggest concern of all is: Will I have a job? How decent will it be? How secure will it be? Will temporary agency employments, will temporary contracts, will self-employment, to name but a few, provide enough security to build a decent life?

The trade unions in the Netherlands welcome and support the Director-General's suggestions for new policies addressing these issues. They are relevant for all of us. They are relevant for Dutch workers, so I will take the Report home and it will strengthen us in our discussions at national level with our Government on social policy.

These policies should be based on the rights and principles embodied in ILO standards, and it is therefore very encouraging that at this 100th Session of the International Labour Conference we firmly have grounded the basic rights of domestic workers in a Convention and Recommendation. The Dutch trade unions applaud these results because domestic workers in the Netherlands, too, can use this Convention to set a new standard for social protection. Social protection is needed now more than ever.

If social protection includes a rights-based system of protection against the increased insecurity of the globalized economic system, if the ILO and its constituents succeed in extending social protection of people both vertically and horizontally, it will help them to feel less insecure.

Next year we hope to have a new instrument on the Social Protection Floor. Hopefully it will provide an effective plan to promote existing social protection standards. In this year's General Survey on social protection and the state of law, the ILO's experts warn against erosion of the concept of suitable employment that preserves workers against the compulsion to work below their level of education

and skills or in work that is not decent. For disabled people in particular, it is important that their rights be protected.

The biggest source of insecurity comes from changed labour relations. In the Netherlands one in

three workers does not have a permanent contract any more, and it is therefore very useful that we use this debate and next year's to see that the workers of the world have a less insecure feeling in the future.

*(The Conference adjourned at 1.00 p.m.)*

## Twenty-second sitting

Thursday, 16 June, 2011, 2.30 p.m.

*Presidents: Mr Lima Godoy and Mr Hossu*

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

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*Original Spanish: The PRESIDENT*

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We are going to continue with the general discussion on the reports of the Chairperson of the Governing Body and of the Director-General.

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*Mr LATHEEF (Government, Maldives)*

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On behalf of the Government of the Republic of Maldives, I have the honour, as Minister of Human Resources, Youth and Sports, to address this eminent assembly and welcome the distinguished delegates attending the historic 100th Session of the International Labour Conference.

Before I begin, let me extend my congratulations to the President on his election to preside over this session of the Conference. Allow me to extend to the Director-General of the Organization, Honourable Juan Somavia, our sincere gratitude for his tireless efforts. We salute his leadership, dedication and vision.

The Government of Maldives has, on several occasions, reinforced its strong commitment to promote and support the ILO's vision of promoting the Decent Work Agenda. Gaining ILO membership was one of the pledges of our Government's manifesto, and was realized less than a year after the Government assumed office in 2008.

Promoting decent work is a priority for the present Government, lead by His Excellency, President Mohamed Nasheed, a champion of democracy, human rights and dignity, and its unequivocal values.

It is my honour and pleasure to announce that the eight ILO core Conventions have already been passed by the Cabinet and submitted to our Parliament. Presently we are awaiting ratification of the same.

Furthermore, the Government is currently working to establish a national minimum wage in the Maldives. We will announce the minimum wage next month and it will become effective from next year. This will be a truly ground-breaking initiative for the country and will go a long way to achieving a decent life for all our people.

We are also developing a training scheme to up-skill Maldivians so they can better take part in and contribute to the workforce. This will be an intensive one-year effort to provide technical and vocational training to young people based on the current gaps in the labour market. I am confident that these

measures will boost the number of Maldivian young people in the labour force as well as improve the conditions, benefits and rewards of those engaged in employment.

Labour administration and labour inspection are very new concepts to the Maldives. The Government recognizes the importance of labour administration and inspection as key pillars of good governance. We are now in the initial stages of building a labour administration and inspection system with financial support from the United States Department of Labor and technical support from the ILO. The Maldivian Government is committed to doing it right, in a context of economic reform measures, limited financial resources, bold adjustment policies and fiscal matters. Further, the Government is steadfast in its effort to overcome these negative effects and focus on existing resources in order to achieve better overall administration governance. Like many other developing countries, the Maldives also faces numerous and unique challenges in the process of building and maintaining an effective labour inspection system. With the technical assistance of the ILO we are confident that our goal of achieving an effective and efficient labour administration and inspection system will soon be realized.

We concur with the Director-General's call for an urgent commitment to a new era of social justice and economic growth based on sustainable development to address mounting turmoil in the world of work. In the context of economic globalization and the accompanying pressures on labour costs, social protection systems, including social security, have proved resilient. In the Maldives, the Government has embarked on a social protection policy to transform the current fragmented social safety net programmes into a comprehensive social protection system, ensuring fiscal sustainability and effective social assistance to the most vulnerable to enable them to live a life of dignity. For this purpose a number of much needed laws have been passed since the Government assumed office in 2008. It is my strong belief that while social security must adapt and innovate in response to these new challenges, it is also our duty to preserve and extend social security as a pillar of social justice in the modern world.

With regard to the issue of decent work for domestic workers, we would like to reiterate that the Maldivian Employment Act does not differentiate between locals and migrants. With an increasing number of migrant workers employed as domestic workers, and recognizing the special conditions in

which domestic work is carried out, we agree that proposals concerning decent work for domestic workers should take the form of an international Convention.

I would like to conclude my speech by reaffirming, on behalf of my delegation, our commitment to invest all our efforts into realizing the internationally approved objective of decent work for all.

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Ms HASSEN (*Government, Eritrea*)

On the occasion of this historic day, I am proud to present a speech on behalf of my Government on the elements of social justice. I would also like to congratulate the ILO Director-General for his comprehensive Report, *A new era of social justice*. The ILO and its social partners have been working extensively in this area since 1919. In congruency with the Report, I would like to elaborate in brief what my Government is doing to ensure social justice and equity for its citizens, as a base for sustainable development.

My Government is constantly working to ensure the equal distribution of all available resources and to create equal opportunities for all citizens by creating conducive grounds for rural development. Although we have not achieved as much as we had hoped, we believe that we are moving in the right direction for bridging the gap at all levels. We realize that, with all our complex challenges, we have a long way to go.

With the passage of time and as the International Labour Conference meets for its 100th Session, it is natural to ask what actual changes have taken place and what practical contribution the Conventions and Recommendations have made on the ground. As experience shows, laws, especially in the field of labour, are very complex, and the effectiveness of standards is a controversial matter, because it involves social and economic life.

Eritrea ratified the seven fundamental human rights Conventions in 2000. Since then, the Government has been endeavouring to bring national laws and practices into conformity with the Conventions. Furthermore, my Government acknowledges the crucial role of employers' and workers' organizations in giving effect to the provisions of the ratified Conventions. Through cooperation and consultation with social partners, in 2010, the Tripartite Social Dialogue Committee was formulated. Moreover, the Government, at the appropriate intervals, is taking measures to conduct awareness-raising and training on fundamental human rights conventions among the competent public officials, judges, labour inspectors and representatives of workers' and employers' organizations.

Believing that compulsory basic education for all is one of the most effective means of combating child labour, we are endeavouring to introduce free education at all levels throughout the country. In view of promoting and encouraging education and vocational training, the Government permits special treatment for vulnerable groups. This has led to an increase in participation in general and by girls in particular. In addition to this, Eritrean policy and curriculum stipulate equality of opportunity and treatment in respect of employment and occupation. Similarly, in the last two decades, tremendous achievements have been registered in the area of health. As a result, substantial reductions have been made in the infant mortality rate and the maternal mortality rate and there has been an increase in im-

munization coverage, which has made Eritrea free from complications caused by polio, tetanus and measles. Prevalence of potable water rose to 85 per cent and the electrification of rural areas is increasing rapidly. In general, with regard to education, health, work and other living conditions, Eritrea is working hard to ensure social justice for all its citizens. As a manifestation of this effort, Eritrea is reported to be among the few African countries on track to reach the Millennium Development Goals on time.

We fully acknowledge that sound labour administration and labour inspection systems are fundamental for good labour market governance, equitable economic development and the effective implementation of international labour standards. It is therefore imperative to reconsider the Organizations' role and the operating models of our labour administrations. Though inspection is a public function, a self-inspection strategy in each workplace has to be introduced and meaningful policies need to be drawn up. We strongly believe that combining traditional and new inspection methods is indispensable in our labour inspection system.

In conclusion, we are facing all these complex challenges as we move along the path of social justice through decent work for all our citizens. In so doing, we were expecting the international community to reduce our challenges by resolving the Eritrean–Ethiopian border crisis. However, on the contrary, the United Nations Security Council decided to impose legally unjustified sanctions, which will directly worsen the plight of workers and their families. Therefore, in favour of social justice, I kindly call upon all delegates, and the ILO, to cooperate in withdrawing this intended illegitimate sanction.

Finally, with the joint regional and international cooperation and technical assistance of the ILO, I would like to confirm to you that we will build an efficient and effective labour administration and labour inspection system and ease the persistent problems of workers in general and domestic workers in particular.

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Mr REDFERN (*Minister of Labour and Human Resource Development, Kiribati*)

Allow me to convey my sincere gratitude to the Secretary-General for having steered the ILO so successfully throughout the years. I associate myself with all who have expressed similar sentiments on how proud they are to see the Decent Work Agenda gaining ground amidst challenges faced from opposing views under the guise of economic development. Experience has taught my country that the Decent Work Agenda is synonymous with sustainable economic growth, and the one true pathway to a new era of social justice.

Since joining the ILO in 2000, Kiribati has ratified the eight fundamental Conventions and intends to ratify more in the not so distant future. The ratification of all eight fundamental Conventions was a proud achievement for the labour movement and particularly welcomed by all the social partners.

In Kiribati, the new era of social justice manifests itself in the following areas: there is a government subsidy on the price of copra to help the unemployed in the rural areas; copra cutters and seafarers are allowed to contribute to the provident fund on a voluntary basis; Government and employers provide an equal contribution to employees' provident funds; there is free medical treatment and medica-

tion; a monthly elderly benefit is provided to those who have reached the age of 67; there is a government subsidy for school fees up to secondary education; and the Government provides school fees to children whose parents are handicapped.

The Republic of Kiribati represents one of the smaller nations, if not the smallest, in the congregation of this august labour body. Being small, Kiribati is faced with challenges unique to smallness, which at times have been overlooked and overshadowed by bigger issues from bigger nations.

Allow me to speak on one major challenge similar to those experienced by larger labour-sending countries. Given the impending climate catastrophe in my country and its limited labour market, Kiribati aspires to be a labour-sending nation; it intends implementing a robust policy of preparing our citizens for eventual migration and finding employment for our rapidly rising youth.

Under the circumstances, Kiribati can no longer address labour issues in isolation from the effects of climate change and the destruction to our land as a result of the rising sea level. We are the first in the world to see sunlight, but we will also be the first to bear the brunt of climate change and the rise in the sea level.

Let me take this opportunity to express my Government's gratitude to the Governments of New Zealand, Australia, Germany, Japan, the Republic of Korea, the United States and Canada, as well as the European Union, for opening up opportunities for our workers in areas such as unskilled labour, seafaring, fishing and general employment.

I wish also to convey my gratitude to our development partners, the United Nations agencies and, in particular, the International Labour Organization, for providing us with technical support and advice as our labour framework undergoes this major transition. We need support from all of you.

Kiribati has also embarked on an ambitious restructuring plan in its national TVET institutions to align course offerings with the needs and requirements of the labour-receiving countries. This entails the alignment of national qualifications frameworks with those from the receiving countries. The deployment of labour is where the benefits of the establishment and implementation of ILO Conventions come in, as they put in place international labour standards and help open labour market borders to create a truly global labour market.

In conclusion, we find ourselves in a very unique situation with potential for mutual benefit between labour-sending countries and labour-receiving countries. The demography is such that most labour-receiving countries have ageing populations – and this is just the reverse for labour-sending countries with young populations.

I urge the ILO, and more importantly the labour receiving countries, to take advantage of this unique situation and to make the most use of it for the mutual benefit of all parties.

Together, I believe we can face the challenges in the new era of social justice.

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Mr HOBBS (Government, New Zealand)

I speak on behalf of the New Zealand Government and I bring greetings to you from the New Zealand Minister of Labour, the Honourable Kate Wilkinson. I would also like to send greetings to the previous speaker, our brother State in the Pacific of Kiribati.

New Zealand congratulates the Director-General on his Report, *A new era of social justice*, and the ILO, on this 100th Session of the International Labour Conference. New Zealand was a founding Member of the ILO and it looks forward to seeing this institution continue as a vibrant and relevant international body through to its own 100th anniversary year.

While we should certainly recognize and celebrate the proud heritage and longevity of the ILO, it is important to note that its place in the twenty-first century will ultimately be secured by remaining relevant to the needs of its tripartite constituency in making an effective contribution to the world of work.

As the Director-General notes, the ILO, and the world at large, faces a challenging environment in the post-crisis period given the ongoing effects of lost economic growth, increased unemployment, constrained finances and increasing social pressure. In some countries, particularly those in the Asia-Pacific region, serious natural disasters have added to this burden. In this context we therefore agree with the Director-General's conclusion that the strategic focus given to the ILO and its Members by the Decent Work Agenda remains highly relevant as a means of promoting growth and development in economies, enterprises, workplaces and ultimately society.

To that end, we saw in 2009 the development of the Global Jobs Pact, and last year we saw the first recurrent discussion on employment. Each of these reinforces the value of measures aimed at a jobs' rate recovery and a strong sustainable and balanced growth.

In New Zealand, we have continued to focus on these goals too but, like others, we face a difficult environment. Our economy has suffered an ongoing loss of output and although the fiscal outlook is improving, our debt is high and deficits are still forecast for years ahead.

Major earthquakes in our Canterbury region have exacerbated this situation and we have had to make hard choices to balance the need for fiscal discipline while ensuring that the social and economic role of Government is maintained.

Achieving greater efficiency in the management of our public resources, while ensuring social safety nets are maintained, has, therefore, been a key focus; and in an era of constraint and reduced fiscal space, we are looking to do more with less in delivering the required frontline services – and often this has required the reallocation or reduction of resources not central to those needs.

We endorsed similar moves by the ILO itself and we applaud the decision by the Director-General to establish a permanent mechanism to scrutinize budgets in order to generate ongoing efficiencies and economies in ILO processes and service delivery.

The Report also mentions the danger of the global financial systems slipping back into business as usual and we agree that the crisis taught us all valuable lessons which have prompted policy responses designed to reduce the possibility of future such events.

We, therefore, support better and more effective connections and cross-fertilization between the ILO and other international organizations within their respective mandates.

New Zealand has a strong interest in a relevant, dynamic and responsive ILO that, through the Decent Work Agenda, adds value to the world of work and those within it. We are committed, as a country, to working with and within the ILO as it moves to address these challenges and opportunities involved in promoting an employment-focused recovery and decent work for all.

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*Original Arabic: Mr BISHOK (Minister of Labour, Sudan)*

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It is my pleasure to address you on behalf of the Government of Sudan and to congratulate the President on his election to preside over this session, at which the African continent is well represented. We are proud to belong to the African continent, and it is our profound conviction that he will guide our deliberations in a most able fashion.

Since 2005, Sudan has been undergoing a transition following the signing of the Comprehensive Peace Agreement which ended the war in Sudan. A referendum was then held for the inhabitants of South Sudan to allow them to decide between unity and secession. The Sudanese Government has abided by their decision to secede, mindful of the fact that social peace requires stability. The Sudanese Government requests technical assistance from the ILO to enhance Sudan's capacities to deal with these exceptional circumstances.

The Report of the Director-General to this session is exceptional in many ways. First, the current economic context and political and social change in certain countries have turned the spotlight on justice and equality.

Second, the Report highlights the efforts the Organization must make if it is to have a greater impact on economic and social policies worldwide, at the national, regional and international levels.

We support the Report of the Director-General and the orientations, visions and ideas it contains. We approve of what it says about labour rights.

We also welcome the Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. It is a balanced report, in our view, and takes the needs of the developing countries into account.

Thanks to its presence in the Governing Body, Sudan has put forward observations on how to improve the situation in regard to values, justice and equity. It has also advocated the reorganization of the functioning of the Governing Body, the Conference and the Organization in general. The 1986 amendments to the Constitution was aimed at achieving equality in the Organization. These changes have not yet been implemented.

In the light of the foregoing, Sudan calls on the other Members and the Director-General of the ILO to launch a wide campaign for ratification of the 1986 amendments to the Constitution so that they can be applied.

Sudan firmly believes in the principle of dialogue among the tripartite partners. We consider that social dialogue is necessary not only to settle disputes, but also to design national strategies and plans. This is how we developed the 25-year strategy in our country.

Sudan welcomes the Report of the Director-General on the situation of the workers of the occupied Arab territories. Sudan calls on the ILO and its member States to shoulder their responsibilities in order to improve the humanitarian situation in the region.

To conclude, Sudan reaffirms its commitment to continuing its cooperation with all the ILO member States and the Employers' and Workers' groups in implementing the guidelines and content of the Report of the Director-General and realizing the values and general objectives of the Organization, in particular as a Member of the Governing Body and through its chairpersonship of the Government group.

My delegation thanks all those who extended their support to and renewed their confidence in Sudan enabling its membership of the Governing Body of the ILO for the next term.

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*Mr OZODINOBI (Government, Nigeria)*

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On behalf of the Federal Republic of Nigeria, I commend the Director-General of the ILO on his detailed and explicit Report on the issues of social justice since the ILO's inception in 1919.

The theme of this year's Conference, namely "building a future with decent work", captures the vision and the policy thrust of the current Nigerian Government, namely to create harmony, equity and social justice from participating in the world of work. Our vision has been inspired by the pace-setting roles of the ILO in the formulation and promotion of policies and programmes of job creation, poverty reduction, a sustainable environment and accelerated enterprise development.

In line with our new national aspirations, as exemplified by the recent, globally acclaimed general elections in the Federal Republic of Nigeria, His Excellency President Dr Goodluck Ebele Jonathan, GCFR, will build on this solid political foundation, based on transparency, accountability and citizen support, to ensure economic recovery, including youth employment.

Furthermore, my country's President has expressed his avowed commitment to the implementation of the core international labour standards, all of which Nigeria has ratified, in order to achieve decent work for all.

Nigeria has embarked on several programmes targeted at generating employment, social justice and equity, national growth and development. These include: the establishment of a national sovereign wealth fund, to ensure national savings and investment for future generations; the unbundling of the power sector through reforms that will galvanize all sectors of the economy to generate wealth and massive employment opportunities for Nigerians; the completion of the ongoing reforms in the fields of banking and finance, to ensure growth and the development of the productive sector; reforms and investments in the agricultural sector – to ensure availability of food and the generation of sustainable and decent employment for rural dwellers; reform of the nation's social security system, as envisaged in the recurrent discussion on this issue at the 100th Session of the International Labour Conference, in order to provide a minimum Social Protection Floor for all citizens, in addition to the adoption of the Employees' Compensation Act of 2010; the enactment of the Freedom of Information Act this year, to promote transparency and accountability in governance; the amendment and adoption of a National Minimum Wage Act, including reform of the Personal Income Tax system, to improve workers' welfare; the publishing of Guidelines on Labour Administration for Contract Staffing and Outsourcing in the oil and gas sector of the Nigerian

economy, developed through social dialogue and tripartism, to ensure fair labour practices and stimulate rapid economic development and employment recovery; the amendment of the draft Constitution to strengthen the National Industrial Courts, for effective labour dispute management; the establishment of a Special Employment Generation Scheme (SEGS) this year and the adoption of the Appropriation Act to implement the Youth Employment Programmes, the National Action Plan on Employment Creation (NAPEC) and other recommendations on employment generation. We have also adopted a National Policy on Productivity, which links wages with productivity, in order to enhance national competitiveness.

Finally, we endorse the statement that the ILO's values are more important than ever in finding a lasting solution to the global economic and financial crisis, especially on the employment front. In this regard, we also agree with the conclusion that policies should strengthen productive investments, the financial system should serve the real economy and inclusiveness should provide the basis for the operation of the labour markets and the implementation of international labour standards, as well as other strategies aimed at employment and economic development.

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*Original French: Mr ALLINI (Worker, Gabon)*

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I would like to thank the Chairperson of the ILO Governing Body and the Director-General of the ILO for the quality of their reports for 2010–11. All these reports highlight the fact that the ILO has taken on a particularly humanitarian mission in dealing constantly with concerns relating to the welfare of mankind.

Indeed, global warming today is causing many disasters, with a tremendous loss of human life, and this phenomenon is of great concern to the international community.

In order to restore the ozone layer, the Congo basin countries in general, and specifically Gabon, have been creating national parks, which need to be maintained. They are also carrying out reforestation operations over vast expanses of territory, thereby placing limits on the exploitation of their forests.

Therefore, these countries of Central Africa have the right to expect encouragement and compensation from the international community, on account of the sacrifices caused by the loss of added value which would have resulted from the local processing of raw materials.

Moreover, the delegates of Gabon have welcomed the discussions that have taken place regarding the Social Protection Floor and the draft Convention on decent domestic work intended to cover wage earners in that branch of activity.

In this field, Gabon has three social security schemes, the most recent of which is the National Health Insurance Fund (CNAMGS), which covers all workers in the public and private sectors, and all other citizens of Gabon. At the present time, the delegates of Gabon are in favour of adopting the Convention on conditions of domestic work.

