



## Twelfth sitting

Wednesday, 11 June 2014, 10.05 a.m.

*President: Mr Funes de Rioja*

### REPORTS OF THE CREDENTIALS COMMITTEE: SUBMISSION, NOTING AND APPROVAL OF THE COMMITTEE'S PROPOSALS

#### The PRESIDENT

Now let me turn to the presentation of the reports of the Credentials Committee, which are published in *Provisional Records* Nos 5B(Rev.) and 5C.

I invite the Officers of the Credentials Committee to come up and join me on the podium: Mr Masoka, Chairperson; Ms Horvatić, Employer Vice-Chairperson; and Ms Fox, Worker Vice-Chairperson.

I now call on the Chairperson, Mr Masoka, to present the reports of the Committee.

#### Mr MASOKA (*Chairperson of the Credentials Committee*)

I have the honour of presenting to the Conference the first and second reports of the Credentials Committee, to be found in *Provisional Records* Nos 5B(Rev.) and 5C. The mandate of the Credentials Committee covers the examination of credentials, as well as any objections against the credentials of delegates and their advisers, or the failure to deposit the credentials of an Employers' or Workers' delegate.

The Committee is also mandated to examine complaints concerning the non-payment of travel and subsistence expenses for Employers' and Workers' delegates, and it determines the necessary quorum for voting during the Conference.

The first report of the Committee, *Provisional Record* No. 5B(Rev.), is a standard report detailing the composition of the Conference, which is submitted to the Conference annually. This report notes that 165 out of 185 member States attended the Conference this year. It also explains the method used to determine the quorum for the vote. In this regard, I would like to highlight the fact that the number of participants in the Conference remains high, with 5,254 members of delegations registered as being in attendance at this year's session.

Regarding the issue of gender balance at the Conference, the Credentials Committee examined the proportion of female delegates and advisers among the Government, Employers' and Workers' delegations. As of 31 May 2014, a total of 909 female delegates had been accredited to this session of the Conference, representing 29.8 per cent of the delegates. In addition to the figures provided on the proportion of female delegates and advisers accredited to this session of the Conference, the report also

sets out the percentages covering the past ten sessions of the Conference.

The figures provided enabled the Committee to take note of the trends in the overall proportion of women delegations across all regions. The Committee was pleased to note that these figures showed a general upward trend in female participation across Government, Employers' and Workers' delegations from 2005, which was 22.3 per cent, to 2014, which was 29.8 per cent.

In addition, the Committee examined one aspect of the composition of the Conference. That is, the distribution of women as delegates, substitute delegates and advisers across the three groups – Government, Employers and Workers. These figures, as indicated in the Committee's report, *Provisional Record* No. 5B(Rev.), also revealed a mild upward trend. As of 31 May 2014, 24.1 per cent of titular delegates were women; 30.8 per cent of substitute delegates and 31.5 per cent of accredited advisers were women.

While these figures could be considered to reflect progress towards meeting the target of 30 per cent of women in leadership positions, the Committee noted that these percentages were not evenly distributed by group or function. A lower proportion of women were accredited to Employers' and Workers' delegations. In particular, women in Employers' and Workers' delegations were found to occupy a higher proportion of positions as substitute delegates or advisers, rather than as titular delegates. In the Government delegations, 27.2 per cent of titular delegates were women as opposed to 22.3 per cent of Employers' titular delegates and 19.9 per cent of Workers' titular delegates.

In conclusion, despite the general upward trend in the overall proportion of women attending the Conference, the Committee regrets that the constituents have still not met the target of 30 per cent of women in leadership and decision-making positions. We therefore urge the constituents to continue their efforts to increase the representation of women, placing a particular focus on women in leadership positions in their respective delegations, at future ILO meetings, with the aim of achieving equal representation.

The Committee's second report, set out in *Provisional Record* No. 5C, contains a summary of the work of the Committee, mainly on the objections and the complaints received.

I would like to take this opportunity to briefly recall that the work of the Credentials Committee is essential to preserving and consolidating the bed-

rock of the ILO's work: its tripartite structure and functioning. Indeed, if the Conference is to collectively reflect the tripartite spirit of the ILO, it is critical that the Employers' and Workers' delegates to the Conference are genuine representatives of the workers and employers in their respective countries.

For this reason, article 3, paragraph 5, of the ILO Constitution stipulates that governments must nominate Employers' and Workers' delegates to the Conference who are chosen in agreement with the most representative employers' and workers' organizations in their countries. Ensuring implementation of this provision in the cases lodged with the Committee through objections and complaints therefore goes to the heart of the Committee's mandate. It must also be noted, however, that once representative Employers' and Workers' delegates are nominated, they still need to travel to Geneva and be in a position to cover their travel and subsistence for the duration of the Conference. In this regard, the ILO Constitution establishes that the government must pay for the travel and subsistence expenses of the nominated Employers' and Workers' delegates. Complaints alleging non-observance of this provision are also examined by the Committee. During the present session of the Conference, the Committee has examined 13 cases brought before it. These consisted of an ongoing monitoring situation, nine objections and three complaints. In addressing these matters, the Committee held ten meetings.

The Committee wishes to bring to the attention of the Conference that, with respect to the monitoring case, which concerns the member State of Djibouti, the Committee has unanimously proposed renewing the reinforced monitoring measures adopted at the 102nd Session of the Conference in June 2013. At that session, the Committee requested that the Government of Djibouti submit a detailed report on the trade union situation in the country, together with the credentials for the 103rd Session of the Conference. While the Government has provided a report, the Committee found that it did not contain any new information likely to clarify the confusion regarding the situation of the trade union movement in the country. The Committee deeply regrets the lack of progress, all the more so given that this year it has once again received an objection concerning the nomination of the Workers' delegation. The Committee considers that the situation regarding trade union organization in the country continues to be of grave concern. In addition, the Committee was deeply concerned to learn that the author of the objection had been detained at Djibouti airport as he was on his way to attend the present session of the Conference.

The Committee noted an increase, from 16 to 20, in the number of member States that were not accredited to the present session of the Conference. In addition, it noted that this year five member States failed to accredit a full delegation to the Conference. Two objections were lodged with the Committee in this regard. The Committee expressed concern at the number of delegations that were either not accredited or incomplete. It strongly urged all governments to comply with the requirement of article 3, paragraph 1, of the ILO Constitution to send a complete tripartite delegation to the Conference in future.