With regard to decent work, in 2006 the Gabonese unions obtained from the Government an increase in the guaranteed minimum wage from 44,000 to 80,000 Central African Franc (CFA), and since 2010 another government measure has fixed the average wage at 150,000 CFA a month.

In the same context, I do feel that we need decent work in order to build the future, but with the proviso that administrative and inspection departments have sufficient authority and the necessary resources to ensure compliance with the ILO Conventions and national legislation. All too often, some members of the Government and the bosses of multinational corporations feel that they are above the law. I therefore invite the ILO to remind all the social partners from time to time that administrations and labour inspectorates have full authority to settle labour disputes.

Since the application of standards and the observance of national legislation are key components in the ILO's mission, I would request the Office once again to provide managerial staff in administrations with in-service training and undertake constant monitoring, which would contribute a great deal to ensuring respect for the ILO Constitution and Conventions so that negotiations on the ground are truly fair and efficient.

As regards social dialogue, it must remain for the people of the twenty-first century, the only concept capable of guaranteeing the distribution of the national heritage and of ensuring much-sought after improvements in governance. We need a dialogue which would regularly bring together the representatives of the Government and the most representative organizations with a view to a fair economic globalization. This is why the Gabonese unions are keenly aware that social dialogue should be capable of establishing a progressive democracy with a human face.

Hence, in order to maintain peace, Gabon hopes for technical assistance from the ILO so that we can set up a social dialogue to prevent appalling suffering and large numbers of victims.

In conclusion, I would like to reiterate the vital importance of having a dynamic administration, a competent labour inspectorate and formalized social dialogue, so that workers can enjoy the benefits of decent work and social protection on a sustained basis in a climate of tranquillity, equity and dignity.

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*Mr UDDIN (Worker, Bangladesh)*

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On behalf of the workers' movement of Bangladesh, I convey my greetings to the representatives of Governments, Employers and Workers of different countries attending this Conference. The 100th anniversary of the International Labour Conference marks an important milestone in this Organization's history. Indeed, we are the inheritors of a proud legacy.

I take this opportunity to pay a glowing tribute to our Father of the Nation, Bangabandhu Sheikh Mujibur Rahman, under whose leadership we obtained membership of the ILO in 1972, soon after our independence.

The workers' movement of Bangladesh holds the ILO in high esteem for its role in promoting the fundamental principles and rights at work in our national context. The ILO's call for establishing social justice has been embraced by workers around the world, including in Bangladesh. Our labour movement continues to draw inspiration from the ILO's values, principles and standards. We have achieved much, but a lot remains to be done. To date, Bangladesh has ratified 33 ILO Conventions, including seven fundamental Conventions. Efforts are under way to work towards ratification of the Minimum Age Convention, 1973 (No. 138).

In January 2009, our leader and Honourable Prime Minister, Sheikh Hasina, formed a pro-poor and pro-workers Government, in keeping with her Party's election manifesto. We must commend the Government for taking a number of measures towards ensuring labour rights and welfare in line with ILO Conventions. These include: updating the National Labour Policy; adopting the Child Labour Elimination Policy 2010; preparing the Domestic Workers' Protection and Welfare Policy 2010; introducing an occupational safety and health policy; extending the retirement age of workers to 60 years; making the Labour Welfare Foundation effective; establishing an Expatriates' Welfare Bank; and forming a tripartite committee to amend the Labour Act 2006.

The Government has taken initiatives to reopen a number of State-owned jute mills and reinstate the workers who had found themselves in a dire situation owing to their sudden closure. The Government has, through tripartite consultations, revised the minimum wage in a number of sectors, including the ready-made garment sector. The ship-breaking sector has been declared an industry, and a policy document on regulating and managing the sector is under consideration.

The labour movement of Bangladesh remains engaged with the Government to realize a number of our rightful demands. We have yet to secure trade union rights in all the major industrial sectors; export processing zones remain a particularly weak spot. This, indeed, remains a big challenge, but we are determined to carry on with our efforts. We appreciate the groundwork being done by the ILO to consider launching the Better Work Programme in the ready-made garment sector. The large informal economic sector also poses a challenge to ensuring workers' rights across the board. In this context, the ILO standards provide useful guidance to us in addressing specific challenges.

Long-standing demand from the workers' movement to strengthen labour administration and inspection is meeting with some slow but incremental progress.

An ILO standard on domestic workers is indeed a turning point in the Organization's history. In Bangladesh, more than 1 million people are engaged in domestic work, 80 per cent of whom are women and, often, children. They do not belong to any organizations, come mostly from rural areas, and are largely excluded from any protection. Our domestic workers are also employed abroad, under Government supervision. The nature of the work in this sector underpins the need for developing an ILO standard in this regard. The workers' movement in Bangladesh supports the draft Convention, supplemented by a Recommendation. We submitted proposals for the instruments in 2009.

The trade union movement in Bangladesh has long been engaged in promoting the rights and protection of domestic workers. The Government consulted the trade unions when preparing and finalizing the draft of the Domestic Workers Protection and Welfare Policy 2010. I thank our honourable Prime Minister for reiterating the commitment to ensuring the protection of domestic workers during this year's May Day celebrations and also in Parliament.

I thank the Officers and all participants in the Committee on Domestic Workers for the efforts they have made to arrive at a decision concerning

the instruments on domestic workers. This gives hope to workers around the world that the ILO will continue to respond to the needs and cries of those toiling away in the margins of the real economy.

I thank everyone who has made it possible for me to say these words at this Conference on behalf of the workers from Bangladesh. This has indeed been a proud moment in my 40 years of engagement with labour activism. Workers of the world unite; long live the ILO!

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Mr MATOMBO (*Worker, Zimbabwe*)

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We meet at the 100th Session of the International Labour Conference at a time when the world is undergoing dramatic economic, political and social changes. The 2008 financial and economic crises, along with global governance policies, have come under severe pressure and concerted scrutiny. As the Director-General points out in paragraph 28 of his Report, "Today, as the prospect of immediate global collapse recedes, the costs of the crisis are still felt by millions who have suffered loss of jobs, sharp reductions in living standards, or are facing the prospect of future harsh austerity measures."

Indeed, in developing countries like those in Africa, austerity measures became a fashion in the 1980s and 1990s, mistakenly believed to be the panacea that would ensure the economic and social satisfaction of citizens.

The Report suggests the need to counter feelings of powerlessness and to offer a way forward. The current model of globalization is indeed powerful, as some governments cannot withstand the skills and sophistication of these global financial corporations.

In many developing countries, Zimbabwe included, the International Monetary Fund (IMF) and the World Bank have literally become advisers to our economic and fiscal planners. The question is: how can we extricate ourselves from the seemingly inextricable bondage of these institutions? As the austerity measures start to encroach on Europe, it seems there is an urgent need for collaborative global efforts by unions and progressive forces, or else the negative consequences are there for us to witness.

What has become clear in the crisis is that political and economic crises breed social unrest, leading to unpredictable political consequences. The effects of unemployment, poverty and rootless growth are the bases for inevitable unrest and reconstitution of societal governance systems.

Who could extricate the world economy from the global economic and financial crises? The Director-General's Report provides a solution: that the ILO should play a leadership role.

I agree that the ILO is a legitimate and viable organic institution to change the lifestyles of people, especially those in developing countries. Indeed, the structural changes would be difficult to break, particularly those of the global governance institutions, which have existed over the years with cultural impediments. Over and above the reasons put forward by the Director-General, it would be prudent for the ILO and its structural units to approach the global governance institutions to suggest that they change course on their prescriptions, which have failed many countries around the world. A tripartite body, like that established on the social dimension of globalization, should be considered as a structure to discuss lasting solutions with the global governance

institutions. Discussions on social protection, for example, are meaningless because the IMF and the World Bank do not consider those issues in their economic toolkit.

The path for growth has never been “one size fits all”, and this is the very reason why the world has to change. Each country has its own experiences and peculiarities, which need to be taken into account for any financial assistance. The founding values of the ILO and lasting peace can be achieved if global economic and political governance changes so as to save the real economy and people, rather than saving the greedy few.

It would be fair and logical to suggest that a tripartite structure be constituted under the ILO, to discuss the impediments to decent work and social protection with the global governance institutions. The world has to change with the demands; the opposite would be catastrophic. Indeed, a new democratic world is very much possible, but only if the world acts in unison for the sake of entire generations to come.

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Ms MIRACHIAN (*Government, Italy*)

We are here today to pay tribute to this Organization. We really appreciate the active involvement of the ILO in the context of the global crisis and its increasing role in the management of aspects connected with people’s living and working standards.

Italy has been supporting the ILO’s central role since the first signs of the financial crisis, which anticipated tough repercussions on the real economy and on the social dimension. As you remember, at the G8 Social Summit in Rome and at the G8 Summit in L’Aquila in 2009, we included the ILO among the stakeholders engaged in the crisis response. We are satisfied to witness the ILO taking a lead in the management of the current challenges.

Today’s globalized scenario, where uncertainty prevails, calls for options focused on employment-intensive economic growth.

The Report, *A new era of social justice*, presented by the Director-General, Mr Juan Somavia, rightly notes increasing social inequalities, high unemployment, especially among youth and, in parallel, a high concentration of wealth; and in particular the high prices that families, workers’ small enterprises and other vulnerable sectors of the society are paying in industrialized countries. There has also been a general decline of confidence in the governance patterns of the past.

Italy is addressing the crisis by giving priority to the people. We have been concentrating on new tools: income support; work reduction schemes, especially in the most acute phase of the crisis; intensive training programmes, especially for the youth. These social protection policies have so far proved to be balanced and suitable to ensure social cohesion. However, we are aware that solutions to the problems cannot be provided by a single country at national level, and that urgent action is needed to promote the ILO fundamental rules and principles worldwide. Decent work must be guaranteed to all workers around the world, and must be part of any exit strategy from the crisis.

We fully share the pragmatic vision for a new, efficient growth path. Undoubtedly, the real economy should prevail against the financial dimension, workers should regain dignity and globalization should go hand in hand with social justice. We also share the idea that the social dimension should be a

crucial component of overall governance and that social concerns should be a priority in dealing with economic and financial challenges. The ILO is the first point of reference in this process, because of its mandate as a tripartite organization, including the three components: government, labour, enterprises, and because of the credibility and prestige acquired over nearly a century. We trust, let me say, that the ILO International Training Centre (ITC) in Turin, which we are proud to host and to support, will consolidate and strengthen its role as a centre where all stakeholders can participate and avail of the outstanding expertise for a training strategy which is needed more than ever to overcome this crisis.

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**REPORT OF THE COMMITTEE ON LABOUR  
ADMINISTRATION: SUBMISSION, DISCUSSION AND  
APPROVAL**

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*Original Spanish: The PRESIDENT*

We will now move on to the examination of the report of the Committee on Labour Administration with a view to approving it. This report is contained in *Provisional Record* No. 19. I would like to invite the members of the Committee bureau to come and take their places on the podium: Ms Kvam, Chairperson of the Committee; the Employer Vice-Chairperson, Mr Mdweba; the Worker Vice-Chairperson, Mr. Gurney; and the Reporter, Ms Albuquerque. I now give the floor to Ms Albuquerque, who will introduce the Committee’s report.

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Ms ALBUQUERQUE (*Government, Brazil; Reporter of the Committee on Labour Administration*)

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You have before you the results of the work of the Committee on Labour Inspection, the essence of the Committee’s in-depth deliberations.

As can be seen from article 10 of the ILO Constitution, the ILO has always focused on the improvement of administrative practice and inspection systems. It is with particular satisfaction that, at this 100th Session of the International Labour Conference, I present to you as part of the Committee’s report, the most recent milestone of the ILO in this field, the 2011 conclusions on labour administration and inspection.

During its 13 meetings, the Committee, comprising nearly 200 members from over 110 countries, successfully analysed good practices in terms of labour administration and inspection. Agreement was also reached on a set of conclusions that outline the main issues raised in providing guidance to all member States in order to strengthen further labour administration and inspection.

Strengthening and modernizing my country’s labour inspection has been the focus of my work since I entered the Brazilian labour inspection services over 16 years ago. I am particularly pleased about the forward-looking nature of the conclusions. They are exemplary in terms of their brevity and clarity. They are complemented by the report which provides the reader with an overview of the wealth of information that was contained in our Committee members’ statement. Should you not yet have had the time to read it in its entirety, I would strongly advise you to do so. I can certainly see that the report would be a useful reference document for those wishing to know more about labour inspection and the work of our Committee.

The report is, of course, the result of the work of many hands. The secretariat, under the leadership of

Dr Guiseppe Casale, did a wonderful job. When I started to read the first drafts of the report, I was impressed that every page reflected the constructive, friendly manner in which the Committee conducted its work. It is, therefore, a lasting testimony to the good work of the Chairperson, Ms Gundla Kvam, and her Vice-Chairpersons Mr Mdwaba, and Mr Gurney. Speaking for the whole Committee, I would like, once again, to thank the Chairperson for the skilful way in which she conducted our work and the Vice-Chairpersons for the strong support they gave her.

The Committee's deliberations were an outstanding example of tripartite engagement. The constructive partnership which prevailed especially between the Workers' and the Employers' Vice-Chairpersons, was instrumental to the Committee's success, as was the enthusiastic engagement of Government members. The sustained commitment by all delegates was of special significance, not only in reaching a consensus, but in adopting strong forward-looking conclusions that will be able to guide the work of the ILO and its tripartite constituents in the area of labour administration and inspection for the years to come.

I am particularly pleased that the conclusions could be built on a frank exchange in which not only positive experience and good practice should be shared, but existing problems and challenges faced by labour inspectors and labour administrations all over the world could openly be identified.

I hope that we will not have to wait for another 30 years for this item to be brought back to the Conference again, but I believe that the conclusions will provide guidance for all of us and strengthen the ILO's mandate in the field of labour inspection and administration for many years to come.

Finally, aside from the results, the conclusions, the resolution and the report, I would like to report on another outcome: given the friendly atmosphere in which we all interacted, many of us became friends and will now, even long after this 100th Session of the Conference has been closed, continue to work together, exploring new ways of cooperation and sharing knowledge with the help of the Office, wherever possible.

As one of the many practitioners who were present on the Committee, I know how labour administration and inspection can strengthen social justice and build up economies. I therefore agree fully with the resolution that states that labour administration and inspection "are essential to achieve the decent work objectives".

Therefore, I submit the report, the resolution and the conclusions of the Committee on Labour Administration for approval.

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Mr MDWABA (*Employer, South Africa; Employer Vice-Chairperson of the Committee on Labour Administration*)

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It would be a terrible omission on my part if I did not draw your attention to that fact that, as we celebrate the 100th Session of the Conference and rededicate ourselves to the preservation and upholding of human dignity and to building a new world, our country, South Africa, 35 years ago had an unprecedented youth uprising. In so doing, the youth of my country in 1976 changed the course of history, and today many of the freedoms we enjoy can be attributed to the youths' fight for their rights.

When the Committee on Labour Administration adopted the report with a resolution and conclu-

sions, there was general agreement on a job reasonably well done. The report and the conclusions reflect the diligent work of the constituents who performed in the true spirit of genuine, effective and timely tripartism. I would also like to add that we had a lot of fun, very constructive fun, in tackling some very serious matters. The debates have given us all an understanding of the origins of and aspirations for labour administration and labour inspection, where they have been, where they are now and where they need to go in the future.

We learned a lot about the new systems that countries are putting in place, about the gap that they perceive between their systems and the ideal, and about the support that is needed from the ILO and others to make their systems more responsive to the rapidly changing times we live in.

The Employers entered the debate fully supporting effective and efficient labour administrations that develop the sound labour market policies and regulations that are essential for investment, economic growth and the creation of sustainable jobs.

The conclusions have largely delivered on these aspirations, but there are some areas where they fall short. I will highlight only those priority areas that my counterparts shared with me before we started.

One such area is the lack of recognition of the advantages of smart labour market regulation for the smooth functioning of labour inspection and employment services. The report and conclusions could have emphasized more the need for labour administrations to develop smart labour market regulation that is clear and simple and focuses on essential things that make a difference. This does not mean a call for more standards at the international or national level, but better practical interpretation and application of what is already available.

Smart labour market regulation improves employers' understanding and application of the principles and standards required and also enables labour inspection to be more efficient and effective in monitoring compliance. It encourages both employers and workers to enter into employment relationships so that the labour market can become self-sustaining. Employment services can then be freed up to focus on improving the job prospects of challenging groups in the labour market, such as the long-term unemployed and low-skilled and young workers.

As far as insufficient emphasis on embedding a prevention and compliance culture at the enterprise level is concerned, there is a somewhat unrealistic emphasis on the ability of government, labour administrations and labour inspection systems to solve all the challenges of the world of work. Even with the involvement of the social partners at the policy level and providing input to best practice, there will never be sufficient resources available at the administration level to influence all actions at all workplaces. In practice, employers introduce management and control systems aimed at getting things right first time.

The time of making products and services and then rejecting them at the end of the production line is well past, and it is the same with labour standards. The time for using sanctions as a control mechanism, or placing too much emphasis on that, is also long past. Yes, sanctions can be a deterrent to unacceptable practices, but enterprises have been embedding robust systems and methods up front to ensure that products, services and outcomes do not

fail after the effort has been put in. This must also be the approach for employment and labour standards. Enterprises need to embrace a prevention and compliance culture to deliver acceptable labour standards in practice. Support from everyone involved in this area must be directed at helping them develop this approach. On this point, the report and its conclusions give a somewhat grudging recognition rather than enthusiastic support.

Employers do not underestimate the task of changing the mindset of enterprises and administrations. There is definitely a lot of attitude change that is required, but that can be better realized through partnering and teamwork on the enterprise floor. This requires the development of a culture that will lend itself to obviating the need for sanctions. Employers do recognize that it is more of a challenge for some enterprises, some sectors and some regions and, although all must be prepared to rise to the challenges, action should be targeted to assist those in most need. Certainly, employers' organizations and the Employer representatives here stand ready for the challenge and are prepared to provide assistance to others where they can.

As regards the lack of recognition of the contribution that the private sector can make to make labour administration and labour inspection more effective and to achieve good labour standards, we think that working with the private sector can be beneficial for labour administration in terms of access to high-quality expertise, new technology and external resources. There are many ways that cooperation between private and public interests can be developed for mutual benefit. There should be programmes allowing labour administrators and inspectors to gain operational experience of enterprises.

This could involve training exercises and enterprises, joint investigations or mutual secondments. From a prioritization point of view, in terms of the demands on the ILO, governments, the ILO and the social partners are now challenged to take the next steps to put into practice the conclusions in the report. But one area that does stand out is that we would have wished to give the ILO a sense of priorities from the very long list of projects and expectations that we all have for their resources. We need to have an understanding of the world of more limited resources and make sure that actions are targeted at those with the greatest need to make the appropriate improvements.

I think tripartite negotiation, prioritizing the shopping list of ILO activities, would not have been completed within the time allocated, but the report and the conclusions do not sufficiently identify the criteria that ILO constituents would wish it to use to set its own priorities.

The discussion has confirmed that the needs of labour administrations and labour inspections are greatest in developing countries. The ILO should therefore focus its research, collection and analysis of information on the specific needs of developing countries and facilitate the transfer of knowledge, training and good practices from developed countries to developing countries.

Employers believe that labour administration and inspection cooperation with the private sector will pay dividends. After all, this is what genuine tripartism is about.

The Employers therefore support the proposal for an expert workshop to examine private compliance initiatives that make a contribution to the labour

administration and labour inspection areas and believe that this should be a priority for resources and action. The Employers would also like to see a more formal mechanism for monitoring the progress of the actions proposed as a result of these discussions. Having highlighted these issues, the Employers commend the report and conclusions for adoption by the Conference.

Finally, I have to thank the Employers' group, the Office, Mr Giuseppe Casale and the crew, the Chairperson, Ms Gunla Kvam, who was outstanding in her marshalling of the proceedings, the Workers' spokesperson, my counterpart Mr Sam Gurney, with his sense of humour and pragmatism, together with his team, Esther, Mohammed and Lene, the ITUC and ACTRAV, my team composed of Janet and Christian, without whom the engagements would not have been as timely and effective as they were and, lastly, the interpreters for their constructive cooperation and support in this work.

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Mr GURNEY (*Worker, United Kingdom; Worker Vice-Chairperson, Committee on Labour Administration*)

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I would like first to turn to the substance of our discussion in the Committee and to the conclusions that we are presenting to the Conference today and to reassure Mthunzi that we are still friends after that intervention, although some of the things I say will have a different emphasis.

Our work in the Committee goes to the very heart of the basic mission of the ILO, and I was proud as Worker spokesperson to play a small role in this. This is especially the case when I look back at the role that some of the giants of the British Labour movement have played in this area.

In 1919 Ernest Bevin and George Barnes saw the newly created ILO, in the post-First World War world, as a vital tool to establish the basic rights that unions could build upon. They recognized the essential need for strong public labour administration and inspection systems.

Two and a half decades later, Clement Attlee, Labour Party Leader and at the time Deputy Prime Minister in the British war-time coalition during the Second World War, flew to Philadelphia to take part in the ILO Conference because he, too, saw the crucial need for the ILO to renew itself and prepare for the aftermath of that global conflict. Out of that Conference emerged the Declaration of Philadelphia, which placed renewed stress on the necessity for strong labour administration and inspection.

In the twenty-first century the work of the ILO has expanded, but the need for a basic foundation of labour administration and inspection to ensure decent work and social justice alongside strong worker organizations remains more crucial than ever, and in need of urgent reinforcement.

What has changed, and what we tried to address in the Committee, is the sheer diversity of the global workforce today; and we are very pleased that the Committee's conclusions are strong and unequivocal on the essential point that labour administration and inspection need to cover all workers – those in the formal economy and in the informal economy those in rural and agricultural employment, home-based workers and, crucially, in the light of the new Convention, domestic workers (although, from the deeply disappointing interventions of my British Government and Employer counterparts in the debate, it appears that not yet everyone has realized this), workers in subcontracted, outsourced, dis-

guised and triangular employment relationships, workers in the public sector; migrant workers and those who have been posted across borders, and workers in extended global supply chains, including in export processing zones. At the heart, these systems must also combat child and forced labour. All workers have rights and all workers need protection.

We also reaffirmed the key points that these services are public functions; that labour and employment ministries must be at the heart of policy development at a national level to ensure coherent government approaches that deliver job-rich growth and decent work; that genuine, timely and effective social dialogue and tripartite working is essential to ensure their effective operation, as is effective enforcement and sanctions where appropriate. Notwithstanding the crisis, and indeed in part because of it, more resources are required. And here we would reiterate that investment in public employment and inspection services is exactly that – an investment, which will pay off over time.

So, is our basic mission today any different from that of the founders of the ILO? Has the mandate of the ILO changed? No. But the circumstances in which we work are changing and the ILO must adapt. Labour administration and labour inspection remain part of the core business of the ILO; however, this needs to be reaffirmed again, and it needs to be reaffirmed in terms of resources and staff, both within the ILO and at the national level. In this regard I would make a particular appeal to governments that provide additional voluntary support to the ILO not to neglect the importance of this area – something that in the United Kingdom we have sadly seen a move away from with the withdrawal of additional partnership funding to this Organization.

In the final section of the conclusions, we set down a series of proposals which the Office, with our support as constituents, needs to act on. I will not list them all here, but they are concrete and necessary. To highlight some of the most significant, to prioritize, as my Employer colleague suggested we must, we called for work to promote the ratification and implementation of the labour administration and labour inspection Conventions and the Protocol of 1995. We called for more in-depth research and data collection on labour inspection and, in particular, on strategies to ensure coverage of all workers by inspection. And call for research on compliance through the use of government procurement.

We call for a tripartite meeting on private auditing initiatives, as we have real concerns that growth in these initiatives is undermining public labour inspection.

We call for the Office to work on the development of strategies to promote the application and enforcement of labour legislation for workers in the public sector, who are often excluded, and workers in the informal economy, rural economies and export processing zones and domestic workers.

We call for active work on “national tripartite dialogue”, hopefully through designated committees which will deal with the challenges of labour law enforcement in new forms of employment, making use of the provisions of the Employment Relationship Recommendation, 2006 (No. 198), to determine which workers should be covered by labour legislation.

We call for an increased focus on the role of ILO regional offices in the promotion of labour admini-

stration and inspection, which is crucial in terms both of promotion and of securing terms of financial resources.

Priorities for Decent Work Country Programmes should include the need for enhanced and effective inspection systems.

We know that we cannot keep asking the ILO to do more with less, but this area of work, as I said at the beginning, is not just a part of the ILO’s role. It is, after the setting of standards, the very foundation upon which all else the House does is based.

Now to the obligatory but heartfelt thank yous.

First and foremost, to those on the Workers’ side, those who took part in our group and who gave so much in terms of their knowledge and experience, and especially those who took part in the drafting group.

As we move forward with the review of the working of the Conference we must consider how we can really maximize time for group interaction and exchange during the Conference.

It was my privilege to act as spokesperson for you. That was a task which would have been impossible without Lene and Mohammed from ACTRAV, and our group secretary from the ITUC, Esther Busser, so particular thanks are due to you.

To the Governments, thank you for the many examples of good practice although, as many on our side commented, the reality experienced on the ground is sometimes in contrast to the picture presented during our meetings.

We know that most of those who took part are dedicated representatives and officials who are doing the best that they can with often limited resources at national level, and I hope these conclusions can be used to strengthen your position and role.

To the Employers’ group, I thank you for your constructive engagement. I still have no idea why there is such an objection to stating the fact that collective bargaining assists effective labour administration, when it is a fundamental right (and I won’t start again here on the importance of Recommendation No. 198), but Mthunzi, whilst we did not agree on everything – and, quite frankly, I would have been worried about my politics if we had agreed on everything – it was a genuine pleasure to work with you. I think we found a good way through our differences.

To the Office staff, the interpreters who had to put up with my London accent and the technicians. As a colleague said to me, the Conference is when the Office works at its very best, but we, the delegates, only see the tip of the iceberg of that work. The speed and efficiency with which documents are turned around and the level of logistical ability needed to keep everything running are, quite frankly, amazing.

On a procedural point I should note that we have recorded our concern over the need to ensure that the three official languages of the ILO are catered for during the drafting process, which must be done to make sure of the full participation of our delegations. Again, this is something that I think we need to look at when we come to a review of the Conference and of the Governing Body.

Finally, to our Chairperson, Ms Gunla Kvam. Obviously Chairpersons must be chosen from across the full range of governments. I think Norway should be very proud of the effective, and – yes, in a nod to some of the EU government colleagues, I

will say efficient – way in which you ensured that we arrived at our conclusions. We can all learn from the style in which you conducted our Committee.

So, the task before us now, both constituents and the Office, is to make sure that we act and build on these conclusions, that we do not just pat ourselves on the back and say “job well done”, but that we make every effort to take them forward as the basis for our work here within the ILO, as the ILO seeks to achieve decent work for all and to live up to the mandate of those who founded it in 1919.

So, colleagues, on that note I commend this report to you and I thank you, Mr President, for giving me the time to speak on it.

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Ms KVAM (*Government, Norway; Chairperson of the Committee on Labour Administration*)

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I would first like to thank the Reporter and Vice-Chairpersons for their statements. There are only a few things I would like to add, having heard their excellent speeches.

Firstly, I would like to once again thank my Committee for having granted me the honour of chairing these discussions, and thank all the Committee members for their hard work, dedication and the cordial spirit in which every single member has contributed to the success of the Committee on Labour Administration.

As Ms Albuquerque already mentioned in her presentation, I had particularly asked the Committee to come up with forward-looking conclusions that would meet the requirements highlighted in the Office’s Report, and in the statements made during the general discussion in the Committee.

I think we have, indeed, fully achieved this goal, from my point of view as a professional in the area of labour administration and inspection. I am very pleased that the conclusions we are presenting to you today are very concrete and to the point.

They provide a solid foundation for future work in that area, and will provide helpful guidance to the ILO and its constituents in addressing the many pressing issues faced by labour administration and inspection institutions worldwide.

The conclusions highlight the real needs of developing and developed countries. They stress that labour inspection is a public function, and highlight the importance of a central authority to coordinate mechanisms, procedures and services.

They recognize that, in order for labour inspections to be effective, they need to be complemented by corrective, developmental and technical advice, guidance, prevention tools and measures to promote best practice.

The conclusions also confirm the need for general compliance and preventive strategies to cover all workers, including those in the public sector, the informal economy, the rural economy and export processing zones.

The conclusions also reinforce the mandate of the International Labour Organization, and that of the International Labour Office, and recall the importance of the relevant ILO standards in the field.

Looking into the near future, I would like to draw your attention, in particular, to the suggestion that the tripartite meeting of experts on private compliance initiatives be held.

I would also like to mention that the conclusions identify technical cooperation as a possible means of supporting the Office in delivering technical assistance to member States.

I would also like to draw your attention to paragraph 13 of point 22 of the conclusions, which calls for improved coordination and the exchange of information in the area of labour administration and inspection within the ILO, as well as outside the International Labour Office and throughout the multilateral system.

I would especially like to thank my wise Chairpersons, Mr Mdwaba and Mr Gurney, for their constructive and positive cooperation, contribution, and good chemistry.

I also would like to commend the Office on having provided us with a highly efficient secretariat. I feel our Committee would not have been as successful if it had not been able to rely on the strong assistance given to us from the secretariat.

I would now like to ask you to adopt the report, resolution and conclusions before you.

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*Original Spanish: The PRESIDENT*

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The general discussion on the report of the Committee on Labour Administration is now open.

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Mr JONSRUD (*Worker, Norway*)

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I would like to highlight two issues which we think are important in relation to the conclusions on labour administration and labour inspection.

The first relates to social dialogue and collective bargaining. The conclusions stress that governments should build effective labour administration and labour inspection systems through genuine and timely tripartite social dialogue and that the presence of workers’ and employers’ organizations facilitates labour inspection. Workers’ organizations have a fundamental role to play and this implies respect for their rights to freedom of association and collective bargaining. Governments should actively promote those rights and establish and use mechanisms for social dialogue at the national level, including through the ratification, implementation and enforcement of Conventions Nos 87 and 98.

The role of labour administration in promoting social dialogue and collective bargaining at the national and sectoral levels is also important as a means of reducing inequality, stimulating demand and promoting social cohesion.

Social dialogue should not be limited only to labour matters but be used in economic and social councils, also involving other ministries. In Norway, for instance, we as workers are engaged in social dialogue on trade matters with the Ministry of Foreign Affairs, where we have put forward a proposal to include decent work objectives as a matter in trade agreements between Norway and other countries.

The second issue I would like to underline is the personal security of labour inspectors. Many inspectors face professional risks in carrying out their duties; these include mobbing, harassment and sometimes even death threats. This additional stress has to be tackled. The conclusions focus on this in paragraph 14, where it is said that: “In order to ensure the integrity of labour inspection, conditions of service for labour inspectors should reflect gender equality and facilitate employment stability and personal security in the exercise of their functions, underpinned by an appropriate regulatory framework.” The ILO is also called upon to promote, in cooperation with national governments, the exchange of best practices on security and protection among other issues. We hope that these conclusions will

provide an incentive for governments and workers' and employers' organizations to address in a tripartite manner some of the challenges that labour administration and labour inspection services have in ensuring social cohesion and decent work.

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*Original Spanish: A Representative of the Government of Colombia*

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First of all I would like to extend my warmest thanks for allowing me, as a Government representative of Colombia, to take the floor in the plenary at the close of this session of the International Labour Conference.

We would like to take this opportunity to express our pleasure at participating in this 100th Session of the International Labour Conference, specifically on the Committee on Labour Administration, working together with the delegates representing the Worker, Employer and Government sectors, which constitute the essence of the tripartite model characterized by this House, and on this occasion led so ably by Ms Gundla Kvam, Government delegate of Norway.

We wish to express our satisfaction at having addressed at this session of the Conference the issues of labour administration and labour inspection, as they constitute the fundamental pillars required to ensure compliance with labour legislation and thus to implement each country's labour policies.

The report produced by our Committee reflects the depth and relevance of our discussions and the concerns raised during the Committee's meetings over the past two weeks. At the end of the report the Governing Body of the International Labour Office is asked to take due account of the report's conclusions, in order to give labour inspection the space and importance it deserves in the ILO's future activities.

Labour administration and labour inspection are essential tools for governments at the global level, as they are fundamental to achieving social peace, so necessary in recent times. Also imperative for the economic and social development of ILO member States is the strengthening of labour inspection through preventative actions, in order to establish a culture of respect of and compliance with labour and social security standards, and in this way to create a more egalitarian, fairer, more just society, offering economic and sustainable growth for all.

It is therefore imperative for the Office, using the appropriate technical and financial means, to implement the resolution and conclusions that have just been adopted, and to reinforce the importance of labour administration and inspection within the ILO itself, through greater technical coordination and greater collaboration in its various areas.

Lastly, I would like to thank the ILO for its ongoing support for technical cooperation programmes, which have resulted in huge progress being achieved in the areas of social dialogue and decent work. I would also like to express our heartfelt wish to continue to work with the Organization to defend workers' human and labour rights, the right of association and the right to entrepreneurial freedom, as well as to promote the implementation of good labour practices, in order to fulfil our objective and reach our goal of dignified and decent work.

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*Original Arabic: Ms KADDOUS (Worker, Algeria)*

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The discussion on this report focuses on labour administration and inspection, in response to the current needs and changes in the labour market that

have happened as a result of the global economic crisis. New forms of precarious work are appearing, with very difficult working conditions that are incompatible with those of decent work. This affects, in particular, workers in the informal sector, domestic workers, rural workers, immigrant workers, and those who work in export processing zones. This is why the conclusions reached by the tripartite Committee on Labour Administration of this 100th Session of the International Labour Conference have focused on the methods of work of labour inspection in protecting the rights of these categories of workers.

The conclusions also highlighted the role played by trade unions through social dialogue in all its forms, as well as the need to place the issue of labour inspection at the heart of the priorities of social dialogue and to strengthen labour inspection by ensuring the necessary financial, human and technological resources, ongoing training for labour inspectors, and conditions of decent work and security at work to allow them to fulfil their tasks in an appropriate manner.

The Workers' group, on the basis of the conclusions and discussions of the Committee on Labour Administration, emphasizes that labour inspection is a public function, through which the State exercises its sovereignty and ensures that laws are implemented. We do not accept private inspection initiatives or recourse to non-state inspectors with authority for ensuring the implementation and monitoring of labour laws and the application of sanctions when such laws are violated.

We call on the ILO to ensure the implementation of these conclusions on labour inspection and labour administration and the monitoring and revision of them in the years to come, and not in 30 years' time, because the world of work changes quickly, in particular when it comes to the important role of labour inspection as a tool for implementing national laws, which are based on international labour Conventions.

I would like to thank all the members of the Committee, in particular the members of the Office, for their dedicated work.

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*A Representative of the Government of Sri Lanka*

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The Sri Lankan Government wishes to put on record the excellent work this Committee has undertaken. This report, containing the resolution and conclusions, is a major achievement in view of the comprehensiveness and complexity of the issues it addressed.

Throughout our discussions, it was stressed that strong labour administration and labour inspection systems are essential pillars of good governance. Moreover, the recent crisis has confirmed the importance of these institutions. In both industrialized and developing countries, labour administration has helped to make decent work a reality. The erosion of labour ministries' mandates, compounded by insufficient funding and inadequate access to statistical data and information technology, is still posing a challenge to labour administration.

On the other hand, the crisis highlighted the importance of labour administration and inspection; this has raised the profile of labour ministries. It is important that these ministries should regain their role as key coordinators of labour policies. By creating the Labour Administration and Inspection Programme in 2009, the ILO placed the accent

firmly on the role that labour administration can play in implementing the Decent Work Agenda. The partnership that this Programme has developed with the Turin Centre has greatly enhanced its capacity to deliver quality technical advisory and capacity-building services.

This report charts a strategic course for future actions by governments and the social partners to improve and strengthen labour administration and inspection. This was required both nationally and within the ILO.

Finally, the ILO can play a strategic role in producing better employment outcomes in member States by helping them to produce the data and analysis on which reliable policy needs can be based. We recognize that the ILO must work within the resources available to it. The priorities we have selected in the conclusions will obviously require a reallocation of those resources.

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Ms FOX (*Worker, United States*)

I would like to start by echoing the statements made by others praising the cooperative spirit in which the Committee's deliberations took place, and by giving special thanks, on behalf of the United States Worker representatives, to the United States Employer and Government representatives on the Committee, for their contributions to the process. Our Government representatives, in particular, played a useful role, both in the Drafting Committee and in the Committee's discussions, by helping the parties to reach consensus on points to which they had often brought quite different perspectives.

In the United States, where significant progress has been made, during the last few years, in increasing the number of labour inspectors and the frequency and quality of labour inspections, these gains are now threatened by drastic cuts in funding for the Department of Labor and its inspection and enforcement functions. We therefore particularly welcome the Committee's recognition of the fact that Ministries of Labour in many countries around the globe lack resources, and that without strong financial and political support for these agencies, the Government's ability to mitigate the still dire economic and social consequences of the recent economic crisis is seriously undermined.

We also welcome the fact that the report recognizes the significant role that workers' organizations play in helping to ensure employer compliance with labour standards. This point was again demonstrated in a recently released study, funded by the United States Government, which compared workers' safety in mines where workers had representation with workers' safety in mines where workers had no representation. The researchers found that the rate of fatalities for miners was as much as 68 per cent lower in mines where workers were represented than in non-union mines, and that the rate of traumatic injuries was as much as 33 per cent lower. As the Committee has recognized, the involvement of worker organizations helps to increase worker awareness of labour standards, enables workers to report violations without fear of retaliation, and provides a framework within which employers and workers can contribute to the development of national labour policy, and work together to ensure compliance.

Finally, we are pleased that the Committee recognized the fact that the availability of meaningful

sanctions plays an indispensable role in securing compliance with labour standards. As the Committee has also recognized, education, training, the exchange of best practices, and other forms of compliance assistance, are also key elements of an effective labour standards enforcement programme. Nevertheless, experience has demonstrated that, without the knowledge that violations are subject to sanctions, the temptation to ignore labour standards in the quest for greater profits is too tempting for some.

We, the Worker representatives from the United States, look forward to taking this report home and working to ensure that its conclusions become part of our policy discussions.

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*Original French: A representative of the Government of Benin*

The Government of Benin is pleased to be present at the adoption of the report of the Committee on Labour Administration. On this occasion, we express our thanks to the Director-General of the ILO, his staff and the members of the Governing Body of the International Labour Office, for having placed on the agenda of the 100th Session of the International Labour Conference the issue of labour administration and inspection.

Now is an appropriate time to congratulate the members of the Committee for all their excellent work, achieved in such a short space of time. We think that the report and its conclusions, as well as the resolution which we are going to adopt in a few minutes, will make it possible to strengthen labour administration in our countries.

And, in conclusion, I would like to say that Benin favours the adoption of the report of the Committee on Labour Administration, and invites all the ILO member States to do the same, and to ratify all relevant standards.

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*Original Spanish: The PRESIDENT*

I have no further requests for the floor and therefore we can now move on to the approval of the report of the Committee on Labour Administration.

This report has 411 paragraphs and an annex. If there are no objections may I take it that the report and its annex are approved?

*(The report – paragraphs 1-411 and annex – is approved.)*

#### **CONCLUSIONS ON LABOUR ADMINISTRATION AND LABOUR INSPECTION: ADOPTION**

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*Original Spanish: The PRESIDENT*

We will now adopt the conclusions on labour administration and labour inspection, part by part.

*(The conclusions – paragraphs 1–22 – are adopted part by part.)*

If there are no objections, may I take it that the conclusions, as a whole, are adopted?

*(The conclusions, as a whole, are adopted.)*

#### **RESOLUTION CONCERNING LABOUR ADMINISTRATION AND LABOUR INSPECTION: ADOPTION**

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*Original Spanish: The PRESIDENT*

We shall now move to the adoption of the resolution concerning labour administration and labour inspection. If there are no objections may I take it that the resolution is adopted?

*(The resolution is adopted.)*

We have concluded our examination of the report of the Committee on Labour Administration. I wish to congratulate the Officers and the members of the Committee for the excellent work that was carried out in a very short space of time. I also extend my thanks to the secretariat for the long hours of work devoted to the preparation of the report and the conclusions within the time established.

*(Mr Hossu takes the chair.)*

#### **REPORT OF THE COMMITTEE ON THE APPLICATION OF STANDARDS: SUBMISSION, DISCUSSION AND APPROVAL**

*Original French: The PRESIDENT*

We shall now examine the report of the Committee on the Application of Standards, which is contained in *Provisional Record* No. 18, parts one, two and three.

I invite the Officers of the Committee to take their places on the rostrum: the Chairperson, Mr Paixão Pardo; the Employer Vice-Chairperson, Mr Potter; the Worker Vice-Chairperson, Mr Cortebbeck; and the Reporter, Mr Horn.

I am going to give the floor first of all to the Reporter, Mr Horn, to present this report.

*Mr HORN (Government, Namibia; Reporter, Committee on the Application of Standards)*

The Committee is a standing body of the Conference empowered under article 7 of the Standing Orders to examine the measures taken by States to implement the Conventions that they have voluntarily ratified. It also examines the manner in which the States fulfil the reporting obligations as provided for under the ILO Constitution.

The Committee provides a unique forum at the international level. It gathers actors in the real economy drawn from all the regions of the world who have sat alongside one another during times of economic booms and busts.

For the last couple of years, the Committee's working methods have been examined by a tripartite working group. This ongoing examination has brought about major changes. It has developed tripartite ownership with respect to the government of its Committee. Positive changes which proved to be successful last year have been pursued as illustrated by the automatic registration of individual cases and measures proposed concerning time management.

The report before the plenary is divided into three parts corresponding to the principal questions dealt with by the Committee. The first part covers the Committee's discussion of general questions relating to standards and the General Survey of the Committee of Experts, which this year is concerned with social security instruments. The second part consists of the discussions on the 25 individual cases examined by the Committee and its related conclusions. The third part concerns the Committee's special sitting on the question of the observance by Myanmar of the Forced Labour Convention, 1930 (No. 29).

I will now recall salient features of the Committee's discussions in respect of each of these questions.

With regard to the general questions, it was recalled that the operative approach of the Committee's work is oversight achieved by means of discussion, which is also the ILO's hallmark. The fruitful

dialogue between the Committee and the Committee of Experts is key in this respect. The Committee works closely with, and to a large extent on the basis of, the report of the Committee of Experts. Furthermore, it is established practice for both Committees to have direct exchanges on issues of common interest.