In addition, a number of the objections received at this session of the Conference concerned a lack of agreement within workers' or employers' organiza-

tions regarding the nomination of their delegates. This Committee wishes to point out that, pursuant to article 3, paragraph 5, of the ILO Constitution, governments have a constitutional obligation to hold official consultations and to actively seek to facilitate agreement among the most representative employers' and workers' organizations with regard to the nomination of their representative delegations.

With regard to the treatment of cases, the Committee must recall that it has only an extremely limited period of time within which to receive and examine these. It is therefore essential that objections and complaints are submitted as early as possible and that all the necessary supporting documentation is made available to enable the Committee to examine carefully and thoroughly the allegations made. The Committee must be provided with relevant and concise information regarding the allegations. It is also essential for governments to respond as quickly and as fully as possible to allegations made and to additional requests for information transmitted by the Committee. This factor will be even more critical in enabling the Committee to carry out its work next year, when the duration of the Conference is expected to be reduced to a total of two weeks on an experimental and trial basis.

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The PRESIDENT

Now we take note that the Credentials Committee has adopted its two reports unanimously. The Conference is called on to take note of the reports and, in addition, to approve the proposals contained in paragraph 19 of *Provisional Record* No. 5C, which concerns the delegation of Djibouti.

May I take it that the Conference has taken note of the reports of the Credentials Committee and approved the proposals to which I referred?

*(The reports are noted and the proposals are approved.)*

Before moving on, I would like to express my gratitude to the Officers of the Credentials Committee for their excellent work. I should also like to extend this gratitude to the secretariat, which has provided valiant and efficient support to the Committee.

**RECORD VOTES ON THE PROPOSED PROTOCOL  
TO THE FORCED LABOUR CONVENTION, 1930,  
AND THE PROPOSED RECOMMENDATION ON  
SUPPLEMENTARY MEASURES FOR THE EFFECTIVE  
SUPPRESSION OF FORCED LABOUR**

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The PRESIDENT

Our next task is to hold record votes on the proposed Protocol to the Forced Labour Convention, 1930, and the proposed Recommendation on supplementary measures for the effective suppression of forced labour, contained in *Provisional Record* No. 9.

*(A record vote is taken on the proposed Protocol.)*

*(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: 437 votes in favour, 8 against, with 27 abstentions. As the quorum is 305 and the required two-thirds majority is 297, the Protocol to the Forced Labour Convention, 1930, is adopted.

*(The Protocol is adopted.)*

We shall now move on to the record vote on the proposed Recommendation on supplementary measures for the effective suppression of forced labour.

*(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: 459 votes in favour, 3 against, with 12 abstentions. As the quorum is 305 and the required two-thirds majority is 297, the Recommendation on supplementary measures for the effective suppression of forced labour is adopted.

*(The Recommendation is adopted.)*

**RECORD VOTE ON THE AMENDMENTS  
OF 2014 TO THE CODE OF THE  
MARITIME LABOUR CONVENTION, 2006**

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The PRESIDENT

We shall now proceed to the record vote on the amendments to the Code implementing Regulations 2.5 and 4.2 and appendices of the Maritime Labour Convention, 2006 (MLC, 2006), adopted by the Special Tripartite Committee on 11 April 2014, contained in *Provisional Record* No. 2A.

*(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: 443 votes in favour, 1 against, with 26 abstentions. As the quorum is 305 and the required two-thirds majority is 297, the amendments of 2014 to the Code of the Maritime Labour Convention, 2006, are approved.

*(The amendments are approved.)*

I know that there are certain delegates who may wish to explain their vote.

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

The Government of the Bolivarian Republic of Venezuela would like to explain the reasoning for its abstention in relation to these amendments of 2014 to the Code of the Maritime Labour Convention, 2006. It should be recalled that, in 2006, our Government made and upheld a vote of abstention in relation to the Maritime Labour Convention, 2006, because, in the Preamble thereof, mention is made of the United Nations Convention on the Law of the Sea, 1982 (UNCLOS), which is not enforceable in our country, since the Bolivarian Republic of

Venezuela is not party to that legal instrument and voted against it when it was adopted.

This position has been systematically upheld by our country in various forums where reference is made to UNCLOS. We believe that UNCLOS cannot be used as a reference for all maritime activities. Such activities should be carried out within the framework of the law of the sea, of which UNCLOS is an integral part, but it is not the only source of laws and obligations.

As a consequence, the Government of the Bolivarian Republic of Venezuela, in line with its legal position which it upheld in 2006, once again upholds and explains its vote of abstention, given that the amendments referred to here are inherent to the Maritime Labour Convention, 2006.

Despite all of this, our Government recognizes that the Maritime Labour Convention, 2006, aims to strengthen the labour rights of seafarers. Our legislation recognizes such workers, protects them and guarantees them broad-ranging rights under articles 245–267 of the Organic Law on Labour and Men and Women Workers in Venezuela.

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*Original French: Ms BERSET BIRCHER (Government, Switzerland)*

I would like to provide a short explanation of the vote. The Swiss Government delegation, at this stage, abstained during this vote on the amendments of 2014 to the Code of the Maritime Labour Convention, 2006. This, however, does not mean that Switzerland does not stand in solidarity with the efforts undertaken here to rectify the situations of distress which may affect seafarers – quite the contrary. However, my Government needs some time to analyse the amendments in their final version and to decide on any subsequent legislative and parliamentary measures with a view to following up on the implementation of these amendments.

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The PRESIDENT

I should like to recall that these amendments will, under the procedure set out in Article XV of the Convention, be notified to Members whose ratification of the Maritime Labour Convention, 2006, was registered prior to the date of the Conference's approval. These Members will have a period of two years from the date of that notification to express a formal disagreement with the amendments. The amendments will enter into force six months after the end of that period, unless more than 40 per cent of ratifying Members, representing not less than 40 per cent of the gross tonnage of the ships of the Members which have ratified the Convention, have formally expressed their disagreement with the amendments. A ratifying Member that expresses its formal disagreement within the prescribed period will not be bound by the amendments.

## Thirteenth sitting

Wednesday, 11 June 2014, 3 p.m.

President: Mr Funes de Rioja

### REPORT OF THE COMMITTEE ON TRANSITIONING FROM THE INFORMAL ECONOMY: SUBMISSION, DISCUSSION AND APPROVAL

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#### The PRESIDENT

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Let us start with the report of the Committee on Transitioning from the Informal Economy. This report has been published in *Provisional Record* No. 11, and contains the proposed Conclusions and a resolution to place on the agenda of the next ordinary session of the Conference an item entitled: "Facilitating transitions from the informal to the formal economy".

May I remind the Conference that the Governing Body adopted a number of measures at its 320th Session this March, with a view to streamlining procedures at the Conference and making it more efficient. These include a new procedure being trialled for the adoption of committee reports. Under this procedure, committees entrust the approval of their draft report to their Officers, thus making it possible to avoid an extra committee sitting simply for the purpose of approving the report. The secretariat posts the report on its work following its approval by the Officers, and members of the Committee then have 24 hours to submit corrections to the summaries of their own interventions. A number of corrections were received within the deadline. These will be inserted into the final versions of the text. Government representatives from the following countries submitted corrections to their own statements: Argentina, Brazil, Canada, Greece (on behalf of the European Union and its Member States), India, Senegal and Switzerland.

I now invite the Officers of the Committee to come up to the podium. They are: Mr Seafield, Chairperson; Mr Frimpong, Employer Vice-Chairperson; Mr Dimitrov, Worker Vice-Chairperson; and Ms Villafañe, Reporter.

It is my pleasure to give the floor to Ms Villafañe to present the report.

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*Original Spanish: Ms VILLAFANE (Reporter of the Committee on Transitioning from the Informal Economy)*

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I am extremely honoured to have been appointed Reporter of this Committee on the extremely important and pressing subject of transitioning from the informal to the formal economy. This has been the first year of discussion with a view to drawing up a Recommendation through a double discussion. It is a very broad subject – complex and multidimensional.

Most importantly, it is a central element in inclusive development and inclusive societies.

As the Secretary-General said in his opening speech of 28 May, it is fair to say that the obvious importance of this transition is matched only by the complexity of the task of making it happen. But it is truly encouraging that our starting point is robust tripartite consensus that this is the right path to follow.

Last Wednesday, 28 March, the Committee started its work. Many people were involved; more than 110 registered Governments regularly participated and played an active role in the work of the Committee. Discussions on the proposed Conclusions were substantive and geared towards adopting an instrument next year to establish an action framework facilitating the transition from an informal to a formal economy.

During 18 sittings, the Committee examined the form and content of the instrument. It highlighted that the Preamble of the proposed instrument should recognize that member States should adopt urgent and appropriate measures to enable transitions of workers and economic units from the informal economy to the formal economy, recognizing both the wide diversity of the informal economy and the different national circumstances.

The scope of the instrument was also discussed. It should cover all workers and all economic units in the informal economy, including enterprises, entrepreneurs and households. The general principles were discussed, as were legal and policy frameworks, the role of employment policies, and rights at work. Also discussed were: the implementation of comprehensive strategies combining incentives, compliance and enforcement, and the role of employers' and workers' organizations. On the last point, it was highlighted that employers' and workers' organizations should play an important and active role in facilitating transitions from the informal to the formal economy. Finally, data collection and the adoption and follow-up of the instrument were covered. A Recommendation on such a diverse reality with so many dimensions is an ambitious initiative; however, the discussions of the Committee have shown that this initiative has great potential and added value.

Our proposed Conclusions are an important reference for the Organization and its tripartite constituents on the transition from the informal to the formal economy and they represent a solid basis for the formulation of a Recommendation on the subject. It is therefore an honour for me to present this

evening the results of our discussions which began on 28 May. The proposed Conclusions are, of course, just one of the three outcomes of our Committee's work. The others are the resolution and the draft report.

The draft report reflects the discussions, interventions and the great debate on many amendments. It clearly shows the progress made and the importance of our discussions. It reflects the experience of members of the Committee from more than 110 countries, and sometimes also reflects different positions; but above all, it highlights the great determination and commitment of all to address this important subject which affects more than half of the world's population. The report is thus a good source of information on experiences and views on how to facilitate the transition from the informal to the formal economy. The discussions and arguments put forth highlight the fact that there is no universal solution to a challenge of this scope, but all these inputs are extremely useful and instructive.

The report is the result of the work of many people. Ms Mottaz and Mr Robert were the main authors of the report. They were helped by six people who took notes, by ten translators and six people who processed the texts under the supervision and coordination of Ms Hughes, and I would like to express to all of them my deepest gratitude on behalf of our tripartite constituents for having faithfully reflected our discussions.

I am very satisfied with this report; it gives a concise but detailed picture of our efforts and long hours of discussion. It encapsulates the constructive way in which the Committee conducted its work. On behalf of all the Committee, I would like to express my deep gratitude to our Chairperson, Mr Seafield of the Government of South Africa, who directed with great wisdom and integrity, and an excellent sense of humour, the work of this Committee. At all times there was a constructive atmosphere that encouraged dialogue during the 18 sessions. This helped us progress through a total of 270 amendments. I also thank the two Vice-Chairpersons: Mr Frimpong, the Employer Vice-Chairperson; and Mr Dimitrov, the Worker Vice-Chairperson. Their conviction, their commitment and great passion for the issues at hand has been more than evident. Finally, their constructive approach has helped us reach consensus on extremely complex issues and has enabled us to finish our work on time.

Likewise, I think it is extremely important to express our thanks for the active participation of Government representatives who provided substantive inputs to the discussions, based on their experience of applying policy instruments, so as to facilitate this transition. These representatives played a central role in achieving consensus and making progress, as reflected in the proposed Conclusions. Finally, I would like to thank the Office for all the technical support and the excellent reports prepared before the discussion, which helped and enriched our debates and, of course, I would like to thank the ever-reliable ILO secretariat. The tireless work of their personnel and their indispensable support is not only appreciated by me but by all who participated in the work of the Committee.

The success of our Committee and its smooth functioning are due in large part to the key role played by Mr Salazar-Xirinachs, representative of the Secretary-General, and Mr Marcadent, the depu-

ty representative of the Secretary-General, who, backed by a whole team of experts, gave us professional help on a whole range of technical issues. I would also like to extend our thanks to the Legal Adviser of the ILO, Mr Politakis, and his team, in particular Ms Koskenmäki, for their support and for giving us advice on the legal issues that arose throughout our discussions.