This year the Committee had the pleasure of welcoming the new Chairperson of the Committee of Experts, who attended the first week of its session as an observer with the opportunity to address the Committee. The discussion placed emphasis on the question of the interaction between the two Committees and how this interaction could be further strengthened. It was reaffirmed in this regard that the preliminary legal examination of reports by an independent body, prior to the tripartite examination by the Committee on the Application of Standards, is essential to any serious effort of supervision.

One issue of common interest which has been broadly emphasized by the Committee is the fulfilment of reporting obligations by member States. The work of both Committees hinges primarily on the information contained in the reports submitted by governments. This year again the Committee noted that, although the strengthened follow-up put in place by the Committees had achieved some positive results, serious difficulties remained. Further progress is still necessary and indeed crucial for the effectiveness of the ILO supervisory system. The Committee reiterated its call to the Office to intensify its technical assistance to member States to enable them to fulfil the reporting obligations which are constitutionally mandated.

One of the highlights of the first part of the Committee's work was its examination of the Committee of Experts' General Survey concerning social security instruments. For the second year in a row, the Conference Committee and the Committee of Experts had a fundamental responsibility. Through the General Survey and the related discussions, they were to guide the future standards-related actions of the ILO in a field that is vital for obtaining decent work for all.

The Conference Committee decided to take up, at an early stage of its work, the General Survey concerning social security instruments to ensure timely coordination with the Committee for the Recurrent Discussion on Social Protection and to provide meaningful contributions to the overall ILO Plan of Action. The outcome of the Committee discussion was transmitted to the Committee for the Recurrent Discussion on Social Protection and completed with oral presentations by the Officers of the Committee on the Application of Standards.

The outcome encompasses a set of considerations put forward by the Committee regarding standards-related activities, including ILO technical assistance, and also regarding the sound governance of social security systems. Particular emphasis was placed on up-to-date ILO standards on social security providing a comprehensive legal framework that needs ramped-up ILO technical assistance and advice, on the need to provide information on the implementation of the instruments, and on the need to devote special efforts to capacity building and the training of the social partners, as well as the strengthening of social dialogue.

The Committee expressed its support for a Social Protection Floor, provided that a time-bound progressive approach is adopted, combining the ade-

quacy and sustainability of social security systems. The outcome also highlighted the need for coordination in the areas of social security and employment policies.

With respect to its core work concerning the individual cases, the Committee pursued its efforts to achieving a balance in cases listed between different regions.

This year the breakdown of cases were as follows: Africa: four cases; Arab States: one case; America: seven cases, of which Latin America had five and North America had two; Asia and the Pacific: seven cases; and Europe: seven cases.

As in previous years, the majority of the cases selected concerned the application of the fundamental Conventions, and 14 cases related more particularly to freedom of association and collective bargaining. The Committee had to discuss one case in the absence of any Government representative, when the country was duly credited and registered at the Conference. This concerned the application by the Democratic Republic of the Congo of Convention No. 29.

The Committee's conclusion on all these cases constitutes an authoritative and effective compass to guide member States in sustaining their commitments under the Conventions that they have ratified.

Once again the Committee has placed priority on ILO technical cooperation and assistance to help member States in implementing international labour standards.

The Committee decided to include a special paragraph with respect to the following cases: the application by Guatemala, Myanmar and Swaziland of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the application by Uzbekistan of the Worst Forms of Child Labour Convention, 1999 (No. 182); and the application of the Democratic Republic of the Congo of the Forced Labour Convention, 1930 (No. 29).

Finally, the special sitting to examine developments concerning the question of the observance by the Government of Myanmar of the Forced Labour Convention, 1930 (No. 29), was held in conformity with the resolution adopted by the Conference in 2000. The Committee strongly urged the Government to fully implement, without delay, the recommendations of the Commission of Inquiry and the comments and observations of the Committee of Experts. As called for in the resolution, the Committee counted on the collaboration of all agencies in the United Nations system for the effective elimination of forced labour in Myanmar. It similarly called on all investors in Myanmar to ensure that their activity in the country is not used to perpetuate or extend the use of forced labour but rather makes a positive contribution to its complete eradication.

The Committee also called for the strengthening of the capacities available to the ILO Liaison Officer to assist the Government in addressing all of the Recommendations of the Commission of Inquiry and to ensure the effectiveness of the operation of the complaints mechanism, as well as any other additional action necessary for the complete elimination of forced labour.

The results achieved highlight in particular the Conference Committee's remarkable capacity, through dialogue, to discharge its core mandates and at the same time to be responsive to contempo-

rary challenges. It makes a lasting contribution which enables the ILO to discharge effectively its core responsibilities.

It has been an enriching experience to participate in the Committee's work and I would like to thank the Chairperson, Mr Sérgio Paixão Pardo, along with the Employer and Worker Vice-Chairpersons, Mr Edward Potter and Mr Luc Cortebeeck, for their competence, efficiency and spirit of cooperation, which has enabled the Committee to carry out its work.

Finally, I would like to recommend that the Conference adopt the report of the Committee of the Application of Standards.

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*Mr SYDER (Employer, United Kingdom; speaking on behalf of Mr Potter, Employer Vice-Chairperson)*

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On behalf of the Employers' group, it is my honour to commend the report of the Committee on the Application of Standards to this plenary today. You have it before you and I confirm that it has been well described by the Reporter.

Our group's report will again be divided into two parts this year: first, we will give our views on certain elements of the Committee's work; and second, we will look to the future, given our reflections arising from the 100th Session of the ILC and the 85th anniversary of the Committee.

I would like to start by highlighting that ultimate responsibility for the supervision of ILO standards lies with the ILO's tripartite constituency, in other words, our Conference Committee on the Application of Standards. article 23, paragraph 1, of the ILO Constitution stipulates clearly that summaries of the reports communicated by member States under articles 19 and 22 shall be submitted to the tripartite Conference for examination and assessment.

Over time, the number of ratified Conventions and ILO member States, and hence the amount of supervisory work to be done, has increased. Necessary administrative adaptations have been made. As the Conference itself was unable to do this work on its own, the Committee of Experts was established which, with the support of the Office, is mandated to make legal assessments of compliance with standards-related obligations in order to enable the Conference, through its Committee on the Application of Standards, to deliver its supervisory work.

These adaptations, however, do not alter the core requirement that it is the Conference and the ILO's tripartite constituency who are mandated to ensure the effective delivery of standards supervision. This responsibility cannot be delegated. This core principle is undermined by the Office and the Committee of Experts, without the express approval of the Conference, is undertaking increasing amounts of standards supervision.

As the Employers' group highlighted last year, we strongly feel that the time has come to put governance back on track and to reaffirm tripartite governance in ILO standards supervision. ILO standards supervision has to be at the service of the ILO's tripartite constituents; its results should take into account their needs, including the needs of the Employers.

The Employers propose that a comprehensive discussion on necessary governance readjustments be held in the ILO Governing Body.

We called once again this year during the general discussion, as a first step, for a new format of the report of the Committee of Experts, which should

be a document that reflects, apart from the Experts' assessment, tripartite views and needs. This would involve providing the opportunity for the tripartite constituents to set out, in a special section of the report, their views on standards supervision-related issues, for instance on the application and interpretation of particular Conventions. A report with this new format would, without question, strengthen the credibility and the acceptance of tripartite ILO standards supervision. We continue to support ILO standards supervision and are committed to keeping it relevant and effective and this was the main message we conveyed during the general discussion in the first week of our Committee.

With regard to the General Survey on social security, the Employers' group has strong concerns at a very fundamental level. The Committee is not, and should never be, a policy committee. There is nothing in the Declaration on Social Justice for a Fair Globalization or the recurrent review process that requires the Committee or the experts to address policy. We fundamentally believe that the purpose of the General Survey is to help the tripartite constituents better understand the legal meaning of the provisions of a given instrument, how to be in compliance, or what steps need to be taken to be in compliance with ILO standards. The General Survey should also identify obstacles to ratification and possible ways to overcome any obstacles of ratification. This year's General Survey regrettably has limited value in that respect and the Employers' group regrets the overlap with the report submitted to the recurrent discussion.

The increasing policy orientation of the General Survey jeopardizes the technical value of the analysis and thus changes the purpose of the constitutional obligations under article 19.

The experts are first and foremost the neutral fact-finders to facilitate the work of the Committee. We, and not the Committee for the Recurrent Discussion, are the experts' client. If this is the approach that future General Surveys will take, instead of the classic format, then the Employers' group sees no relevant purpose to the mandate of the Committee of this kind of General Survey. It risks doing serious damage to the Committee. We are aware that General Surveys are prepared with reference to questionnaires approved by the Governing Body and, in this regard, we request the Governing Body to approve questionnaires that faithfully follow the text of the Conventions that are to be covered by a General Survey. That would contribute to a better understanding of the provisions of the instruments covered. We also call on the Office, which prepares the draft questionnaires, to contribute in this regard by putting together questionnaires that faithfully follow the text of Conventions without adding new elements.

In this regard, we call for the General Survey for 2012 not to follow the footsteps of the one this year, especially because the recurrent item discussion is going to be on fundamental principles and rights at work – the centrepiece of the ILO's normative architecture.

It is a unique opportunity for the ILO's supervisory mechanism to take stock of law and practice on fundamental Conventions. I repeat, the Committee on the Application of Standards is not a policy committee. Its scope is definitively set out in article 7 of the Standing Orders of the Conference. In our view, it is not for the experts to enter into ILO stan-

dards policy and, for example, to propose new standards that in their view, better meet current needs. That is solely the prerogative of the ILO tripartite bodies, that is, the Conference and the ILO Governing Body.

The adoption of the list of cases was particularly difficult this year. Each member of the Committee had different priorities. I highlight that a case should not be discussed without there being a specific observation in the experts' report. This year, there was no observation on Colombia's application of Convention No. 87 and therefore the Committee could not discuss the case. The Employers viewed the proposal to discuss Colombia's application of Convention No. 81 simply as a pretext to discuss, in reality, Convention No. 87.

We are of the view that Colombia is a country that has taken huge strides to do what the ILO, its missions and the supervisory bodies have asked of it. No country is ever perfect. But it is an abuse of the supervisory system to insist continuously on the discussion of the case. A similar logic applies to the case of Japan with respect to the application of Convention No. 29.

We appreciated the discussion, in particular, of three out of the 25 cases discussed, which have great significance for the Employers. In the case of Uzbekistan's application of Convention No. 182, the Committee expressed its serious concern at the insufficient political will and the lack of transparency of the Government to address the issue of forced child labour in cotton harvesting. It called once again on the Government to accept an ILO high-level tripartite observer mission that would have full freedom of movement and timely access to all situations and relevant parties including in the cotton fields, in order to assess the implementation of the Convention.

In the case of Uruguay's application of Convention No. 98, concerning the non-compliance of the 2009 Act on Collective Bargaining (No. 18,566) with Convention No. 98, the Committee trusted that, with the objective of bringing the legislation fully into conformity with the Convention, the necessary measures would be taken without delay to prepare a bill that reflected the comments of the supervisory bodies, including the Recommendation of the Committee on Freedom of Association with regard to Case No. 2699. Furthermore, progress in this regard is expected to be reported to the ILO mission that will visit the country at the end of August this year.

The case of Serbia's application of Convention No. 87 concerns the restrictions placed on the right of employers to establish and join an organization of their own choosing and the Government's interference with the administration of activities and programmes of the most representative employers' organization. The Committee urged the Government to ask for ILO technical assistance with a view to bringing the legislation and practice into full conformity with the Convention without any delay.

In selecting the cases on the list this year, we used the long-standing objective criteria for selection of cases established in Document D.1. on working methods.

The selection of 25 cases out of 800 observations is, each year, a very sensitive exercise and a delicate process. Indeed it means that the Committee is only able to address 3 per cent of the Experts' observa-

tions on average, not counting the hundreds of direct requests made by the Experts.

This year we reached the limit of the current system, as the list was agreed on the Tuesday of the second week of the Conference, which delayed the work of the Committee. We cannot repeat this scenario next year. Some improvements are now required. The work is too important and the time and resources put in place are too large to be jeopardized by the lack of a list. It is the responsibility of the Committee to maximize its work in order to do it in the most effective way. We have suggested that it could be appropriate to set a time limit for finalizing the list. For example, the final list must be finalized by noon on Friday of the first week of the Conference, with the scheduling of the cases to be heard confirmed shortly thereafter. If not, then the Committee's work should be limited to the agreed and double footnoted cases to be confirmed to the Governments by 3 p.m. on the first Friday of the Conference. To facilitate this process, the preliminary long list of cases should be limited to 40 cases.

We would like to see more cases relating to the application of technical Conventions and the fundamental Conventions related to forced labour, discrimination and child labour. This year, 80 per cent of the cases on the list related to fundamental workers' rights, to the exclusion of other important technical ILO standards, such as those relating to the protection of wages and to hours of work. The need for regional balance within the list should be maintained.

Also, a number of the individual cases examined dealt with various aspects of the disputed right to strike. As is well known, the Employers have continuously and strongly objected to the Experts' interpretations on a right to strike, and the fact that there is no legal basis whatsoever in Convention No. 87. We have put forward in detail the legally correct arguments for many years, in particular in the context of the 1983 and 1994 General Surveys on Convention No. 87, as well as in many discussions on individual cases, in plenary and in the *International Labour Review* Volume No. 144 (2005), No. 3, pages 253–289. Regretfully, the Experts continuously ignore our representations. This needs to be rectified without further delay.

Finally, we support the continued use of the time limits for representations. This works extremely well.

The Employers' group is steadfast in its support for ILO standards supervision. We reconfirm our commitment to strengthening standards supervision. I quote Nelson Mandela when he was President of the African National Congress in 1994: "We cannot develop at the expense of social justice. We cannot compete without a floor of basic human standards. If this is true inside our own society, it is true for the world as a whole."

With our eye on present needs and the needs of future generations, it is imperative that standards supervision is relevant and practical, and outcomes focused.

Responsibility for ILO standards supervision ultimately rests with the ILO's tripartite constituency, that is to say, the International Labour Conference. To support ILO standards supervision, we need to regularly assess the strengths, the weaknesses, the opportunities and the threats to standards supervision. Questions should continue to be asked. We must continue to show the leadership to tackle hard

questions, as we have an overriding duty to ensure standards supervision remains effective and relevant at international and national level.

This may mean that we do not always agree. Tripartism, which is integral to democracy, is an essential ingredient to creating a global consensus on the meaning, scope and implementation of ILO standards. Apart from the annual session of the Conference in June, the stark fact is that the Conference tripartite constituents and the Governing Body continue to have very little awareness of the day-to-day standards supervisory process. This has to change, because again we have a duty to ensure standards supervision remains effective and relevant at international and national level. The day-to-day supervisory process needs to be more visible. For standards supervision to have credibility in the real world of work, ACT/EMP and ACTRAV must be fully engaged with the International Labour Standards Department in the supervision of standards.

The Employers' group is firmly of the view that in these difficult economic times, the future of standards supervision must be sustainable. This means that we need to take a hard look at how we work, and identify ways to work smarter. We must embrace greater use of technology; otherwise we will be increasingly out of step with the globalized world. If the technology is not available to all, steps should be taken to rectify that. If education is required to use the technology, then again steps should be taken to rectify that. Most delegates have some form of mobile telephone or computer device with them at the Conference, so why are mountains of paper still being created on a daily basis? Give delegates the choice of receiving electronic documents. A sustainable ILO, which is supportive of the green economy, cannot expect our current and future generations to tolerate such waste. Frankly, the cost is better used elsewhere and resources should be used in a more effective way to support the work of the Committee.

In summary, restoring tripartite governance in standards supervision, referring to objective criteria in the establishment of the list of cases, and focusing on outcomes and sustainability should be the key elements of our future.

In closing, please allow me to thank the Office for its superb support in the development of our work. Special praise is due, once more, to Cleopatra Doumbia-Henry and her excellent team. We must never forget that it was the Office's initiative to convene an ongoing working party several years ago on the working methods of the Committee. We are all on a journey to improve working methods; we are a case of much progress.

Once again, our Chairperson, Sérgio Paixão Pardo, deserves special thanks for the firm but fair parliamentary running of the meetings this year. Quite simply, he is excellent.

We thank the Reporter, Christiaan Horn, for keeping us all on balance.

Please allow me, on behalf of Ed Potter, to thank the Employers' group and especially my colleagues, Thomas Prinz, Sonia Regenbogen, Roberto Suárez, Juan Mailhos, Peter Anderson and Alberto Echavarría, for the help they gave Ed in preparing and presenting the cases. I would like to express our immense gratitude and admiration for the support given by Maria Paz Anzorreguy and Maud Megevand of the International Organization of Employers and Chimgee Sachir, Christian Hess and Alessandra

Assenza of the Bureau for Employer's Activities. Quite simply, we would be lost without their support.

Last, and certainly by no means least, I must thank Luc Cortebееck, Worker spokesperson, and his team. We enjoyed strong collaboration. We applaud his thoughtfulness, his solutions-focused approach and his goodwill. He has again represented the Workers this year with distinction and intelligence. Thank you, Luc, and, while we appreciate that we may have lost you to the Governing Body, we are confident that your legacy leaves us in excellent shape for the future.

In conclusion, I reaffirm again the Employers' continued support for an effective and relevant ILO supervisory system. We support this report without reservation.

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*Original French: Mr CORTEBEECK (Worker, Belgium; Worker Vice-Chairperson, Committee on the Application of Standards)*

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This year we are celebrating the 100th Session of the International Labour Conference and the 85th meeting of the Committee on the Application of Standards, which was created in 1926.

I cannot pass up the opportunity to mention an interesting work that was published a few weeks ago and which is dedicated to the institutional process and the impact on the effective application of standards of the constructive dialogue established over many years between Workers, Employers and Governments within the Committee on the Application of Standards.

This study takes a structured and scientific look at the intimate, highly emotional experiences within the Committee on the Application of Standards. Within the Committee, serious and personal violations of workers' rights are discussed every year in the Committee. Sometimes this is the only international space where the workers can denounce what they live through on a daily basis in certain countries, and they do it with discipline and with dignity.

That is one of the reasons why the Conference is such an important and privileged point in time, even if some of us are under threat when we return to our countries because of the words that we have uttered. One example of this is the situation of our colleague who intervened in the case of the Republic of Fiji as an observer from the International Trade Union Confederation (ITUC). He had previously been detained in his country and our fear is that this will happen once again, but we would point out to the representative of the Government of the Republic of Fiji that the Workers' group, in its entirety, will be vigilant as to the fate of our colleague.

We know that every year this is an important event for workers. We are aware that in the very difficult current environment our work within the monitoring system for the application of standards, in close cooperation with the Committee of Experts and the International Labour Office but also with the Employer and Government members, is an instrument for rebalancing the economic focus with a social focus. However, this year our work was really not easy, even though at the end of our work we were able to have a very positive tripartite dialogue within the Committee. And we were very happy that we arrived at common conclusions for the 25 cases which were chosen, even though setting up or drafting the list of cases was extremely difficult and a source of great tension. The preparation of this list is becoming increasingly difficult,

but this year the experience was much worse than any year in the past.

On the eve of the Conference we had a list of 44 cases, the first time ever. However, very detailed preparatory work had been carried out on the basis of the criteria which are normal for our Committee and which is recognized by workers throughout all continents.

The list of the cases presented last May to governments was the fruit of a compromise between the concerns of the Workers' and of Employers' groups, together with an abiding concern to avoid haggling, blackmail, the use of a veto in one camp or the other.

The problems that arose – and the Employers may not be happy to hear this – did not arise because the Workers forgot the selection criteria, nor was it because they dragged things out, nor was it because they tried to use the Committee as an alternative forum to discuss freedom of association. It is clear that choosing cases for the list is in essence, as the spokesperson of the Committee said, automatically a subject of controversy, a discussion based on arguments put forward to criticize someone else's opinion. In the selection process, the greatest responsibility lies with the social partners, who are in charge of the practical functioning of our Committee. And that is the way it has to be.

We have to produce this list together, and it is together that we have to reach compromises in order to make choices. We cannot have a situation where one of the parties has constantly to submit to the other, which clings stubbornly to its cases. I will repeat as often as is necessary that the mission of this Committee is to take part in the monitoring of the application of Conventions ratified in the spirit of calm discussion, away from pressures relating to ideological opportunism or internal political pressure within the countries in question.

This year, the incidents that accompanied the drafting of the list forced us once again to find a creative solution in the case of Colombia, where assassinations and threats to workers continue. These incidents also forced us to remain silent on the case of Japan and Convention No. 29. At the moment, there is no prospect of a solution for this case, despite the repeated calls to the employers and the Government in Japan. The Conference is finishing without any sign of a possibility of offering these women a respectful solution to their rights.

Recognizing the facts and asking for people's pardon and rectifying the situation does not involve losing face. Other governments have understood that throughout the world. In Korea there are 74 survivors aged 85 and more. The respect due to these women and those who still live in Japan means that an alternative solution has to be found with the cooperation of the Government, the Employers and the officers of the Conference, for humanitarian reasons alone. Therefore we feel a great sense of disappointment – and would like these words to be recorded in the *Provisional Record* – because I have often criticized inertia in the search for compensation in this case.

We were, however, able to acknowledge the situation of Colombian workers in the context of the general report of our Committee at a point when the discussion had not been technically concluded; the conclusions of the high-level tripartite missions, which were carried out in February of this year, were read out.

In future, in the working group on the Committee's procedure, we need to find an original solution, which is discussed by the social partners, to the problems we are faced with. The Employers and the Workers have to speak about this as quickly as possible and establish a better working basis when it comes to drafting the list relating to the defence of absolute rights.

In our Committee I also raised questions about our working methods and I hope that we will be able to come back to those issues soon, when we have our next working sessions with the experts.

Let me take a look now at the list of cases. I would like to give you some figures. We discussed 25 cases, as always, but within those 25 cases there were six cases involving double footnotes, which were added by the experts in article 56 of their report. Five cases were given a special paragraph in our Committee's report: Guatemala for Convention No. 87, with a request to maintain the technical assistance which is currently under way; Uzbekistan for Convention No. 138, regarding which an offer has been made to the Government to send a tripartite mission of observers at a high level from the ILO, together with technical assistance and an offer to involve the country in the International Programme on the Elimination of Child Labour (IPEC), as this case relates to the mobilization of thousands of children in dangerous labour in the harvesting of cotton; the Democratic Republic of the Congo for Convention No. 29, where technical assistance was also offered to the Government (not present during the discussion), with the emphasis on implementation of a reinsertion programme for victims of sexual exploitation; Myanmar/Burma, for Convention No. 87, where the Committee called for the liberation without further ado of specifically identified trade unionists (this case is so serious and goes back so far that it will also have to be discussed in the Governing Body in November 2011); and Swaziland, for Convention No. 87.

In all, our Committee discussed 12 examples of technical assistance, and we have confidence in the ability of governments to work together with the ILO to improve the respect of Conventions and their implementation in practice in the territories in question. Three special missions were decided, apart from that already decided for Greece. We should note that this case, as well as the case relating to Romania, which concerns the implementation of Convention No. 98 and the limitations which may or may not be deemed to be acceptable in a situation of crisis, is symbolic of the threats that weigh on certain countries in the European Union (EU) as a result of the measures undertaken by the EU and the International Monetary Fund (IMF).

In the majority of cases, the experts should receive information on advances that have been made so that they can feed into their sessions of 2011. The reading of their report for 2012 will provide us with important information as to whether the governments in question are taking our Committee seriously.

I would like now to speak of certain cases which we were not able to discuss. I am not trying to deal indirectly with cases that were not part of the final list among the 44 cases that were communicated to the governments last May. I am just trying to remind people that the 19 countries that were not discussed this year should not rest on their laurels or

imagine that everything is hunky-dory as far as they are concerned.

I will start by saying something about the Arab Spring. The Arab revolutions have been characterized by the fact that they were non-violent victories and were the result of work on social networks such as Facebook, Twitter or YouTube. They came unexpectedly, they came from civil society, they came from young people, but these young people – and this is an important point – were educated. In the revolution of young people in Tunisia, for example, they were able to base themselves on work that had been done by trade unions on the ground and that allowed for a rapid and spontaneous political follow-up. So it was not a revolution of empty bellies; it was a revolution which involved a lot of dignity and which led to Ben Ali stepping down.

However, not everything has been achieved; everything is not going to happen overnight. This Arab Spring led – and continues to lead – to a shake-up of authoritarian regimes. These revolutions have gone beyond the bans imposed by the people in power.

They are a sign that, after the winter of dictatorship, it is necessary to have a spring of freedom. The uprisings have changed the political order in certain authoritarian regimes, which thought that the lesson to be learned after September 2001 was that brute force was the only deterrent to terrorism. As long as leaders listen to their people and do not shut their ears, as they have done in Bahrain – not counting the torture carried out in the Syrian Arab Republic and in Yemen – the Spring phenomenon of freedom points the way towards greater democracy, better standards of living and the possibility of Decent Work and the hope of better integration into a democratic society.

In Bahrain, on the basis of article 26 of our Constitution, the Governing Body will adopt the necessary measures to ensure that workers' rights are guaranteed.

On this long list there was also the case of Egypt for Convention No. 87. Dr Ahmed El Borai, Minister of Labour and Migration in Egypt, reminded us in the wings of the last Governing Body meeting of the ILO: "The value of social dialogue between governments, employers and workers is important if we are to attain social peace and create a climate which fosters economic development."

We decided to take the Minister at his word, and we asked him to introduce new legislation on trade unions as quickly as possible which would guarantee freedom of association and the respect of other Conventions in the ILO system. The Workers' group pays tribute today to the courage of the Egyptian people.

At this stage we are very far from the terrorism advocated by certain radical religious groups. The message is essentially secular, of simply being open to the world. It is therefore important to respond adequately to these aspirations, if we are not to damage the concept of democracy irreparably. That is one of the responsibilities of governments, particularly those governments that are in a process of transition.

It is also a wonderful opportunity to have social dialogue and strong social partners contribute to democratic change.

On our long list there was also the Netherlands for Convention No. 121 and if it was not on the final list it was only because we had to restrict ourselves

to 25 cases. I will just mention that the Committee of Experts will ask the Government to provide precise information for 2011. This is a case that we will follow up with the Dutch trade union organizations, and we will come back to it if necessary in 2012.

We will do this because the case is directly relevant to the subject of the General Survey. More than that, in paragraphs 230 and 233, the General Survey specifically refers to legislation on unfitness for work, which is precisely why we put this case concerning Convention No. 121 on our long list. I would ask the Government to note this point.

This year, we did not raise the case of the Islamic Republic of Iran and the implementation of Convention No. 111. The workers follow closely developments in this very serious case, which has often been mentioned by the Committee. We hope that the Government will respond to the repeated, precise and targeted demands of the Committee of Experts in their 2011 report.

The workers also paid tribute to the liberation of Mansour Osanloo, the president of the Bus Workers Trade Union in Tehran. We are extremely happy to hear this news. Nonetheless, there are still two other leaders of the same trade union in prison, Abraham Madadi and Reza Shahabi. We would ask that they, along with Mansour Osanloo, be freed immediately.

Finally, we note the follow-up to the decision of the Governing Body of 24 March 2011 to send a high-level tripartite mission to the Bolivarian Republic of Venezuela on Conventions Nos 87 and 98, and we look forward to hearing the outcome of those missions.

To conclude, a few words on the General Survey on social security and the state of law, in the light of the follow-up to the Declaration on Social Justice for a Fair Globalization of 2008.

The Committee had a very good discussion on the General Survey, even though the Employers accused the Experts of exceeding their remit, and even if the points of view on the instruments analysed often diverge.

Our approach in the Workers' group was to welcome the General Survey, which provided us with very good guidelines for national and international policies with respect to social security.

We have the impression that a large number of governments shared this positive analysis of the General Survey. From all continents we receive indications that social security is a guarantee for access to fundamental rights and that privatization unfortunately often leads to minimal welfare services that are unacceptable if we are to guarantee improved living standards.

We have fulfilled our obligations as regards the Committee for the Recurrent Discussions on Social Protection, because a message was sent to it by our Committee on 4 June, the main points of which were the following.

Updated ILO standards on social security systems should set up an overall legal framework backed by ILO assistance and advice.

A special effort is expected from the ILO in reinforcing the skills and training of the social partners, as well as strengthening our social dialogue. As regards Convention No. 102, which deals in stereotypes and an outdated model of the family, we expect work to be carried out by the International Labour Standards Department in order to resolve these problems.

Convention No. 168 should also be submitted to the same body. Principles of good governance by States have been brought to the fore in order to guarantee robust and long lasting social security systems.

What is needed is good administration, having well-equipped services to combat clandestine work, non-payment of social security contributions, fraud, corruption and the misuse of the system as a whole.

We must insist on the responsibility of the State to ensure that sustainable social security systems and adequate administrative and financial administration systems are set up. We also need to ensure coordination between social security policies and employment systems, as well as economic and development policies.

The Committee supports the idea of a Social Protection Floor subject to a progressive approach, which is relevant and ensures the sustainability of social security systems.

We regret that the various challenges posed by migration, which are increasing, were not dealt with. The important thing is to ensure that the number of ratifications, in future increases, once the content of these conclusions has been activated.

We also hope that we will be able to meet the challenge facing our two committees, especially as the General Survey in 2012 will be much more complex as it will deal with the eight fundamental Conventions.

It remains for me to thank everybody. Thank you, Mr Potter, who had to leave the Conference before it ended and was replaced by Mr Chris Syder. I thank the Workers' group for the excellent work that it did over the past three weeks.

I thank Sérgio Paixão Pardo, who really is our best Chairperson. I thank Ms Doumbia-Henry, Ms Curtis and our counterparts at the ILO for their technical help and their legal support. I would also like to thank the Reporter, Christian Horn.

I would like to thank the staff of the ILO for their help and their friendliness and the interpreters without whom we would be lost. I thank the ITUC, and particularly Stephen Benedict.

I would particularly like to thank the Officers of the Workers' group for the Committee on the Application of Standards, who were extremely involved in the organization of our work, particularly Trine Lise Sundness, José Pinzon, Mademba Sok and Annie Van Wezel.

On behalf of the Workers' group, I thank Kurshid Ahmed who over the years has played an extremely important role in our Committee and in the ILO. And I thank those who have helped us from ACTRAV, Beatriz Vacotto and Enrico Cairola, as well as my closest collaborators Andrée Debrulle, Gilbert Deswert and Véronique Rousseau.

I would like now to ask you all to approve our Committee's report.

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*Original Portuguese: Mr PAIXÃO PARDO (Government, Brazil; Chairperson, Committee on the Application of Standards)*

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Once more we are at the end of the work of our Committee on the Application of Standards. I will not refer to the reports prepared by Mr Horn or to those of the Vice-Chairpersons, although they were most informative.

I would just like to make a couple of comments. In the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization, our Committee looked at social protection in the world and we

concluded that, for many years, the ILO has ensured the welfare of the workers of the world with a minimum level of social protection, as reflected basically in the contents of the Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168). A Social Protection Floor is necessary to combat poverty and the ILO's instruments are an excellent starting point for this.

I would like to thank the President of the Conference, Mr Nkili for having visited our Committee, thus enabling us to give him a warm welcome. We were very pleased to have him with us. He realized that our Committee works very hard to improve the world of work.

Our Committee will not finish its work today. We are going to continue working until the next International Labour Conference in 2012, implementing the conclusions and providing technical assistance to our members.

Our conclusions are the result of social dialogue and agreement between the members of the Committee. Our special paragraphs cannot be deemed to be a punishment. They are an invitation to reflect, to dialogue, to discuss a de facto situation and to see what can be done between the social partners and, when necessary, the ILO too can help with technical assistance.

Our conclusions, which reflect the discussions in the Committee, should be seen as a starting point for dialogue and a plan of action to correct possible shortfalls in the application of a Convention. The list of countries should not be deemed to be a blacklist, it is an invitation to explain to the Members how a Convention is being applied and I am indeed very sorry not to have had a case of progress to examine at this meeting.

I would like to thank the Chairperson of the Committee of Experts for visiting our Committee for the first time. I know he was most impressed by what he heard and saw, and I am sure that our dialogue with the Committee of Experts will be even better in the future. I would like to express my satisfaction to the plenary at the way in which the Committee worked. We managed our time well. We were disciplined and we managed to say in a few words everything that we wanted to say. I would also like to thank everyone for cooperating in this regard. Therefore, Mr President, I would like to launch the idea that time should be managed in the Governing Body in the same way as in our Committee.

I would like to open a parenthesis – we need to improve the preparation of the list. This should be done in a timely fashion, ensuring that a greater diversity of issues are examined. We defend the link between fundamental standards and democracy, but we cannot overlook technical standards and standards-setting as well.

This year our Committee has completed 85 years of hard work helping to change the world. We are not just a voice crying out in the middle of the ocean. We are a dynamic voice which cries out together with those calling for justice and peace in the modern world.

I would also now like to thank our very kind Reporter, Mr Horn, for the excellent report which he has presented. I would also like to thank and pay tribute to the spokespersons Mr Potter, represented here by Mr Syder, and Mr Cortebeeck, who was

acknowledged by our Committee, and also extend thanks to the other spokespersons of the groups. I would like to thank Ms Doumbia-Henry and Ms Curtis and all the ILO experts who accompanied us in our discussions and worked into the early hours of the morning on the report.

I would invite you, Mr President, and all the delegates to approve the report of our Committee which is an important contribution to progress for men and women in the world of work.

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*Original French: The PRESIDENT*

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I would now like to open the discussion on the report.

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*Original Russian: Mr ALIMUKHAMEDOV (Government, Uzbekistan)*

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This 100th Session of the International Labour Conference is of great practical significance in the implementation of the goals and principles of the ILO for the creation of decent working conditions, ensuring employment and social protection.

We endorse the decisions adopted at this 100th Session which envisage, firstly, the implementation of policies to promote employment and social protection of workers in accordance with the Global Jobs Pact, and secondly, sustainable economic growth with the goal of creating the conditions for decent work and improved living standards.

In this regard, Uzbekistan is consistently implementing specific measures to create new jobs and preserve existing jobs, to stimulate and support labour activities of the population and families, as well as providing targeted social assistance for workers, the low paid, young people, children, women and persons with disabilities.

In accordance with our established priorities for economic and social development, a policy document for further democratic reforms and the creation of civil society, and our anti-crisis programme, the principles of tripartism and social partnership are being developed, safeguards facilitating the development of small businesses and private enterprise are being strengthened, as well as systems of general and vocational education and training and health care.

These actions are in line with the ILO's strategy and fundamental ILO Conventions, which have to take national conditions of member States into account.

However, during the discussions at this 100th Session on the report of Uzbekistan concerning its implementation of the Worst Forms of Child Labour Convention, 1999 (No. 182), the specific proposals in support of action by Uzbekistan to apply the Convention, which were made by representatives of China, Singapore, the Bolivarian Republic of Venezuela, Cuba, Pakistan, Russian Federation, Azerbaijan, Turkmenistan and Belarus, were not reflected. The fruitful work being done in Uzbekistan to combat child homelessness and parental neglect, as well as prostitution, drug dependence and trafficking involving children – on which information was submitted to the ILO at the end of May and beginning of June this year – was disregarded as was the total absence in Uzbekistan of child slavery and bonded labour and any involvement of children in armed conflicts.

Despite the fact that the worst forms of child labour include child trafficking, using them for prostitution, production of pornography or narcotics and

other activities that are harmful to their safety or morals, the assessment of the application by Uzbekistan of Convention No. 182 and the proposals of the ILO experts have focused on the use of children in cotton harvesting, with a call to the Government to accept a high-level mission to assess the application of this Convention.

This narrow approach results in a one-sided and thus distorted impression of the application by Uzbekistan of Convention No. 182.

We have not seen, in the adoption of conclusions concerning Uzbekistan, any respect for the principle of equality between the parties, that is, due regard for conclusions and proposals not only of employers' and workers' representatives but also those of governments.

We consider in this regard that it would be appropriate to review the rules and procedures that govern the discussions in the Committee on the Application of Standards on the observance by countries of ratified Conventions, and this should also include according governments the right to speak and make proposals which should then be taken into account when any decisions or conclusions are adopted.

We will continue to develop cooperation with the ILO along these lines, and we hope for dialogue based on trust and an objective, constructive approach to assessing the application of ILO Conventions.

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*Original French: The PRESIDENT*

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If there are no further requests for the floor, we are going to approve the report of the Committee on the Application of Standards. If there are no objections, can I take it that the Conference approves the report of the Committee as a whole?

*(The report is approved.)*

I see that there is a request for the floor by the representative of the workers of Barbados, Sir Roy Trotman. I give him the floor.

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*Mr TROTMAN (Worker, Barbados; Chairperson of the Workers' group of the Conference)*

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It is normal practice that if we in the Workers' group have a request, that we will do so at this point in the proceedings. While I speak as the Workers' delegate for Barbados, I also speak as the Chairperson of the Workers' group in this Conference.

I should like, sir, to indicate to you that we, the Workers' delegates to the 100th Session of the International Labour Conference, here in Geneva in June 2011, have appended our names to a document regarding an article 26 complaint that we wish to make. And I should like to read that complaint to the assembly and indicate the names of the signatories.

I shall read the letter which will go to the Director-General and request that the Governing Body pursue the matter in the way the letter requests. The letter of complaint under article 26 of the ILO Constitution reads as follows:

"We, Workers' delegates to the 100th Session of the International Labour Conference, (Geneva, June 2011), whose names are included hereunder, wish hereby to file a complaint under article 26 of the ILO Constitution against the Government of Bahrain for violations of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), ratified by Bahrain on 26 September 2000.

Following a series of peaceful demonstrations in the months of February and March, demanding economic and social changes and expressing support for ongoing democratization and reform, a large number of union members, trade unionists and leaders have been dismissed. All those directly, or indirectly, supporting the demonstrations have also been affected and suffered various forms of sanctions at work.

Specifically:

1. The Government has failed to meet its constitutional obligation towards non-discrimination and, despite ratification of Convention No. 111, discrimination in employment and occupation has been sanctioned on an increasing scale in both the private and public sectors.
2. The process of reprisals against workers was initiated by official authorities requesting the submission of reports on absences from work and of threatening to use legal action and measures ranging from pay cuts to termination of employment. This process has been further emulated by the private sector.
3. Large-scale dismissals from employment have taken place on such grounds as workers' opinion, belief and trade union affiliation, after lists were drawn up to screen them systematically. Some 2,000 workers have thus been dismissed including many on the basis of videos and photos identifying participants and demonstrations as grounds for dismissal.
4. Mechanisms were set up to look into complaints against dismissals in both the public and private sectors with no guarantees of redress for established abuses by employers and Government.
5. Doctors and health-care workers have similarly been dismissed and/or affected in their professional lives on the sole grounds of treating victims of acts of brutality during demonstrations.
6. The same joint committee of major companies that announced the formation of committees to investigate dismissals in response to the Prime Minister's earlier call, is now publicly threatening trade union leaders with criminal and civil prosecution in case they do not resign. The management of one company, Gulf Aluminium Rolling Mill Company – GARMCO, wrote a letter telling dismissed workers that their relationship with the Company ended with the decision to dismiss them, leaving them with the limited right to address the Company on individual and personal grievances.
7. New hiring processes are taking place with explicitly stated preference for specific workers on such grounds as opinion, belief, trade union affiliation and national extraction.
8. Workers and new recruits are being requested to sign also political allegiance and pledges restricting their rights at work, including the right to strike and the right to certain benefits, as a precondition for their continued employment.
9. In at least one instance (the board of the General Organization for Social Assurance), workers' representatives on a tripartite body have been excluded from taking part in board meetings on the basis of their trade union affiliation.

Finally, we submit that all attempts by trade unions to reinstate social dialogue have been shamefully rejected by the Government.

Taking into account issues mentioned above, we, the undersigned, feel obliged to lodge a complaint

under article 26 of the ILO Constitution and call upon the Governing Body to propose measures for the effective observance of the fundamental Convention in law and in practice. The complainants reserve the right to submit additional information hereto at the appropriate time.”

It is signed by Sir Roy Trotman, Barbados; Luc Cortebeek, Belgium; Bheki Ntshalintshali, South Africa; Julio Roberto Gómez, Colombia; Barbara Byers, Canada; Rabiadou Diallo, Guinea; Abdesslem Jerad, Tunisia; Yves Veyrier, France; Sam Gurney, United Kingdom; Sarah Fox, United States; Hadja Kaddous, Algeria; and Trine Lise Sundness from Norway.

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*Original French: The PRESIDENT*

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We take note of the complaint against the Government of Bahrain, concerning alleged violation of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), which has been submitted by a number of Workers’ delegates at this session of the Conference. It will be taken up in accordance with the procedure under article 26 of the Constitution.

We have come to the end of our work for today. I would like to thank you all for your participation.