Over these three weeks, the ILO secretariat coordinated by Ms Pal and Ms Fortuny has given efficient support to the Committee, and has worked long hours and during the weekends as well. In spite of all that, it has always been ready to support and help the Committee. Yet again, thank you very much for your efforts.

Finally, my sincerest thanks to all the interpreters for their good work and for facilitating mutual understanding and helping us cross language barriers.

These proposed Conclusions will, I am sure, be a solid foundation for next year's work, so that next year we can adopt an instrument in the form of a Recommendation laying down the framework for action to facilitate transition from the informal to the formal economy. As we have seen throughout all these weeks, we will have a great challenge facing us next year but we have also learned that we have a strong conviction that we will find ways of making the transition proceed in a systematic and holistic manner. To conclude, I submit the draft report for approval, and the proposed resolution and the proposed Conclusions for adoption.

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MR FRIMPONG (*Employer Vice-Chairperson of the Committee on Transitioning from the Informal Economy*)

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I am honoured to take the floor on behalf of the Employers' group during the approval of the report of the Committee on Transitioning from the Informal Economy. I would like to express my sincere thanks and appreciation to the Chairperson of the Committee, the Worker Vice-Chairperson, the Reporter, the Government members and the Office for their active cooperation and contribution during the deliberations of the Committee.

The Employers' group proposed the inclusion of this item on the agenda of the International Labour Conference with high hopes. Given the complexity, diversity and heterogeneous nature of the informal economy across the different geographical regions, the Committee had a difficult task in finding common ground on the scope, the definition of main actors and policy actions required by member States to facilitate the transition from the informal to the formal economy. In the view of the Employers' group, the multidimensional nature of the informal economy requires policy responses that are of a developmental nature, and that go beyond labour and social policy issues. Right from the start, the Employers' group felt strongly that the proposed instrument should seek measures to help enterprises and entrepreneurs in the informal economy make their business undertakings more viable in order to create decent and productive jobs. This, in our view, is the best way to expand the formal economy and guarantee transition to formality.

At a time when the global community is discussing the post-2015 development agenda, our Organization, by deliberating on this topic, has an excellent opportunity to show to the world that we are the real actors in the world of work and that the outcome of our discussions can be translated into meaningful responses to the challenges facing mil-

lions of people throughout the world. In order to achieve this objective, the Employers' group wanted the instrument to give more focus to three critical areas: the promotion of sustainable enterprises; the enhancement of business development services; and the recognition of land and property rights.

There is no doubt that own-account workers, enterprises and entrepreneurs in the informal economy stand to benefit a lot from the implementation of the ILO *Conclusions concerning the promotion of sustainable enterprises*, 2007. Most of the key issues that are needed to address formalization, which are essential for improving the business environment and are decisive in attracting informal enterprises to the formal economy and promoting their growth by reducing the cost of green business, have been covered by this important framework document of the ILO. We are pleased that the Committee agreed to make reference to this document in the Preamble, in paragraph 3(c), of the proposed Conclusions, along with the Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998 (No. 189).

Unfortunately, the challenges the Committee faced were due to the fact that the Office preparatory work was not well-balanced. For example, the Office survey marginally covered the main tenets of the 2007 conclusions. These include, but are not limited to, peace and political stability, access to credit, physical infrastructure, creating an entrepreneurial culture, trade and sustainable economic integration, an enabling legal and regulatory environment, sound and stable macroeconomic environment and sound management of the economy, among others.

In going forward, the Office must seek to build consensus on the broad range of issues that address the perspectives and concerns of all the three groups. This is particularly critical within the context of a two-week session of the Conference.

Of particular concern to the Employers' group is the fact that the employment creation aspects of formalization were not given as much attention, forcing the group to insist that they be included.

The Employers' group also believes that in order to unleash the full potential of the informal economy towards transition to the formal economy a wide range of incentives must be put in place to make it more attractive to become formal. These include such facilities as cheaper cost of credit, appropriate technologies, market facilities, physical infrastructure, and, most importantly, a wide range of business development services. Business incubation, mentoring, entrepreneur training and development would equally be critical in this endeavour.

We cannot discount the rule of the tripartite constituents. National and local governments will have to play the main role in helping to find solutions to the problem of informality. This does not mean new regulatory interventions, because over-regulation is one of the major reasons for informality. Instead, governments should work to create a conducive environment for small enterprise creation and growth; to reform property registration systems so that people can obtain clear ownership of their land and thus use it to generate capital and obtain credit; to reform their tax systems and simplify overly complicated procedures for paying taxes; to establish efficient, facilitative and corruption-free public administration systems; and to simplify rules. Again, governments need to adapt their rules and policies to the

needs of the market economy, in consultation with employers' and workers' organizations.

This brings me to the role of employers' organizations at both the national and international levels. The role of employers is to advocate for policy, legal and institutional changes that will help to improve the business environment and business expansion. That will help to improve the business environment, and to business expansion, that will reduce barriers to formalization. This will also help formal employers by broadening the government's tax base and thus spread the tax burden more evenly across the entire economy. Employers' organizations can also assist in the provision of basic services, such as human resource management, productivity improvement, management skills, accounting and entrepreneurial development relevant to informal enterprises.

The benefits of a transition to the formal economy would be of enormous benefit to governments, employers and workers and the global economy and the community as a whole. It can lead to a phenomenal growth in job creation and unprecedented expansion of property rights to hundreds of millions of the world's poorest people, increased assets to both capital and credit, the provision of cheaper goods and services, social inclusiveness and sustainable development, as well as social stability.

The Employers would like to see an ILO instrument that takes into account the multicultural, multinational and multidimensional nature of the informal economy in fashioning a transitional architecture that is flexible, practical and pragmatic, and that offers an opportunity to provide cogent pathways to formality, while also taking into account national, regional and geographical differences and complexities. We need to focus not on the "what", but rather on the "how".

Again, it is the fervent expectation of the Employers' group that the outcomes of these discussions will highlight the need to ensure significant improvements in the environments for doing business, the provision of business development services and the development of legal, policy and regulatory environments across the globe that support the transition to formality.

It is also the desire of the Employers' group to ensure that the outcome takes into account the rights and interests of workers. But the transition from the informal to the formal economy is essentially about development – there simply is no quick fix. The transition must be gradual and progressive, with the objective of a long-term transformation taking into account our heterogeneous national circumstances.