*(The Conference adjourned at 6.05 p.m.)*



**Vote par appel nominal sur la résolution concernant l'adoption du programme et budget pour 2012-13 et la répartition du budget des recettes entre les Etats Membres**

**Record vote on the resolution concerning the adoption of the Programme and Budget for 2012-13 and the allocation of the budget of income among member States**

**Votación nominal sobre la resolución relativa a la adopción del Programa y Presupuesto para 2012-13 y al prorrateo del presupuesto de ingresos entre los Estados Miembros**

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***Pour/For/En Pro: 431***

***Contre/Against/En contra: 17***

***Abstentions/Abstentions/Abstenciones: 14***

***Quorum: 297***

***Maj./May.: 299***

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***Pour/For/En Pro: 431***

***Afrique du Sud/South Africa/Sudáfrica***

NDEBELE, Mr (G)  
KETTLEDAS, Mr (G)  
MDWABA, Mr (E)  
NTSHALINTSHALI, Mr(T/W)

***Algérie/Algeria/Argelia***

ZAIDI, M. (G)  
MEGATELI, M. (E)  
SIDI SAID, M.(T/W)

***Allemagne/Germany/Alemania***

GUENTHER, Mr (G)  
BUIAC, Ms (G)  
THORNS, Mr (E)  
KÜHL, Ms(T/W)

***Angola***

LUSSOKE, M. (G)  
DOS SANTOS, Mme (G)  
ROSA NZAU, M. (E)  
CARVALHO FRANCISCO, Mme(T/W)

***Arabie saoudite/Saudi Arabia/Arabia Saudita***

AL HOQUBANI, Mr (G)  
ALYAHYA, Mr (G)  
ALKERNASS, Mr (E)  
RADHWAN, Mr(T/W)

***Argentine/Argentina***

RIAL, Sra. (G)  
DUMONT, Sr. (G)  
FUNES DE RIOJA, Sr. (E)  
MARTÍNEZ, Sr.(T/W)

***Australie/Australia***

VINES, Mr (G)  
MDCONOUGH, Ms (G)  
GROZIER, Mr (E)  
KEARNEY, Ms(T/W)

***Autriche/Austria***

BUCZOLICH, Mr (G)  
DEMBSHER, Ms (G)  
BRAUNER, Mr (E)  
BÖGNER, Ms(T/W)

***Bahamas***

BUTLER-TURNER, Ms (G)  
BROWN, Mr (G)  
GODET, Ms (E)  
SWAN, Mr(T/W)

***Bahreïn/Bahrain/Bahrein***

AL DOSERI, Mr (G)  
SHEHAB, Ms (G)  
ALKHOOR, Mr (E)  
SAYED SALMAN, Mr(T/W)

***Bangladesh***

ALAM, Mr (G)  
NORE-ALAM, Mr (G)  
RAHMAN, Mr (E)  
UDDIN, Mr(T/W)

***Barbade/Barbados***

COX, Mr (G)  
BURNETT, Mr (G)  
WALCOTT, Mr (E)  
TROTMAN, Mr(T/W)

***Bélarus/Belarus/Belarus***

KHVOSTOV, Mr (G)  
POPOV, Mr (G)  
GALYNIA, Mr(T/W)

***Belgique/Belgium/Bélgica***

PIETTE, M. (G)  
VANDAMME, M. (G)  
DA COSTA, M. (E)  
CORTEBEECK, M.(T/W)

***Bénin/Benin***

AHISSOU, M. (G)  
TOSSAVI, M. (G)  
ZANOU, M. (E)  
LOKOSSOU, M.(T/W)

***Bolivie, Etat plurinational/Bolivia, Plurinational State/Bolivia, Estado Plurinacional***

NAVARRO LIANOS, Sra. (G)  
LOPEZ GARCIA, Sr. (G)  
CARRASCO QUINTANA, Sr. (E)  
MONTES GONZÁLEZ, Sr.(T/W)

***Botswana***

SEEMULE, Ms (G)  
SENNANYANA, Ms (G)  
MACHAILO-ELLIS, Ms (E)

***Brésil/Brazil/Brasil***

LUPI, Sr. (G)  
FARANI AZEVÊDO, Sra. (G)  
PROENÇA DE MACÊDO, Sr. (E)  
LISBOA, Sr.(T/W)

***Brunéi Darussalam/Brunei Darussalam***

NORAMALI, Ms (G)

***Bulgarie/Bulgaria***

TODOROVA, Ms (E)  
DIMITROV, Mr(T/W)

*Burkina Faso*  
KYENDREBEOGO-NAMA, Mme (G)  
SAWADOGO, M. (G)

*Cameroun/Cameroon/Camerún*  
NGANTCHA, M. (G)  
AKOLLA EKAH, M. (G)  
ABEGA, M. (E)  
ZAMBO AMOUGOU, M.(T/W)

*Canada/Canadá*  
ROY-CHOUDHURY, Ms (E)  
BYERS, Ms(T/W)

*Chili/Chile*  
OYARCE, Sr. (G)  
SILVA, Sr. (G)  
BOBIC, Sr. (E)  
SAN MARTÍN, Sra.(T/W)

*Chine/China*  
GAO, Mr (G)  
WANG, Mr (G)  
LIU, Ms (E)  
JIANG, Mr(T/W)

*Chypre/Cyprus/Chipre*  
ANDREOU PANAYIOTOU, Ms (G)  
SPATHI, Ms (G)  
PANAYIOTOU, Ms (E)

*Colombie/Colombia*  
MENDOZA, Sra. (G)  
SANTA MARÍA, Sr. (G)  
ECHAVARRÍA, Sr. (E)  
GÓMEZ, Sr.(T/W)

*Congo*  
ITOUA YOCKA, M. (G)  
MOKOUABEKA, M. (G)  
BAGAMBOULA YOLA, Mme (E)  
ITSOUA, M.(T/W)

*République de Corée/Republic of Korea/República de Corea*  
KIM, Mr (G)  
PARK, Mr (G)  
CHOI, Ms (E)  
LEE, Mr(T/W)

*Costa Rica*  
GAMBOA, Sra. (G)  
DENGGO, Sr. (G)  
AGUILAR, Sr.(T/W)

*Croatie/Croatia/Croacia*  
PENIĆ-IVANKO, Ms (G)  
HORVATIĆ, Ms (E)  
ŠOBOTA, Ms(T/W)

*Cuba*  
MARTIN, Sr. (G)  
ROMÁN, Sra. (G)  
MESA, Sr. (E)  
NAVARRO, Sr.(T/W)

*Danemark/Denmark/Dinamarca*  
RASMUSSEN, Mr (G)  
LORENTZEN, Mr (G)  
DREESEN, Mr (E)  
OHRT, Mr(T/W)

*République dominicaine/Dominican Republic/República Dominicana*  
DE LA CRUZ, Sra. (G)

*Egypte/Egypt/Egipto*  
EL MESLAWY, Mr (G)  
EL AZALY, Mr(T/W)

*Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos*  
FAKHFAKH, Mr (G)  
BIN DEEMAS, Mr (G)  
MATTAR, Mr (E)  
AL MARZOOQI, Mr(T/W)

*Equateur/Ecuador*  
MONTALVO, Sr. (G)  
MORALES, Sr. (G)  
SERRANO, Sr.(T/W)

*Erythrée/Eritrea*  
WOLDEYOHANNES, Mr (G)  
WOLDEYESUS, Ms (G)  
BAIRE, Mr(T/W)

*Espagne/Spain/España*  
FERRER DUFOL, Sr. (E)  
BONMATI PORTILLO, Sr.(T/W)

*Estonie/Estonia*  
PROOS, Ms (G)  
KAADU, Mr (G)  
MERILAI, Ms (E)  
TAMMELEHT, Ms(T/W)

*Etats-Unis/United States/Estados Unidos*  
POTTER, Mr (E)  
FOX, Ms(T/W)

*ex-Rép. Yougosl. de Macédoine/The former Yug. Rep. Macedonia/ex Rep. Yugoslava de Macedonia*  
SHERIFI, Mr (G)  
PAPATOLEVSKA, Ms (G)  
NIKOLOVSKA, Ms (E)

*Fidji/Fiji*  
PRYDE, Mr (G)  
SERULAGILAGI, Ms (G)

*Finlande/Finland/Finlandia*  
LAHELMA, Mr (G)  
KANGASPERKO, Ms (G)  
SAJAVAARA, Ms (E)  
LEHTO-KOMULAINEN, Ms(T/W)

*France/Francia*  
DE ROBIEN, M. (G)  
BOISNEL, M. (G)  
JULIEN, M. (E)  
SCHLACTHER, Mme(T/W)

*Gabon/Gabón*  
MILINGUI KASSA, Mme (G)  
AWASSI ATSIMADJA, Mme (E)  
ALLINI, M.(T/W)

*Ghana*  
HAGAN, Ms (G)  
FRIMPONG, Mr (E)  
ASAMOAHA, Mr(T/W)

*Grèce/Greece/Grecia*  
CHRYSANTHOU, Mme (G)  
PAPADATOS, M. (G)  
VAYAS, M. (E)  
PSAROGIANNI, Mme(T/W)

*Guatemala*  
CHÁVEZ BIETTI, Sra. (G)  
MARTÍNEZ, Sr. (G)  
RICCI MUADI, Sr. (E)

*Guinée/Guinea*  
DOUMBOUYA, M. (G)  
BARRY, Mme (G)  
SAVANE, M. (E)  
DIALLO, Mme(T/W)

*Honduras*  
BENNATON REGALADO, Sra. (G)  
FLORES BERMUDEZ, Sr. (G)  
URTECHO LÓPEZ, Sr. (E)  
LARA, Sr.(T/W)

*Hongrie/Hungary/Hungría*  
GÁTOS, Ms (G)  
PELEI, Ms (G)  
ROLEK, Mr (E)  
GASKÓ, Mr(T/W)

*Inde/India*  
CHATURVEDI, Mr (G)  
WIG, Mr (E)  
RAI, Mr(T/W)

*Indonésie/Indonesia*  
WITJAKSONO, Mr (G)  
RUMONDANG, Ms (G)  
SULISTRI, Ms(T/W)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*  
CIGARCHI, Mr (G)  
SHAHMIR, Mr (G)  
OTAREDIAN, Mr (E)  
YARAHMADIAN, Mr(T/W)

*Irlande/Ireland/Irlanda*

MC MAHON, Ms (G)  
CURRAN, Mr (G)  
DUNNE, Mr (E)  
LYNCH, Ms(T/W)

*Islande/Iceland/Islandia*

STEFANSSON, Mr (G)  
NORDDAHL, Mr(T/W)

*Italie/Italy/Italia*

CASUCCI, M.(T/W)

*Jamaïque/Jamaica*

MCCATTY, Ms (G)  
MCCOOK, Mr (G)  
CUTHBERT, Ms (E)  
GOODLEIGH, Mr(T/W)

*Japon/Japan/Japón*

OTABE, Mr (G)  
MURAKI, Mr (G)  
MATSUI, Mr (E)  
SAKURADA, Mr(T/W)

*Jordanie/Jordan/Jordania*

HYSSAT, Mr (G)  
AL DAJANI, Mr (G)

*Kazakhstan/Kazajstán*

SARBASOV, Mr (G)  
BAIKENOV, Mr (E)

*Kenya*

KITUYI, Ms (G)  
NYAMBARI, Mr (G)  
MUGO, Ms (E)  
ATWOLI, Mr(T/W)

*Koweït/Kuwait*

AL-KANDARI, Mr (G)  
AL-FULAIJ, Mr (E)

*Lao, Rép. démocratique*

*populaire/Lao People's Democratic*  
*Rep./Rep. Democrática Popular Lao*  
PHINSAVANH, Mr (G)  
PHENGTHONGSAWAT, Mr (G)  
BANG ONESENGDET, Ms (E)  
VONGRAPHA, Mr(T/W)

*Lesotho*

MOSISILI, Ms (G)  
MATSOSO, Ms (G)  
MAKEKA, Mr (E)  
RAMOCHELA, Mr(T/W)

*Lettonie/Latvia/Letonia*

JURSEVSKA, Ms (G)  
MAŽEIKS, Mr (G)  
GAVRILOVS, Mr (E)  
BALDZENS, Mr(T/W)

*Liban/Lebanon/Líbano*

RAZZOUK, Mr (G)  
FAYAD, Mr (G)  
BALBOUL, Mr (E)  
GHOSN, Mr(T/W)

*Libéria/Liberia*

MANNING-DAVIES, Ms(T/W)

*Lituanie/Lithuania/Lituania*

SILEIKIS, Mr (E)  
CERNIAUSKAS, Mr(T/W)

*Luxembourg/Luxemburgo*

TUNSCH, M. (G)  
WELTER, Mme (G)  
KIEFFER, M. (E)

*Madagascar*

RAKOTONIRINA, M. (G)

*Malaisie/Malaysia/Malasia*

SEMAN, Mr (G)  
JOAKIM, Mr (G)  
ARUMUGAM, Mr (E)  
NARAYANASAMY, Ms(T/W)

*Malawi*

KAYIRA, Mr (G)  
ZIRIKUDONDO, Mr (G)  
MUNTHALI, Mr (E)  
NYIRENDA, Ms(T/W)

*Maldives/Maldivas*

LATHEEF, Mr (G)  
IBRAHIM, Ms (G)

*Mali/Mali*

DIAKITE, M. (G)  
YAHYA, M. (G)  
TRAORE, M. (E)

*Malte/Malta*

VELLA, Mr (G)  
AZZOPARDI, Mr (G)  
FARRUGIA, Mr (E)  
VELLA, Mr(T/W)

*Maroc/Morocco/Marruecos*

BOUHARROU, M. (G)  
LAASSEL, M. (G)  
ZOUANAT, M. (E)

*Maurice/Mauritius/Mauricio*

RAGEN, Mr (G)  
RAMASAMY, Mr (G)  
JEETUN, Mr (E)  
BENYDIN, Mr(T/W)

*Mexique/Mexico/México*

AMERO COUTIGNO, Sra. (G)  
ROSAS RODRÍGUEZ, Sr. (G)  
MORALES URIBE, Sra. (E)

*République de Moldova/Republic of*  
*Moldova/República de Moldova*

CERESCU, Mr (E)  
BUDZA, Mr(T/W)

*Mongolie/Mongolia*

BAATARSUREN, Ms (G)  
KHUYAG, Mr (E)  
SAINKHUU, Mr(T/W)

*Monténégro/Montenegro*

STOJKOVIĆ, Ms (G)  
ŠOĆ, Ms (G)  
OGNJENović, Ms (E)  
KARSMANOVIĆ, Mr(T/W)

*Mozambique*

SIÚTA, M. (G)  
CHIMELA, M. (G)  
CHEMANE, Mr (E)  
MUNGUAMBE, M.(T/W)

*Namibie/Namibia*

MWATILE, Mr (G)  
BIWA, Mr (G)  
PARKHOUSE, Mr (E)

*Népal/Nepal*

ADHIKARI, Mr (G)  
BHATTARAI, Mr (G)  
BADAL, Mr(T/W)

*Nicaragua*

CRUZ TORUÑO, Sr. (G)

*Niger/Níger*

SIDDO, M. (G)  
DAN AZOUMI, M. (G)  
OUSMANE, M. (E)  
HAROUNA MAÏGA, M.(T/W)

*Nigéria/Nigeria*

OKPUNOH, Ms (G)  
AJUZIE, Mr (G)

*Norvège/Norway/Noruega*

STORMARK, Mr (G)  
YTTERDAL, Ms (G)  
RIDDERVOLD, Ms (E)  
SUNDNESS, Ms(T/W)

*Nouvelle-Zélande/New*  
*Zealand/Nueva Zelandia*

MACKAY, Mr (E)  
KELLY, Ms(T/W)

*Oman/Omán*

AL MULLAHI, Mr (G)  
AL KAABI, Ms (E)  
AL HODAR, Mr(T/W)

*Ouganda/Uganda*

LUYIMA, Ms (G)

*Pakistan/Pakistán*

KHAN, Mr (G)  
RAJA, Mr (G)  
JAVED, Mr (E)

*Panama/Panamá*

MENDOZA GANTES, Sr. (G)  
NAVARRO BRIN, Sr. (G)  
LINERO MENDOZA, Sr. (E)

*Papouasie-Nouvelle-Guinée/Papua  
New Guinea/Papua Nueva Guinea*

VASO, Mr (G)  
ELIJAH, Mr (E)  
POMAT, Mr(T/W)

*Paraguay*

RECALDE, Sr. (G)  
HEIKEL, Sra. (G)  
MORENO MERELES, Sr. (E)  
PARRA GAONA, Sr.(T/W)

*Pays-Bas/Netherlands/Países Bajos*

RENIQUE, Mr (E)  
VAN WEZEL, Ms(T/W)

*Pérou/Peru/Perú*

ROJAS SAMANEZ, Sr. (G)  
CHOCANO BURGA, Sr. (G)

*Philippines/Filipinas*

TRASMONTÉ, Ms (G)  
VILLAVIZA, Mr(T/W)

*Pologne/Poland/Polonia*

NOJSZEWSKA-DOCHEV, Ms (G)  
HENCZEL, Mr (G)  
OPECHOWSKA, Ms (E)  
WOJCIK, Mr(T/W)

*Portugal*

PENA COSTA, M. (E)  
DE CARVALHO, M.(T/W)

*Qatar*

AL-MERRI, Mr (G)  
AL-OBEIDLY, Mr (G)  
AL-MEER, Mr (E)  
BUHINDI, Mr(T/W)

*Rép. Démocratique du  
Congo/Democratic Republic of the  
Congo/Rep. Democrática del Congo*

TSHISUAKA KABANDA, M. (G)  
INZUN OKOMBA, Mme (G)  
ATIBU SALEH MWEKEE, M. (E)  
DUNIA MUTIMANWA LUBULA, M.(T/W)

*Roumanie/Romania/Rumania*

DUMITRIU, Mme (G)  
SPÂNU , Mlle (G)  
NICOLESCU , M. (E)  
HOSSU, M.(T/W)

*Royaume-Uni/United Kingdom/Reino  
Unido*

SYDER, Mr (E)  
GURNEY, Mr(T/W)

*Fédération de Russie/Russian  
Federation/Federación de Rusia*

GONCHAR, Mr (G)  
SHMAKOV, Mr(T/W)

*Rwanda*

MANZI MWEZI, Mr(T/W)

*Saint-Marin/San Marino*

BELLATTI CECCOLI, M. (G)  
MONTANARI, M.(T/W)

*Sénégal/Senegal*

THIAM, M. (G)  
DIOP, M. (E)  
GUIRO, M.(T/W)

*Serbie/Serbia*

DJURIČKOVIĆ-TUVIĆ, Ms (G)  
RADOVANOVIĆ, Ms (G)  
SAVKOVIĆ, Mr (E)

*Seychelles*

BAKER, Mr (G)  
MOREL, Ms (G)  
LABROSSE, Ms (E)  
ROBINSON, Mr(T/W)

*Singapour/Singapore/Singapur*

PANG, Mr (G)  
CHIA, Ms (G)

*Slovaquie/Slovakia/Eslovaquia*

HRDINA, Mr (E)  
MACÁK, Mr(T/W)

*Slovénie/Slovenia/Eslovenia*

GROBELNIK, Ms (G)  
ŠTERBENC, Ms (G)  
ANTAUER, Mr (E)  
POČIVAVŠEK, Mr(T/W)

*Soudan/Sudan/Sudán*

MOHAMED AHMED OSMAN, Mr (G)  
HAG NOUR AHMED, Ms (G)  
ABBAS ELGURASHI AHMED, Mr (E)  
ALI ABD ELKARIM, Mr(T/W)

*Sri Lanka*

UPALI WIJAYAWEEERA, Mr (G)  
WEERASINGHE, Ms (G)  
PEIRIS, Mr (E)  
SANDRASEKERA, Mr(T/W)

*Suède/Sweden/Suecia*

ÖSTBERG, Mr (G)  
ERIKSSON, Mr (G)  
KOVAR, Ms (E)  
THAPPER, Ms(T/W)

*Suisse/Switzerland/Suiza*

RUPPEN , Mme (G)  
VOLLENWEIDER , Mme (G)  
PLASSARD , M. (E)  
ROBERT , M.(T/W)

*Suriname*

PIROE, Mr (G)

*Swaziland/Swazilandia*

DLAMINI, Ms (G)  
MABUZA, Ms (E)  
DLAMINI, Mr(T/W)

*République arabe syrienne/Syrian  
Arab Republic/República Árabe Siria*

KHABBAZ-HAMOUI, Mr (G)  
DWEAER, Mr(T/W)

*République-Unie de Tanzanie/United  
Republic of Tanzania /República  
Unida de Tanzania*

SIMBA, Mr (G)  
SHITINDI, Mr (G)  
MLIMUKA, Mr (E)  
OMARI, Mr(T/W)

*Tchad/Chad*

KADE, Mme (G)  
DJEGUEDEM, M. (G)  
MADENGAR, M. (E)  
BRAHIM, M.(T/W)

*République tchèque/Czech  
Republic/República Checa*

BAUEROVÁ, Ms(T/W)

*Thaïlande/Thailand/Tailandia*

CHU-UMNART, Mr (G)  
THONGTIP, Ms (G)  
ROMCHATTHONG, Ms (E)  
KAEWVARN, Mr(T/W)

*Togo*

AMOUSSOU-KOUEDETE, M. (G)  
AMEGNIGNON, M. (G)  
KLUTSE-ABOTSI, M. (E)  
AGLAMEY-PAP A., M.(T/W)

*Trinité-et-Tobago/Trinidad and  
Tobago/Trinidad y Tabago*

MC LEOD, Mr (G)  
ALI, Mr (G)  
NANCOO, Mr (E)  
ANNISETTE, Mr(T/W)

*Tunisie/Tunisia/Túnez*

KOUBAA, M. (G)  
CHOUBA, Mme (G)

*Turquie/Turkey/Turquía*

KAVLAK, Mr (G)  
OYMAN, Mr (G)  
CENTEL, Mr (E)

*Ukraine/Ucrania*

LISUCHENKO, Mr (G)  
MAIMESKUL, Mr (G)  
FIRTASH, Mr (E)  
KHARA, Mr(T/W)

*Uruguay*

WINTER, Sr. (G)  
BAZ, Sr. (G)  
PENINO, Sr. (E)  
CASTILLO, Sr.(T/W)

*Rép. bolivarienne du*

*Venezuela/Bolivarian Republic of  
Venezuela/Rep. Bolivariana de  
Venezuela*

MUÑOZ, Sra. (E)  
CARBONE, Sr.(T/W)

*Viet Nam*

VU, Mr (G)  
NGUYEN KIM, Mr (G)  
NGUYEN ANH, Mr (E)  
TRAN VAN, Mr(T/W)

*Yémen/Yemen*

AL-NASSIRI, Mr (G)  
OBAD, Mr (G)  
AL-GADRIE, Mr(T/W)

*Zambie/Zambia*

MUGEMEZULU, Mr (G)  
HAKUYU, Mr (G)  
MASUPHA, Mr (E)  
GOMA, Mr(T/W)