In conclusion, we need to recognize that the informal economy constitutes a large part of many economies, particularly in developing and emerging economies, and that it is the key engine of growth for many countries. We therefore need to ensure that efforts for formalization do not destroy the vitality and entrepreneurship that characterizes the informal economy.

The ILO instrument will need to provide different approaches to reflect different national circumstances. There is no single roadmap. Formalization will require removing barriers to informality and developing incentives for formalization. We also need to avoid creating unintended incentives to remain informal. Above all, the transition process must be seen as a process, not an event.

The Employers look forward to a second discussion of the work of the Committee that will lead to the adoption of a Recommendation that will give practical guidance on the transition from the informal to the formal economy.

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Mr DIMITROV (*Worker Vice-Chairperson of the Committee on Transitioning from the Informal Economy*)

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Allow me first to thank all the members of the Committee from the Government, Workers' and Employers' groups for their hard work over these last two weeks. I should like to thank sincerely the Chairperson of the Committee for his painstaking work during our proceedings. I would also like to extend our thanks to the Employer Vice-Chairperson and all of the representatives, including the representatives of the Secretary-General.

Workers in the informal economy constitute some 40 per cent of the global workforce. In some countries, the informal economy accounts for around 80 per cent of workers. We are speaking about half of the global working population who live, work and survive in desperate conditions, seeking ways to feed, clothe, house and educate themselves and their children. Workers in the informal economy suffer numerous decent work deficits. They are not protected by labour laws, are deprived of social security and receive very low or no wages, are unable to exercise their rights to maternity protection and childcare, and are denied the protection of fundamental principles and rights at work and other labour standards.

Women are disproportionately represented among informal economy workers. Light has been shed on such issues during the work of the Committee. Our key concern in this discussion has been to ensure that the future instrument, to be negotiated next June, is based on ensuring decent work for all. This will allow workers who are currently not covered by laws and are unrecognized for their work, unable to realize their fundamental human rights, unable to negotiate improved working conditions or who fall outside the reach of basic social services and facilities to be included and empowered as workers and as human beings.

The discussion held in the Committee over these past two weeks has been ground-breaking, with the constituents of the ILO agreeing on terms to make visible the lives of hundreds of millions of people. In all countries, workers are engaged in economic units of the informal economy. It is of great significance that the ILO has taken up discussion on this matter. The international community, through our tripartite constituents, is engaging seriously with this issue. It is rare that the world beyond the ILO, in other words, the general public and the entire UN system, is watching so closely and has such great hopes that we, in this house, will achieve results that translate into effective action and that can make a real difference to so many people.

Millions of people are working and earning less than US\$2 per day. This instrument will be relevant in that it addresses poverty, provides guidance, drives the process of transition to formalization, and is based on a development model integrating policy and regulatory frameworks. This work will be invaluable.

As I said in our opening statement to the Committee, we see a common agenda. The informal economy is undermining sustainable business and decent work. The increase in informalization everywhere

poses a threat to workers and employers. We therefore have a common interest and joint responsibility to find ways to strengthen the formalization process.

The purpose of transitioning from the informal to the formal economy is threefold: first, to increase workers' welfare and reduce decent work deficits; second, to reduce unfair competition between enterprises; and third, to protect revenue to build national social protection floors.

I also said, and should like to repeat here, that the instrument should aim at providing guidance to member States and the social partners on a comprehensive and practical agenda to transform the informal economy into a formal economy, covering the economic, social and legal issues relevant to the informal economy.

We want to see practical measures for action where progress and implementation is reported back from governments to this house. I should emphasize here that it is the responsibility of member States and the social partners to take up the issues we have been talking about over the last few weeks and to make the instrument real, practical and effective.

We agree that the proposed instrument should recognize the need for member States to take urgent and appropriate measures to enable the transition from the informal to the formal economy for workers and economic units, while recognizing the vast diversity of the informal economy and different national circumstances.

The scope of the instrument has been broadened with reference to workers in formal and informal economic units, the public and private sectors, and public and private spaces. We have more work to do next year in identifying who in the informal economy falls under the categories of: own-account workers; waged and unwaged workers; members of cooperatives and social and solidarity economic units; employees holding informal jobs in formal enterprises or in informal economic units in a formal economy; and workers in unrecognized or unregulated employment relationships. We will have to further improve the scope of this future instrument so that it covers agricultural workers, including subsistence farmers, fishers and others. The Workers' group is strongly in favour of the coverage of those workers.

We want to emphasize three critical areas that we came back to time and again during our deliberations in the Committee. First, governance and policy issues. The vast majority of workers who undertake economic activities in the informal economy do not do so by choice. Rather, for most, this is a survival strategy which they adopt due to a lack of decent jobs. In many countries, the absence of social protection floors and of adequate levels of social security forces workers to undertake activities in the informal economy.

We should stress the crucial importance of wage-led growth and job-centric macroeconomic policies that enable the creation of formal jobs in formal enterprises. There is much more room for focused work by the Office and for consensus building by other tripartite constituencies with regard to policy details. The development of the instrument gives us an opportunity to look at the package of policies that is needed to promote decent work. We need the instruments to ensure economic, social and environmental policy coherence, including policies related to macroeconomics, employment and labour markets, social protection, education, development,

poverty reduction, industrialization and other social policies.

Industrial policies, sectoral policies and the development of solidarity-based enterprises are all part of the structural transformation of our economies.

The deregulation of labour markets has led to increased informality. Conversely, compliance with the law can support transition to formality. The entire section on employment policies remains in square brackets. This section requires all of our solid attention and suggestions in the forthcoming months. We will need to delve more deeply into guidance on integrated policy in the process of drafting the instrument.

Labour market institutions, including employers' and workers' organizations, labour and other inspectorates, labour administration systems and the capacity of these institutions need to be strengthened as a part of an integrated policy approach for transitioning from the informal to the formal economy.

In developing countries, the informal economy comprises half to three-quarters of all non-agricultural employment, offering few prospects for decent work with living wages, safe working conditions and social benefits.

Ninety per cent of the migration today is undertaken in the search for work. The Workers' group agrees with the ILO Director-General's statement yesterday at the launch of the Report: *Fair migration: Setting an ILO agenda*, and I quote: "the first policy response to this situation must be to promote decent work opportunities in countries where they are currently inadequate".