*Zimbabwe*

MUSEKA, Mr (G)  
MANZOU, Mr (G)  
CHIBEBE, Mr(T/W)

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**Contre/Against/En  
contra: 17**

*Bulgarie/Bulgaria*

GANEV, Mr (G)  
TCHOLASHKA, Ms (G)

*Canada/Canadá*

YOUNG, Ms (G)  
HAMILTON, Ms (G)

*Espagne/Spain/España*

MONTESINO, Sr. (G)  
RODRÍGUEZ-TARDUCHY DÍEZ, Sra. (G)

*Etats-Unis/United States/Estados*

*Unidos*

SHEPARD, Mr (G)  
SHAILOR, Ms (G)

*Ghana*

DZAH, Ms (G)

*Israël/Israel*

AMRANI, Mr (G)  
LANGER, Ms (G)

*Portugal*

VALADAS DA SILVA, M. (G)  
ROSA MACEDO, M. (G)

*Royaume-Uni/United Kingdom/Reino  
Unido*

WARRICK, Ms (G)  
WAPSHERE, Mr (G)

*Rép. bolivarienne du*

*Venezuela/Bolivarian Republic of  
Venezuela/Rep. Bolivariana de  
Venezuela*

COLMENARES, Sr. (G)  
ARIAS, Sr. (G)

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**Abstentions/Abstentions/  
Abstenciones: 14**

*Indonésie/Indonesia*

WARMAN, Mr (E)

*Italie/Italy/Italia*

NOCELLA, Mr (G)  
MIRACHIAN, Ms (G)

*Lituanie/Lithuania/Lituania*

ALISAUSKIENE, Ms (G)  
JUODPUSYTE, Ms (G)

*Nouvelle-Zélande/New  
Zealand/Nueva Zelandia*

HOBBY, Mr (G)  
DIBLEY, Mr (G)

*Pays-Bas/Netherlands/Países Bajos*

BEL, Mr (G)  
DRIESSEN, Mr (G)

*Slovaquie/Slovakia/Eslovaquia*

VAVRO, Mr (G)  
BUDAYOVÁ, Ms (G)

*République tchèque/Czech  
Republic/República Checa*

HUSÁK, Mr (G)  
FUCHS, Mr (G)  
DRBALOVÁ, Ms (E)



**Vote final par appel nominal sur l'adoption de la convention concernant le travail décent pour  
les travailleuses et travailleurs domestiques, 2011**

**Final record vote on the adoption of the Convention concerning decent work for domestic workers,  
2011**

**Votación nominal final sobre la adopción del convenio sobre el trabajo decente para las trabajadoras  
y los trabajadores domésticos, 2011**

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***Pour/For/En Pro: 396***  
***Contre/Against/En contra: 16***  
***Abstentions/Abstentions/Abstenciones: 63***  
***Quorum: 297***  
***Maj./May.: 275***

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**Pour/For/En Pro: 396**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr (G)  
KETTLEDAS, Mr (G)  
MDWABA, Mr (E)  
NTSHALINTSHALI, Mr(T/W)

*Algérie/Algeria/Argelia*

ZAIDI, M. (G)  
SIDI SAID, M.(T/W)

*Allemagne/Germany/Alemania*

GUENTHER, Mr (G)  
BUIAC, Ms (G)  
KÜHL, Ms(T/W)

*Angola*

LUSSOKE, M. (G)  
DOS SANTOS, Mme (G)  
ROSA NZAU, M. (E)  
CARVALHO FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia Saudita*

AL HOQUBANI, Mr (G)  
ALYAHYA, Mr (G)  
RADHWAN, Mr(T/W)

*Argentine/Argentina*

RIAL, Sra. (G)  
DUMONT, Sr. (G)  
MARTÍNEZ, Sr.(T/W)

*Australie/Australia*

VINES, Mr (G)  
MDCONOUGH, Ms (G)  
KEARNEY, Ms(T/W)

*Autriche/Austria*

BUCZOLICH, Mr (G)  
DEMBSHER, Ms (G)  
BÖGNER, Ms(T/W)

*Bahamas*

BUTLER-TURNER, Ms (G)  
BROWN, Mr (G)  
GODET, Ms (E)  
SWAN, Mr(T/W)

*Bahreïn/Bahrain/Bahrein*

AL DOSERI, Mr (G)  
SHEHAB, Ms (G)  
SAYED SALMAN, Mr(T/W)

*Bangladesh*

ALAM, Mr (G)  
NORE-ALAM, Mr (G)  
UDDIN, Mr(T/W)

*Barbade/Barbados*

COX, Mr (G)  
BURNETT, Mr (G)  
WALCOTT, Mr (E)  
TROTMAN, Mr(T/W)

*Bélarus/Belarus/Belarus*

KHVOSTOV, Mr (G)  
POPOV, Mr (G)  
GALYNIA, Mr(T/W)

*Belgique/Belgium/Bélgica*

PIETTE, M. (G)  
VANDAMME, M. (G)  
DA COSTA, M. (E)  
CORTEBEECK, M.(T/W)

*Bénin/Benin*

AHISSOU, M. (G)  
TOSSAVI, M. (G)  
LOKOSSOU, M.(T/W)

*Bolivie, Etat plurinational/Bolivia, Plurinational State/Bolivia, Estado Plurinacional*

NAVARRO LIANOS, Sra. (G)  
LOPEZ GARCIA, Sr. (G)  
CARRASCO QUINTANA, Sr. (E)  
MONTES GONZÁLEZ, Sr.(T/W)

*Botswana*

SEEMULE, Ms (G)  
SENNANYANA, Ms (G)  
MACHAILO-ELLIS, Ms (E)  
KEITSENG, Mr(T/W)

*Brésil/Brazil/Brasil*

LUPI, Sr. (G)  
FARANI AZEVÊDO, Sra. (G)  
LISBOA, Sr.(T/W)

*Brunéi Darussalam/Brunei Darussalam*

NORAMALI, Ms (G)

*Bulgarie/Bulgaria*

GANEV, Mr (G)  
TCHOLASHKA, Ms (G)  
TODOROVA, Ms (E)  
DIMITROV, Mr(T/W)

*Burkina Faso*

KYENDREBEOGO-NAMA, Mme (G)  
SAWADOGO, M. (G)  
KABORE, M.(T/W)

*Cameroun/Cameroon/Camerún*

NGANTCHA, M. (G)  
AKOLLA EKAH, M. (G)  
ABEGA, M. (E)  
ZAMBO AMOUGOU, M.(T/W)

*Canada/Canadá*

YOUNG, Ms (G)  
ROBINSON, Ms (G)  
ROY-CHOUDHURY, Ms (E)  
GINGRAS, Ms(T/W)

*Chili/Chile*

OYARCE, Sr. (G)  
SILVA, Sr. (G)  
SAN MARTÍN, Sra.(T/W)

*Chine/China*

GAO, Mr (G)  
WANG, Mr (G)  
LIU, Ms (E)  
JIANG, Mr(T/W)

*Chypre/Cyprus/Chipre*

ANDREOU PANAYIOTOU, Ms (G)  
SPATHI, Ms (G)

*Colombie/Colombia*

MENDOZA, Sra. (G)  
SANTA MARÍA, Sr. (G)  
GÓMEZ, Sr.(T/W)

*Congo*

ITOUA YOCKA, M. (G)  
MOKOUABEKA, M. (G)  
ITSOUA, M.(T/W)

*République de Corée/Republic of Korea/República de Corea*

KIM, Mr (G)  
PARK, Mr (G)  
LEE, Mr(T/W)

*Costa Rica*

GAMBOA, Sra. (G)  
DENGGO, Sr. (G)  
AGUILAR, Sr.(T/W)

*Croatie/Croatia/Croacia*

PENIĆ-IVANKO, Ms (G)  
ŠOBOTA, Ms(T/W)

*Cuba*

MARTIN, Sr. (G)  
ROMÁN, Sra. (G)  
MESA, Sr. (E)  
NAVARRO, Sr.(T/W)

*Danemark/Denmark/Dinamarca*

RASMUSSEN, Mr (G)  
LORENTZEN, Mr (G)  
OHRT, Mr(T/W)

*République dominicaine/Dominican Republic/República Dominicana*

DE LA CRUZ, Sra. (G)  
HERNÁNDEZ, Sr. (G)

*Egypte/Egypt/Egipto*

EL MESLAWY, Mr (G)

*El Salvador*

ZALDAÑA HERNANDEZ, Sra.(T/W)

*Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos*

FAKHFAKH, Mr (G)  
BIN DEEMAS, Mr (G)  
AL MARZOOQI, Mr(T/W)

*Equateur/Ecuador*

MONTALVO, Sr. (G)  
MORALES, Sr. (G)  
SERRANO, Sr.(T/W)

*Erythrée/Eritrea*

WOLDEYOHANNES, Mr (G)  
WOLDEYESUS, Ms (G)  
BAIRE, Mr(T/W)

*Espagne/Spain/España*

MONTESINO, Sr. (G)  
RODRÍGUEZ-TARDUCHY DÍEZ, Sra. (G)  
FERRER DUFOL, Sr. (E)  
BONMATI PORTILLO, Sr.(T/W)

*Estonie/Estonia*

PROOS, Ms (G)  
KAADU, Mr (G)  
TAMMELEHT, Ms(T/W)

*Etats-Unis/United States/Estados Unidos*

SHEPARD, Mr (G)  
SHAILOR, Ms (G)  
FOX, Ms(T/W)

*Ethiopie/Ethiopia/Etiopía*

FOLLO, Mr(T/W)

*Fidji/Fiji*

PRYDE, Mr (G)  
SERULAGILAGI, Ms (G)

*Finlande/Finland/Finlandia*

LAHELMA, Mr (G)  
KANGASPERKO, Ms (G)  
LEHTO-KOMULAINEN, Ms(T/W)

*France/Francia*

DE ROBIEN, M. (G)  
BOISNEL, M. (G)  
JULIEN, M. (E)  
SCHLACTHER, Mme(T/W)

*Gabon/Gabón*

MILINGUI KASSA, Mme (G)  
AWASSI ATSIMADJA, Mme (E)  
ALLINI, M.(T/W)

*Ghana*

DZAH, Ms (G)  
HAGAN, Ms (G)  
FRIMPONG, Mr (E)  
ASAMOAHA, Mr(T/W)

*Grèce/Greece/Grecia*

CHRYSANTHOU, Mme (G)  
PAPADATOS, M. (G)  
VAYAS, M. (E)  
PSAROGIANNI, Mme(T/W)

*Guatemala*

CHÁVEZ BIETTI, Sra. (G)  
MARTÍNEZ, Sr. (G)

*Guinée/Guinea*

DOUMBOUYA, M. (G)  
BARRY, Mme (G)  
SAVANE, M. (E)  
DIALLO, Mme(T/W)

*Honduras*

BENNATON REGALADO, Sra. (G)  
FLORES BERMUDEZ, Sr. (G)  
LARA, Sr.(T/W)

*Hongrie/Hungary/Hungría*

GÁTOS, Ms (G)  
PELEI, Ms (G)  
GASKÓ, Mr(T/W)

*Inde/India*

CHATURVEDI, Mr (G)  
RAI, Mr(T/W)

*Indonésie/Indonesia*

WITJAKSONO, Mr (G)  
RUMONDANG, Ms (G)  
SULISTRI, Ms(T/W)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*

CIGARCHI, Mr (G)  
SHAHMIR, Mr (G)  
OTAREDIAN, Mr (E)  
YARAHMADIAN, Mr(T/W)

*Irlande/Ireland/Irlanda*

MC MAHON, Ms (G)  
CURRAN, Mr (G)  
DUNNE, Mr (E)  
LYNCH, Ms(T/W)

*Islande/Iceland/Islandia*

STEFANSSON, Mr (G)  
NORDDAHL, Mr(T/W)

*Israël/Israel*

AMRANI, Mr (G)  
LANGER, Ms (G)

*Italie/Italy/Italia*

NOCELLA, Mr (G)  
MIRACHIAN, Ms (G)  
CASUCCI, M.(T/W)

*Jamaïque/Jamaica*

MCCATTY, Ms (G)  
MORRIS, Ms (G)  
CUTHBERT, Ms (E)  
GOODLEIGH, Mr(T/W)

*Japon/Japan/Japón*

OTABE, Mr (G)  
MURAKI, Mr (G)  
SAKURADA, Mr(T/W)

*Jordanie/Jordan/Jordania*

HYSSAT, Mr (G)  
AL DAJANI, Mr (G)

*Kazakhstan/Kazajstán*

SARBASOV, Mr (G)  
BAIKENOV, Mr (E)

*Kenya*

KITUUYI, Ms (G)  
NYAMBARI, Mr (G)  
ATWOLI, Mr(T/W)

*Koweït/Kuwait*

AL-RAZZOOQI, Mr (G)  
AL-KANDARI, Mr (G)

*Lao, Rép. démocratique  
populaire/Lao People's Democratic  
Rep./Rep. Democrática Popular Lao*

PHINSAVANH, Mr (G)  
PHENGTHONGSAWAT, Mr (G)  
BANG ONESENGDET, Ms (E)  
VONGRAPHA, Mr(T/W)

*Lesotho*

MOSISILI, Ms (G)  
MATSOLO, Ms (G)  
RAMOCHELA, Mr(T/W)

*Lettonie/Latvia/Letonia*

JURSEVSKA, Ms (G)  
MAŽEIKS, Mr (G)  
GAVRILOVS, Mr (E)  
BALDZENS, Mr(T/W)

*Liban/Lebanon/Líbano*

RAZZOUK, Mr (G)  
FAYAD, Mr (G)  
GHOSN, Mr(T/W)

*Libéria/Liberia*

MANNING-DAVIES, Ms(T/W)

*Lituanie/Lithuania/Lituania*

ALISAUSKIENE, Ms (G)  
JUODPUSYTE, Ms (G)  
SILEIKIS, Mr (E)  
CERNIAUSKAS, Mr(T/W)

*Luxembourg/Luxemburgo*

TUNSCH, M. (G)  
WELTER, Mme (G)  
KIEFFER, M. (E)  
PIZZAFERRI, M.(T/W)

*Madagascar*

RAKOTONIRINA, M. (G)

*Malaisie/Malaysia/Malasia*

NARAYANASAMY, Ms(T/W)

*Malawi*

KAYIRA, Mr (G)  
ZIRIKUDONDO, Mr (G)  
MUNTHALI, Mr (E)  
NYIRENDA, Ms(T/W)

*Maldives/Maldivas*

LATHEEF, Mr (G)  
IBRAHIM, Ms (G)  
ADHIL, Mr(T/W)

*Mali/Malí*

DIAKITE, M. (G)  
YAHYA, M. (G)

*Malte/Malta*

VELLA, Mr (G)  
AZZOPARDI, Mr (G)  
VELLA, Mr(T/W)

*Maroc/Morocco/Marruecos*

BOUHARROU, M. (G)  
LAASSEL, M. (G)  
ZOUANAT, M. (E)

*Maurice/Mauritius/Mauricio*

RAGEN, Mr (G)  
RAMASAMY, Mr (G)  
JEETUN, Mr (E)  
BENYDIN, Mr(T/W)

*Mexique/Mexico/México*

AMERO COUTIGNO, Sra. (G)  
MORALES GAUZÍN, Sr. (G)  
DEL VALLE PÉREZ, Sr.(T/W)

*Mongolie/Mongolia*

BAATARSUREN, Ms (G)  
KHUYAG, Mr (E)  
SAINKHUU, Mr(T/W)

*Monténégro/Montenegro*

STOJKOVIĆ, Ms (G)  
ŠOĆ, Ms (G)  
OGNJENOVIĆ, Ms (E)  
KARSMANOVIĆ, Mr(T/W)

*Mozambique*

SIÚTA, M. (G)  
CHIMELA, M. (G)  
CHEMANE, Mr (E)  
MUNGUAMBE, M.(T/W)

*Namibie/Namibia*

MWATILE, Mr (G)  
BIWA, Mr (G)  
PARKHOUSE, Mr (E)

*Népal/Nepal*

ADHIKARI, Mr (G)  
BHATTARAI, Mr (G)  
BADAL, Mr(T/W)

*Nicaragua*

CRUZ TORUÑO, Sr. (G)

*Niger/Niger*

SIDDO, M. (G)  
DAN AZOUMI, M. (G)  
HAROUNA MAÏGA, M.(T/W)

*Nigéria/Nigeria*

OKPUNOH, Ms (G)  
AJUZIE, Mr (G)

*Norvège/Norway/Noruega*

STORMARK, Mr (G)  
KVAM, Ms (G)  
SUNDNESS, Ms(T/W)

*Nouvelle-Zélande/New  
Zealand/Nueva Zelandia*

HOBBY, Mr (G)  
DIBLEY, Mr (G)  
MACKAY, Mr (E)  
KELLY, Ms(T/W)

*Oman/Omán*

AL MULLAHI, Mr (G)  
AL KAABI, Ms (E)  
AL HODAR, Mr(T/W)

*Ouganda/Uganda*

LUYIMA, Ms (G)

*Pakistan/Pakistán*

KHAN, Mr (G)  
RAJA, Mr (G)  
JAVED, Mr (E)  
AHMAD, Mr(T/W)

*Papouasie-Nouvelle-Guinée/Papua  
New Guinea/Papua Nueva Guinea*

VASO, Mr (G)  
ELIJAH, Mr (E)  
POMAT, Mr(T/W)

*Paraguay*

RECALDE, Sr. (G)  
HEIKEL, Sra. (G)  
MORENO MERELES, Sr. (E)  
PARRA GAONA, Sr.(T/W)

*Pays-Bas/Netherlands/Países Bajos*

BEL, Mr (G)  
DRIESSEN, Mr (G)  
RENIQUE, Mr (E)  
VAN WEZEL, Ms(T/W)

|                                                                                                                                                                                                                      |                                                                                                                                                                       |                                                                                                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Pérou/Peru/Perú</i><br>ROJAS SAMANEZ, Sr. (G)<br>CHOCANO BURGA, Sr. (G)                                                                                                                                           | <i>Seychelles</i><br>BAKER, Mr (G)<br>MOREL, Ms (G)<br>LABROSSE, Ms (E)<br>ROBINSON, Mr(T/W)                                                                          | <i>Togo</i><br>AMOUSSOU-KOUEDETE, M. (G)<br>AMEGNIGNON, M. (G)<br>AGLAMEY-PAP A., M.(T/W)                                                                          |
| <i>Philippines/Filipinas</i><br>TRASMONTE, Ms (G)<br>SORIANO, Mr (E)<br>VILLAVIZA, Mr(T/W)                                                                                                                           | <i>Slovaquie/Slovakia/Eslovaquia</i><br>VAVRO, Mr (G)<br>BUDAYOVÁ, Ms (G)<br>MACÁK, Mr(T/W)                                                                           | <i>Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago</i><br>MC LEOD, Mr (G)<br>ALI, Mr (G)<br>NANCOO, Mr (E)<br>ANNISETTE, Mr(T/W)                           |
| <i>Pologne/Poland/Polonia</i><br>NOJSZEWSKA-DOCHEV, Ms (G)<br>HENCZEL, Mr (G)<br>OPECHOWSKA, Ms (E)<br>WOJCIK, Mr(T/W)                                                                                               | <i>Slovénie/Slovenia/Eslovenia</i><br>GROBELNIK, Ms (G)<br>ŠTERBENC, Ms (G)<br>POČIVAVŠEK, Mr(T/W)                                                                    | <i>Tunisie/Tunisia/Túnez</i><br>KOUBAA, M. (G)<br>CHOUBA, Mme (G)<br>SHIMI, M.(T/W)                                                                                |
| <i>Portugal</i><br>VALADAS DA SILVA, M. (G)<br>ROSA MACEDO, M. (G)<br>PENA COSTA, M. (E)<br>DE CARVALHO, M.(T/W)                                                                                                     | <i>Soudan/Sudan/Sudán</i><br>ALI ABD ELKARIM, Mr(T/W)                                                                                                                 | <i>Turquie/Turkey/Turquía</i><br>KAVLAK, Mr (G)<br>OYMAN, Mr (G)                                                                                                   |
| <i>Qatar</i><br>FALAMARZY, Mr (G)<br>AL-OBEIDLY, Mr (G)<br>AL-KHALIFA, Mr(T/W)                                                                                                                                       | <i>Sri Lanka</i><br>UPALI WIJAYAWEEERA, Mr (G)<br>WEERASINGHE, Ms (G)<br>SANDRASEKERA, Mr(T/W)                                                                        | <i>Ukraine/Ucrania</i><br>LISUCHENKO, Mr (G)<br>MAIMESKUL, Mr (G)<br>FIRTASH, Mr (E)<br>KHARA, Mr(T/W)                                                             |
| <i>Rép. Démocratique du Congo/Democratic Republic of the Congo/Rep. Democrática del Congo</i><br>TSHISUAKA KABANDA, M. (G)<br>INZUN OKOMBA, Mme (G)<br>ATIBU SALEH MWEKEE, M. (E)<br>DUNIA MUTIMANWA LUBULA, M.(T/W) | <i>Suède/Sweden/Suecia</i><br>ÖSTBERG, Mr (G)<br>ERIKSSON, Mr (G)<br>THAPPER, Ms(T/W)                                                                                 | <i>Uruguay</i><br>WINTER, Sr. (G)<br>BAZ, Sr. (G)<br>CASTILLO, Sr.(T/W)                                                                                            |
| <i>Roumanie/Romania/Rumania</i><br>DUMITRIU, Mme (G)<br>SPÂNU , Mlle (G)<br>HOSSU, M.(T/W)                                                                                                                           | <i>Suisse/Switzerland/Suiza</i><br>RUPPEN , Mme (G)<br>VOLLENWEIDER , Mme (G)<br>ROBERT , M.(T/W)                                                                     | <i>Rép. bolivarienne du Venezuela/Bolivarian Republic of Venezuela/Rep. Bolivariana de Venezuela</i><br>COLMENARES, Sr. (G)<br>ARIAS, Sr. (G)<br>CARBONE, Sr.(T/W) |
| <i>Royaume-Uni/United Kingdom/Reino Unido</i><br>GURNEY, Mr(T/W)                                                                                                                                                     | <i>Suriname</i><br>PIROE, Mr (G)                                                                                                                                      | <i>Viet Nam</i><br>VU, Mr (G)<br>NGUYEN KIM, Mr (G)<br>NGUYEN ANH, Mr (E)<br>TRAN VAN, Mr(T/W)                                                                     |
| <i>Fédération de Russie/Russian Federation/Federación de Rusia</i><br>GONCHAR, Mr (G)<br>SHMAKOV, Mr(T/W)                                                                                                            | <i>Swaziland/Swazilandia</i><br>DLAMINI, Mr(T/W)                                                                                                                      | <i>Yémen/Yemen</i><br>AL-GADRIE, Mr(T/W)                                                                                                                           |
| <i>Rwanda</i><br>MANZI MWEZI, Mr(T/W)                                                                                                                                                                                | <i>République arabe syrienne/Syrian Arab Republic/República Árabe Siria</i><br>KHABBAZ-HAMOU, Mr (G)<br>DWEAER, Mr(T/W)                                               | <i>Zambie/Zambia</i><br>KAUNDA, Mr (G)<br>HAKUYU, Mr (G)<br>MASUPHA, Mr (E)<br>GOMA, Mr(T/W)                                                                       |
| <i>Saint-Marin/San Marino</i><br>BELLATTI CECCOLI, M. (G)<br>MONTANARI, M.(T/W)                                                                                                                                      | <i>République-Unie de Tanzanie/United Republic of Tanzania /República Unida de Tanzania</i><br>SIMBA, Mr (G)<br>SHITINDI, Mr (G)<br>MLIMUKA, Mr (E)<br>OMARI, Mr(T/W) | <i>Zimbabwe</i><br>MUSEKA, Mr (G)<br>MANZOU, Mr (G)<br>CHIBEBE, Mr(T/W)                                                                                            |
| <i>Sénégal/Senegal</i><br>THIAM, M. (G)<br>DIOP, M. (E)<br>GUIRO, M.(T/W)                                                                                                                                            | <i>Tchad/Chad</i><br>KADE, Mme (G)<br>DJEGUEDEM, M. (G)<br>BRAHIM, M.(T/W)                                                                                            |                                                                                                                                                                    |
| <i>Serbie/Serbia</i><br>DJURIČKOVIĆ-TUVIĆ, Ms (G)<br>RADOVANOVIĆ, Ms (G)<br>ČANAK, Mr(T/W)                                                                                                                           | <i>République tchèque/Czech Republic/República Checa</i><br>BAUEROVÁ, Ms(T/W)                                                                                         |                                                                                                                                                                    |
|                                                                                                                                                                                                                      | <i>Thaïlande/Thailand/Tailandia</i><br>THAILUAN, Mr(T/W)                                                                                                              |                                                                                                                                                                    |

## Contre/Against/En contra: 16

*Chypre/Cyprus/Chipre*  
PANAYIOTOU, Ms (E)

*République de Corée/Republic of Korea/República de Corea*  
CHOI, Ms (E)

*Danemark/Denmark/Dinamarca*  
DREESEN, Mr (E)

*Ethiopie/Ethiopia/Etiopía*  
YIMER, Mr (E)

*ex-Rép. Yougosl. de Macédoine/The former Yug. Rep. Macedonia/ex Rep. Yugoslava de Macedonia*  
STOJANOVSKI, Mr (E)

*Inde/India*  
WIG, Mr (E)

*Indonésie/Indonesia*  
RACHMAN, Mr (E)

*Kiribati*  
JONG, Ms (E)

*Liban/Lebanon/Líbano*  
BALBOUL, Mr (E)

*Royaume-Uni/United Kingdom/Reino Unido*  
SYDER, Mr (E)

*Serbie/Serbia*  
SAVKOVIĆ, Mr (E)

*Slovénie/Slovenia/Eslovenia*  
ANTAUER, Mr (E)

*Suède/Sweden/Suecia*  
KOVAR, Ms (E)

*Swaziland/Swazilandia*  
DLAMINI, Ms (G)  
MABUZA, Ms (E)

*Rép. bolivarienne du Venezuela/Bolivarian Republic of Venezuela/Rep. Bolivariana de Venezuela*  
MUÑOZ, Sra. (E)

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## Abstentions/Abstentions/ Abstenciones: 63

*Algérie/Algeria/Argelia*  
MEGATELI, M. (E)

*Allemagne/Germany/Alemania*  
THORNS, Mr (E)

*Arabie saoudite/Saudi Arabia/Arabia Saudita*  
ALKERNASS, Mr (E)

*Argentine/Argentina*  
FUNES DE RIOJA, Sr. (E)

*Australie/Australia*  
GROZIER, Mr (E)

*Autriche/Austria*  
BRAUNER, Mr (E)

*Bahreïn/Bahrain/Bahrein*  
ALKHOOR, Mr (E)

*Bangladesh*  
RAHMAN, Mr (E)  
*Bénin/Benin*  
ZANOU, M. (E)

*Brésil/Brazil/Brasil*  
PROENÇA DE MACÊDO, Sr. (E)

*Chili/Chile*  
BOBIC, Sr. (E)

*Colombie/Colombia*  
ECHAVARRÍA, Sr. (E)

*Congo*  
BAGAMBOULA YOLA, Mme (E)

*Costa Rica*  
SABORIO, Sra. (E)

*Croatie/Croatia/Croacia*  
HORVATIĆ, Ms (E)

*Egypte/Egypt/Egipto*  
EL AZALY, Mr(T/W)

*El Salvador*  
AGUILAR MORENO, Sra. (G)  
RIVERA FLORES, Sra. (G)  
ARGUETA, Sr. (E)

*Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos*  
MATTAR, Mr (E)

*Estonie/Estonia*  
MERILAI, Ms (E)

*Etats-Unis/United States/Estados Unidos*  
POTTER, Mr (E)

*Finlande/Finland/Finlandia*  
SAJAVAARA, Ms (E)

*Guatemala*  
RICCI MUADI, Sr. (E)

*Honduras*  
URTECHO LÓPEZ, Sr. (E)

*Hongrie/Hungary/Hungría*  
ROLEK, Mr (E)

*Japon/Japan/Japón*  
MATSUI, Mr (E)

*Kenya*  
MUGO, Ms (E)

*Koweït/Kuwait*  
AL-FULAIJ, Mr (E)

*Lesotho*  
MAKEKA, Mr (E)

*Malaisie/Malaysia/Malasia*  
SEMAN, Mr (G)  
JOAKIM, Mr (G)  
ARUMUGAM, Mr (E)

*Mali/Mali*  
TRAORE, M. (E)

*Malte/Malta*  
FARRUGIA, Mr (E)

*Mexique/Mexico/México*  
MORALES URIBE, Sra. (E)

*Niger/Níger*  
OUSMANE, M. (E)

*Norvège/Norway/Noruega*  
RIDDERVOLD, Ms (E)

*Panama/Panamá*  
MENDOZA GANTES, Sr. (G)  
NAVARRO BRIN, Sr. (G)  
LINERO MENDOZA, Sr. (E)

*Qatar*  
AL-MONFARADI, Ms (E)

*Roumanie/Romania/Rumania*  
NICOLESCU, M. (E)

*Royaume-Uni/United Kingdom/Reino Unido*  
WARRICK, Ms (G)  
WAPSHERE, Mr (G)

*Singapour/Singapore/Singapur*  
PANG, Mr (G)  
CHIA, Ms (G)

*Slovaquie/Slovakia/Eslovaquia*  
HRDINA, Mr (E)

*Soudan/Sudan/Sudán*  
MOHAMED AHMED OSMAN, Mr (G)  
HAG NOUR AHMED, Ms (G)  
ABBAS ELGURASHI AHMED, Mr (E)

*Sri Lanka*  
PEIRIS, Mr (E)

*Suisse/Switzerland/Suiza*  
PLASSARD, M. (E)

*Tchad/Chad*  
MADENGAR, M. (E)

*République tchèque/Czech  
Republic/República Checa*

HUSÁK, Mr (G)

FUCHS, Mr (G)

DRBALOVÁ, Ms (E)

*Thaïlande/Thailand/Tailandia*

AMORNCHEWIN, Mr (G)

JATTANOND, Ms (G)

ROMCHATTHONG, Ms (E)

*Togo*

KLUTSE-ABOTSI, M. (E)

*Turquie/Turkey/Turquía*

CENTEL, Mr (E)

*Uruguay*

PENINO, Sr. (E)

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**Vote final par appel nominal sur l'adoption de la recommandation concernant le travail décent pour les travailleuses et travailleurs domestiques, 2011**

**Final record vote on the adoption of the Recommendation concerning decent work for domestic workers, 2011**

**Votación nominal final sobre la adopción de la Recomendación sobre el trabajo decente para las trabajadoras y los trabajadores domésticos, 2011**

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***Pour/For/En Pro: 434***

***Contre/Against/En contra: 8***

***Abstentions/Abstentions/Abstenciones: 42***

***Quorum: 297***

***Maj./May.: 295***

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**Pour/For/En Pro: 434**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr (G)  
KETTLEDAS, Mr (G)  
MDWABA, Mr (E)  
NTSHALINTSHALI, Mr(T/W)

*Algérie/Algeria/Argelia*

ZAIDI, M. (G)  
BOUKADOUM, M. (G)  
MEGATELI, M. (E)  
SIDI SAID, M.(T/W)

*Allemagne/Germany/Alemania*

GUENTHER, Mr (G)  
BUIAC, Ms (G)  
KÜHL, Ms(T/W)

*Angola*

LUSSOKE, M. (G)  
DOS SANTOS, Mme (G)  
ROSA NZAU, M. (E)  
CARVALHO FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia Saudita*

AL HOQUBANI, Mr (G)  
ALYAHYA, Mr (G)  
RADHWAN, Mr(T/W)

*Argentine/Argentina*

RIAL, Sra. (G)  
DUMONT, Sr. (G)  
MARTÍNEZ, Sr.(T/W)

*Australie/Australia*

VINES, Mr (G)  
MDCONOUGH, Ms (G)  
KEARNEY, Ms(T/W)

*Autriche/Austria*

BUCZOLICH, Mr (G)  
DEMBSHER, Ms (G)  
BÖGNER, Ms(T/W)

*Bahamas*

BUTLER-TURNER, Ms (G)  
BROWN, Mr (G)  
GODET, Ms (E)  
SWAN, Mr(T/W)

*Bahreïn/Bahrain/Bahrein*

AL DOSERI, Mr (G)  
SHEHAB, Ms (G)  
SAYED SALMAN, Mr(T/W)

*Bangladesh*

RAHMAN, Mr (E)  
UDDIN, Mr(T/W)

*Barbade/Barbados*

COX, Mr (G)  
BURNETT, Mr (G)  
WALCOTT, Mr (E)  
TROTMAN, Mr(T/W)

*Bélarus/Belarus/Belarus*

KHVOSTOV, Mr (G)  
POPOV, Mr (G)  
GALYNIA, Mr(T/W)

*Belgique/Belgium/Bélgica*

PIETTE, M. (G)  
VANDAMME, M. (G)  
DA COSTA, M. (E)  
CORTEBEECK, M.(T/W)

*Bénin/Benin*

AHISSOU, M. (G)  
TOSSAVI, M. (G)  
LOKOSSOU, M.(T/W)

*Bolivie, Etat plurinational/Bolivia, Plurinational State/Bolivia, Estado Plurinacional*

NAVARRO LIANOS, Sra. (G)  
LOPEZ GARCIA, Sr. (G)  
CARRASCO QUINTANA, Sr. (E)  
MONTES GONZÁLEZ, Sr.(T/W)

*Botswana*

SEEMULE, Ms (G)  
SENNANYANA, Ms (G)  
MACHAILO-ELLIS, Ms (E)  
KEITSENG, Mr(T/W)

*Brésil/Brazil/Brasil*

LUPI, Sr. (G)  
FARANI AZEVÊDO, Sra. (G)  
PROENÇA DE MACÊDO, Sr. (E)  
LISBOA, Sr.(T/W)

*Brunéi Darussalam/Brunei Darussalam*

NORAMALI, Ms (G)

*Bulgarie/Bulgaria*

GANEV, Mr (G)  
TCHOLASHKA, Ms (G)  
TODOROVA, Ms (E)  
DIMITROV, Mr(T/W)

*Burkina Faso*

KYENDREBEOGO-NAMA, Mme (G)  
SAWADOGO, M. (G)  
KABORE, M.(T/W)

*Cameroun/Cameroon/Camerún*

NGANTCHA, M. (G)  
AKOLLA EKAH, M. (G)  
ABEGA, M. (E)  
ZAMBO AMOUGOU, M.(T/W)

*Canada/Canadá*

YOUNG, Ms (G)  
ROBINSON, Ms (G)  
ROY-CHOUDHURY, Ms (E)  
GINGRAS, Ms(T/W)

*Chili/Chile*

SAN MARTÍN, Sra.(T/W)

*Chine/China*

GAO, Mr (G)  
WANG, Mr (G)  
LIU, Ms (E)  
JIANG, Mr(T/W)

*Chypre/Cyprus/Chipre*

ANDREOU PANAYIOTOU, Ms (G)  
SPATHI, Ms (G)  
PANAYIOTOU, Ms (E)

*Colombie/Colombia*

MENDOZA, Sra. (G)  
SANTA MARÍA, Sr. (G)  
GÓMEZ, Sr.(T/W)

*Congo*

ITOUA YOCKA, M. (G)  
MOKOUABEKA, M. (G)  
ITSOUA, M.(T/W)

*République de Corée/Republic of Korea/República de Corea*

KIM, Mr (G)  
PARK, Mr (G)  
CHOI, Ms (E)  
LEE, Mr(T/W)

*Costa Rica*

GAMBOA, Sra. (G)  
DENGGO, Sr. (G)  
SABORIO, Sra. (E)  
AGUILAR, Sr.(T/W)

*Croatie/Croatia/Croacia*

PENIĆ-IVANKO, Ms (G)  
ŠOBOTA, Ms(T/W)

*Cuba*

MARTIN, Sr. (G)  
ROMÁN, Sra. (G)  
MESA, Sr. (E)  
NAVARRO, Sr.(T/W)

*Danemark/Denmark/Dinamarca*

RASMUSSEN, Mr (G)  
LORENTZEN, Mr (G)  
OHRT, Mr(T/W)

*République dominicaine/Dominican Republic/República Dominicana*

DE LA CRUZ, Sra. (G)  
HERNÁNDEZ, Sr. (G)

*Egypte/Egypt/Egipto*

EL MESLAWY, Mr (G)  
EL AZALY, Mr(T/W)

*El Salvador*

ZALDAÑA HERNANDEZ, Sra.(T/W)

*Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos*

FAKHFAKH, Mr (G)  
BIN DEEMAS, Mr (G)  
MATTAR, Mr (E)  
AL MARZOOQI, Mr(T/W)

*Equateur/Ecuador*

MONTALVO, Sr. (G)  
MORALES, Sr. (G)  
SERRANO, Sr.(T/W)

*Erythrée/Eritrea*

WOLDEYOHANNES, Mr (G)  
WOLDEYESUS, Ms (G)  
BAIRE, Mr(T/W)

*Espagne/Spain/España*

MONTESINO, Sr. (G)  
RODRÍGUEZ-TARDUCHY DÍEZ, Sra. (G)  
FERRER DUFOL, Sr. (E)  
BONMATI PORTILLO, Sr.(T/W)

*Estonie/Estonia*

PROOS, Ms (G)  
KAADU, Mr (G)  
MERILAI, Ms (E)  
TAMMELEHT, Ms(T/W)

*Etats-Unis/United States/Estados Unidos*

SHEPARD, Mr (G)  
SHAILOR, Ms (G)  
POTTER, Mr (E)  
FOX, Ms(T/W)

*Ethiopie/Ethiopia/Etiopía*

FOLLO, Mr(T/W)

*ex-Rép. Yougosl. de Macédoine/The former Yug. Rep. Macedonia/ex Rep. Yugoslava de Macedonia*

SHERIFI, Mr (G)  
PAPATOLEVSKA, Ms (G)  
NIKOLOVSKA, Ms (E)  
MISKOSKI, Mr(T/W)

*Fidji/Fiji*

PRYDE, Mr (G)  
SERULAGILAGI, Ms (G)

*Finlande/Finland/Finlandia*

LAHELMA, Mr (G)  
KANGASPERKO, Ms (G)  
LEHTO-KOMULAINEN, Ms(T/W)

*France/Francia*

DE ROBIEN, M. (G)  
BOISNEL, M. (G)  
JULIEN, M. (E)  
SCHLACTHER, Mme(T/W)

*Gabon/Gabón*

MILINGUI KASSA, Mme (G)  
AWASSI ATSIMADJA, Mme (E)  
ALLINI, M.(T/W)

*Ghana*

DZAH, Ms (G)  
HAGAN, Ms (G)  
FRIMPONG, Mr (E)  
ASAMOAH, Mr(T/W)

*Grèce/Greece/Grecia*

CHRYSANTHOU, Mme (G)  
PAPADATOS, M. (G)  
VAYAS, M. (E)  
PSAROGIANNI, Mme(T/W)

*Guatemala*

CHÁVEZ BIETTI, Sra. (G)  
MARTÍNEZ, Sr. (G)  
RICCI MUADI, Sr. (E)

*Guinée/Guinea*

DOUMBOUYA, M. (G)  
BARRY, Mme (G)  
SAVANE, M. (E)  
DIALLO, Mme(T/W)

*Honduras*

BENNATON REGALADO, Sra. (G)  
FLORES BERMUDEZ, Sr. (G)  
URTECHO LÓPEZ, Sr. (E)  
LARA, Sr.(T/W)

*Hongrie/Hungary/Hungría*

GÁTOS, Ms (G)  
PELEI, Ms (G)  
GASKÓ, Mr(T/W)

*Inde/India*

CHATURVEDI, Mr (G)  
WIG, Mr (E)  
RAI, Mr(T/W)

*Indonésie/Indonesia*

WITJAKSONO, Mr (G)  
RUMONDANG, Ms (G)  
SULISTRI, Ms(T/W)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*

CIGARCHI, Mr (G)  
SHAHMIR, Mr (G)  
OTAREDIAN, Mr (E)  
YARAHMADIAN, Mr(T/W)

*Irlande/Ireland/Irlanda*

MC MAHON, Ms (G)  
CURRAN, Mr (G)  
DUNNE, Mr (E)  
LYNCH, Ms(T/W)

*Islande/Iceland/Islandia*

STEFANSSON, Mr (G)  
NORDDAHL, Mr(T/W)

*Israël/Israel*

AMRANI, Mr (G)  
LANGER, Ms (G)

*Italie/Italy/Italia*

NOCELLA, Mr (G)  
MIRACHIAN, Ms (G)  
CASUCCI, M.(T/W)

*Jamaïque/Jamaica*

MCCATTY, Ms (G)  
MORRIS, Ms (G)  
CUTHBERT, Ms (E)  
GOODLEIGH, Mr(T/W)

*Japon/Japan/Japón*

OTABE, Mr (G)  
MURAKI, Mr (G)  
SAKURADA, Mr(T/W)

*Jordanie/Jordan/Jordania*

HYSSAT, Mr (G)  
AL DAJANI, Mr (G)

*Kazakhstan/Kazajstán*

SARBASOV, Mr (G)  
BAIKENOV, Mr (E)

*Kenya*

KITUYI, Ms (G)  
NYAMBARI, Mr (G)  
ATWOLI, Mr(T/W)

*Kiribati*

IRATA, Mr (G)  
TEBEBEKU, Ms(T/W)

*Koweït/Kuwait*

AL-RAZZOOQI, Mr (G)  
AL-KANDARI, Mr (G)

*Lao, Rép. démocratique*

*populaire/Lao People's Democratic*  
*Rep./Rep. Democrática Popular Lao*  
PHINSAVANH, Mr (G)  
PHENGTHONGSAWAT, Mr (G)  
BANG ONESENGDET, Ms (E)  
VONGRAPHA, Mr(T/W)

*Lesotho*

MOSISILI, Ms (G)  
MATSOLO, Ms (G)  
RAMOCHELA, Mr(T/W)

*Lettonie/Latvia/Letonia*

JURSEVSKA, Ms (G)  
MAŽEIKS, Mr (G)  
GAVRILOVS, Mr (E)  
BALDZENS, Mr(T/W)

*Liban/Lebanon/Líbano*

RAZZOUK, Mr (G)  
FAYAD, Mr (G)  
GHOSN, Mr(T/W)

*Libéria/Liberia*

MANNING-DAVIES, Ms(T/W)

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*El Salvador*  
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*Slovénie/Slovenia/Eslovenia*  
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