Further, the Report notes that the international movement of people, and I quote again: "tends to be from informality in one country to informality in another". Addressing migration at the global level clearly requires implementing measures to enable transition from the informal to the formal economy.

Addressing informality and the transition to formality in national development plans is not just important, it is crucial. A good integrated policy framework and approach is central. Our Committee has recognized the importance of all levels of government being a part of, and elaborating, an integrated policy framework from national to provincial, local and municipal authorities. Many local government regulations and programmes are highly relevant to facilitating and providing capacity for the transition. My colleagues speaking after me will share some examples of good practices.

We are pleased to see a policy mix that includes the following issues among others: inclusive growth strategy and the generation of quality jobs in the formal economy; access to education, lifelong learning and skills development; local development strategies, both rural and urban, including regulated access to public space and natural resources (in square brackets still) for subsistence livelihoods; and income security, including appropriately designed minimum wages; and access to justice.

Indeed, we need to focus our attention on those especially vulnerable to the most serious decent work deficits in the formal economy. In this text, we agreed to specifically include women, young persons, migrants, older persons, indigenous and tribal peoples, the rural poor and their families, people living with HIV/AIDS, people with disabilities and, in square brackets, domestic workers and

subsistence farmers. If we do not have everyone included and engaged in the formal economy, we do not have an integrated approach.

We have a strong body of international instruments, labour standards as well as national laws that provide the legal framework. But let us be honest. Many, many gaps in compliance exist all over the world, no matter the country or its level of economic development.

Our discussion on appropriate measures and incentives linked to effective transitions to the formal economy is very important. We must ensure that the incentives are clearly understood and are not incentives to encourage compliance with existing laws as this is the role of current labour market institutions, but rather that incentives do not harm the public revenue base.

We see the role of taxation as providing the revenue base for governments to ensure the resources for building and delivering social security so that workers who are currently excluded from social protection and social services by virtue of being in the informal economy gain access.

An effective legal framework, effective reinforcement mechanisms and especially labour inspection are critical. Diminishing the content of formality in order to increase compliance is an illusion. This is fake formality.

The second area covered by our discussion was rights, about which we have good reason to feel positive. We agreed that this instrument must be founded on a rights-based approach. Fundamental rights at work are for all workers regardless of the form of work in which they are engaged. They are not to be introduced gradually as was previously stated, but now. This is stated in the text and supported by workers, employers and the governments. Ensuring rights and protection to all workers in the informal economy needs to be a key element of the transition. Fundamental principles and rights at work, as well as other relevant standards including wages, occupational safety and health, hours of work and maternity protection were recognized in the work we did this week as the foundation.

Respecting and ensuring rights requires immediate action. Social security coverage for workers in the informal economy is absolutely fundamental to the realization of their rights. The extension of social protection and strengthening social security is essential in line with the ILO Social Protection Floors Recommendation, 2012 (No. 202), including the establishment of social protection floors where they do not exist.

Provision of paid maternity leave for women and access to childcare is particularly important in light of women's over-representation in the informal economy. Ensuring income security for workers in the informal economy must be an objective of this instrument. Establishing and increasing minimum wages has been shown in numerous countries to lift workers in the informal economy from conditions of poverty and has strongly supported the transition to formality. Labour social rights defined by law or collective agreement are critical to this. So, too, is consideration of what constitutes a minimum living wage. As "living" remains in square brackets in the text, this is an important area to elaborate over the next year to ensure that the workers in the informal economy live with dignity, not at the bottom of the social and economic pile. The instrument must also provide practical guidance in addressing discrimina-

tion in employment. An environment that enables the realization of rights for all workers requires attention to policies and programmes, including capacity building for all relevant actors, and training and skills development, including in organizing, negotiating and representation.

The voice of those in the informal economy has to be heard through the processes of social dialogue, their concerns being taken into account in national consultation mechanisms and their involvement as relevant actors in the design, implementation, monitoring and evaluation of policies and programmes seeking to achieve formalization.

We are beginning to acknowledge diverse actors in the informal economy. For wage workers, collective bargaining with their employers or contractors is fundamental. For non-wage workers, negotiating collectively with the pertinent local or national governmental authorities, with other decision-makers and contractors is the foundation of recognition and dialogue for change. The rights to organize, collectively bargain and freely associate are essential elements of the transition to formality. We will need to elaborate on this within the future instrument.

Procedures, and a mechanism for settling disputes regarding the existence and terms of employment relationships, likewise should be incorporated into the instrument.

The third critical area is employment relationships and the nature of contracts and subcontracting. Informal work in formal establishments, irrespective of subcontracting or outsourcing methods, means that the employment relationship is often not recognized and workers are thus deprived of formal benefits.

Subcontracting reaches from global consumer brands to home-based workers. As was said in the Committee, a genuine transition to formality cannot be not blind to the realities of global supply chains, linking shops in York through their layers of suppliers to women toiling in their homes in the suburbs of Dhaka. There are so many examples we can give. A large part of our discussion next year will focus on items that currently remain in square brackets, including subcontracting and supply chains. The rapid growth in supply chains can be a threat to formal work, where subcontracts are so numerous and complex that multinationals fail to keep clear records and have no monitoring procedures to verify that informal work is not incorporated into the related production process. About 60 per cent of global trade, which today amounts to more than US\$2,000 billion, consists of trade in intermediate goods and services that are incorporated at various stages of the production process for final consumption.

It is in the interest of sustainable businesses and decent work that all small and medium-sized enterprises are able to formalize their businesses and all workers are afforded fundamental rights. In our Committee's discussions, GRULAC, African and EU Governments said they believe this is an important and relevant aspect of the discussion. As the text remains in brackets, we will need to take up this issue next year. The UN Guiding Principles on Business and Human Rights and discussion of due diligence across operations and value chains will be relevant here.

In conclusion, we must remember that we are addressing the world of those in the informal economy who are living, working and dying in desperate

conditions, not able to access the basics: income, food, often not even the security of a place to call home. Workers in the informal economy are all too often unable to access decent health care, schooling, education or justice. Informality wears a female face, and this woman's life is one of insecurity, harassment and living on the edge.

Here, the world of work collides with the issue of fundamental dignity. The future instrument must be designed in such a way as to empower workers in the informal economy as people, workers, citizens, holders of rights and human beings. This instrument can be a showcase for the ILO and can help deliver socio-economic inclusion and social justice. It is the responsibility of the ILO and the member States to take up these issues and provide protection for the most fundamental rights for this and future generations. We know this is a historic opportunity to establish the foundation for an instrument which is strong, relevant, robust and practical.

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Mr SEAFIELD (*Chairperson of the Committee on Transitioning from the Informal Economy*)

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I have the honour, as Chairperson of the Committee on Transitioning from the Informal Economy, to present to you some observations on the proceedings of this Committee. Let me highlight a few points to complement the excellent account of our work in the Committee that you just heard from the Reporter, Ms Villafañe, and the two Vice-Chairpersons, Mr Frimpong and Mr Dimitrov.

The Committee worked hard during 18 sittings, including five night sittings, and managed to agree on a set of proposed Conclusions. The nine days of work of the Committee were extremely productive, constructive, sometimes challenging, but always cordial and collaborative. In short, the Committee's deliberations constituted tangible proof of the strength of social dialogue at its best.

Both Vice-Chairpersons, in their concluding remarks on Friday, highlighted the shared desire to reach consensus and the spirit of compromise which had prevailed within the Committee. I therefore want to acknowledge especially the support and collaboration of the Vice-Chairpersons, Mr Frimpong and Mr Dimitrov, in fulfilling the objectives of the Committee and all Government delegates for the constructive engagement, mutual respect and commitment. I thank all the Committee members for their commitment to a common cause and the will to find solutions.

It was clear from the outset that, while the Office did a great job on the two reports and preparation for the Conference, there still remained some areas that needed to be confronted in the debate on transitioning from the informal to the formal economy, such as productivity enhancement strategies, as an example.

I would like to thank the Office, in particular the team of the secretariat, the representative of the Secretary-General, Mr Salazar-Xirinachs, and the deputy representative of the Secretary-General, Mr Marcadent, for their excellent preparation and the excellent technical explanations that were provided, given the very vast and complex nature of the topics. I would also like to especially thank all the members of the secretariat, in particular Ms Pal and Ms Fortuny, for the smooth and cheerful support they provided during the work of the Committee to ensure that the work of the Committee could advance as smoothly and as efficiently as possible.

The Committee had before it a very challenging topic and one that affects a significant proportion of working people throughout the world, particularly in developing countries, who work under conditions of informality and are deprived of basic rights, opportunities of decent work and access to social protection. It constitutes probably the single most critical challenge for developing economies. This is recognized in the Preamble of the proposed Conclusions. Inclusive growth is not possible without ensuring that opportunities and rights are extended to workers in the informal economy.

The Declaration of Philadelphia sets out that all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity. The Preamble of the proposed Conclusions also notes that informality has a negative impact on the development and sustainability of enterprises.

As the President mentioned in his opening address, if we want decent work, we need sustainable enterprises in the formal sector that are productive and competitive at the same time.

The proposed Conclusions also highlight the need for member States to take urgent and appropriate measures to enable the transition of workers in economic units from the informal economy to the formal economy, recognizing both the large diversity of the informal economy and different national circumstances. Thus, the need for the new instrument to provide a comprehensive approach addressing the challenges which we, as member States, are facing is quite clear.

The proposed Conclusions provide a sound basis for the development of a new instrument, a Recommendation, which would help to improve policy coherence at all levels of government and guide member States in their efforts to address the informal economy in a comprehensive manner. They address issues related to legal and policy frameworks, employment policies, rights at work, incentives, compliance and enforcement, the role of employers in work organizations, data collection and monitoring, implementation and follow-up. Most importantly, they are vivid proof that it is possible to forge tripartite consensus to address the challenges of transitioning from informality to formality, and the profound and multiple implications for the world of work.

In all modesty, I think we have done an excellent job in fulfilling the task that our Conference entrusted the Committee to do. At some point I thought we were set up for failure.

The proposed Conclusions will provide valuable guidance to the Office for the drafting of the text of the proposed Recommendation, which the Office will be sending to us in the next months for consultation. I have already informed all the delegates of the Committee that they should seize this opportunity to provide valuable inputs with a view to strengthening the text of the proposed instrument, which the Committee is proposing to discuss next year at the Conference.

I would also like to invite all the parties involved to follow the recommendation made by the Committee for the ILO to create an opportunity to continue consultations during the following year in order to prepare in the best possible way for the second discussion at the 2015 session of the Confer-

ence. I am therefore very honoured to present for adoption and approval the outcome of the Committee's deliberations.

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The PRESIDENT

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I now open the discussion on the report of the Committee on Transitioning from the Informal Economy.

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Ms LASKARIDOU (*Government, Greece*)

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I speak on behalf of the European Union and its Member States. The following countries align themselves with this statement: the former Yugoslav Republic of Macedonia, Montenegro, Iceland, Serbia, Albania, Bosnia and Herzegovina, and Republic of Moldova. It is a great honour and pleasure for me to take the floor. We thank the Reporter for her report and would like to express our appreciation for the work of the Committee on Transitioning from the Informal Economy and the discussions we have had over the last two weeks.

The future Recommendation should aim at reaching the common goal of providing millions of people currently in the informal economy with rights, voices, dignity and safe working conditions as part of the transition. Bringing them under the protection of the law and out of informality would be a major step forward. We appreciate that issues concerning the workforce, the labour market, the national social protection floors and social security systems, working conditions, social dialogue, inclusive development, the sustainability of enterprises and fair competition in national and international markets, as well as strong references to decent work, will be at the heart of the strategy to address the informal economy.

Fundamental challenges are still ahead of us and it is clear to us that it will take the continued constructive engagement of all parties to ensure that we reach our common goal. A number of very important issues were not resolved this year and we hope that the Committee will manage to overcome these difficulties in 2015. We will continue along this line until the adoption of the Recommendation and argue that undeclared work should be addressed by specific measures. We hope to find common understanding on these important issues. Be assured that we will bring a positive contribution in trying to find a consensus on these issues.

We would like to thank the Chairperson, the Vice-Chairpersons, and the Reporter of the Committee, as well as the members of the Committee Drafting Committee for their work. We would also like to acknowledge and express our gratitude for the important support provided by the Office. We support the adoption of the proposed Conclusions and of the resolution to place on the agenda of the next ordinary session of the Conference an item entitled "Facilitating transitions from the informal to the formal economy", with a view to the adoption of a Recommendation.

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Mr MDWABA (*Employer, South Africa*)

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This has been one of the toughest discussions we have had since I started coming to the International Labour Conference seven years ago.

The part that perhaps encapsulates and reflects the myriad of challenges is found in paragraph 4 of the proposed Conclusions of the Committee on Transitioning from the Informal Economy, which states as follows: "The Preamble of the proposed instrument should recognize the need for member States to take

urgent and appropriate measures to enable transitions of workers and economic units from the informal economy to the formal economy, recognizing both the large diversity of the informal economy and different national circumstances.”

What made this discussion tough was the reality of our existence, our very own diversity within the house, the fact that some participants have experienced informality – indeed, some are products of informality – and some have experienced the same purely as a problem or challenge that must be fixed; some theorize about what it is, some are from developing nations and some are from developed nations. Consequently, the difference and diversity resulted in a rich and sometimes robust engagement in the social dialogue, desperately seeking consensus.

What compounded problems, though, was the report we had to work from, which had serious limitations and could have been a lot better. This was exacerbated by an initial determined effort to remove any mention of entrepreneurship and enterprise, which thankfully was overtaken by pragmatism and by the need to reach consensus.

There is no doubt that we need to be better prepared for the next round of discussions by ensuring that we have comments that will ensure a richness of our discussions and focused engagement that will yield recommendations we are all proud of which are pragmatic and executable.

Lastly, I would like to take this opportunity to thank the Chairperson of our Committee, Mr Seafield, not because he is a fellow South African but for doing sterling work in managing a very delicate and complex discussion.

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Mr ASAMOAH (*Worker, Ghana*)

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As a Workers’ delegate from Ghana, and as one of the participants in the Committee on Transitioning from the Informal Economy, I very much agree with the inputs by the Worker Vice-Chairperson, and also support the report submitted by the Committee generally. It has indeed been a painstaking job and we commend all members of the Committee for the great work done.

As you may be aware, Ghana, as a developing country, has operated a dual economy – formal and informal – for generations. In the last four decades since the term “informal sector” was first used, the informal economy has expanded, contrary to earlier predictions that informality would disappear as the country moved towards development.

The phenomenon has persisted and even expanded, even beyond its historic confines. In the process, Ghana and other developing countries have transitioned from “informal sector” to “informal economy”, having recognized that informality is no longer confined to a distinct sector. Informality now appears, and I must repeat that, in various guises within the so-called formal economy, where casual and temporary employment are prevailing over jobs that are continuously and continually available.

For us in the union movement in Ghana, and indeed Africa, we take the view that the growing informality is a feature of underdevelopment, among others, with economic, political and social dimensions. In economic terms, the failure of economic growth to translate into development and create decent employment in the formal economy is at the heart of the expanding informal economy. And this has been the result of inappropriate macroeconomic

policies implemented in Ghana, and across the whole of Africa, in the last three decades: economic policies that regard growth as an end in itself and which do not lead to development.

At a social level, mass illiteracy combined with low skills, even among the educated, partly explains the expanding informal economy. Politically, informality reflects the failure of the States in the informal economy in several countries in Africa, and among them other developing countries, including Ghana.

If informality is seen as economic agents undertaking economic activities without complying with the norms set by the State, then the question arises: why is such non-compliance okay on such a large scale and almost endlessly? In many countries, the social contract is broken. Enterprises and individuals are either excluded from critical state benefits or there are in the state system informal rules which are perceived as effectively rigged against their interests.

It is important to recognize that the informal economy, with all its shortcomings, has played critical roles in the lives of many people in Ghana and Africa. As the formal economy falters, informal jobs have provided a livelihood for many, particularly teenagers and young people. The transitioning efforts only seek to enhance the potential of the informal economy, and not to limit it.

Working together as social partners – employers, government and labour – in certain appropriate relations, an enforcement mechanism is key going forward. We very much commit ourselves to the ongoing discussions in transitioning from the informal economy to the formal economy. Expanding social protection to informal economy workers will improve their living conditions; organizing informal economy operators either as workers or economic units and giving them a voice and representation will help extend critical state benefits to them.

The Trades Union Congress Ghana and affiliate unions have made significant strides in organizing some workers in the informal economy. They have established a council for informal economy workers, and unions’ local associations affiliated to the Trades Union Congress Ghana, together with our social partners in the Government and employers, and in a collective effort, helped reform the national pension schemes in ways that allow informal self-employed workers to contribute to social security. We are currently working on a model that will ensure that social security contributions of informal operators are subsidized in a way by the State.

We played an important role in the establishment of the national health insurance scheme that covers informal economy operators, and indeed persons living in Ghana. We have our eyes firmly as workers on the broader economic, social and political issues that sustain underdevelopment and nourish informality. Development of the States and institutions that frequently leads to core policy formulation and implementation and breaks up the social contract between citizens and the State must be tackled as part of the transitioning efforts.

We are very much convinced that if we continue to work in partnership, as we have done in the last weeks, we should be able to develop an appropriate instrument to facilitate transitioning from the informal to the formal economy next year. And we have all the belief that we are capable of doing so.

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Original Spanish: Ms GIULIETTI (Employer, Argentina)

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As has been repeatedly mentioned, the phenomenon of the informal economy has many facets and therefore requires an integrated and strategic focus of macroeconomic, social, tax, and labour policies and measures, among others, to facilitate the transition to formality.

The report that we are adopting, which is the result of very difficult work that was undertaken by the social partners and the governments, with the invaluable help of the Office, is moving us in that direction. It has helped us to establish the basis to enable us next year to go further in developing proposals to promote a clear and precise framework for policies and incentives to reduce the existing obstacles and barriers to formalization. Proposals that will preserve and develop the potential of enterprises, increase productivity, enhance creativity, dynamism, skills and innovation because, without all of this, we will not be able to make the transition.

It is essential for the future instrument to give priority to developing a favourable environment for the creation and development of sustainable enterprises, because otherwise it will not be possible to have a formal economy that can be sustained over time, nor will we be able to create decent work. As a result, we should focus on seeking solutions that fit the measure of the topic before us and not try to include issues that are extraneous to this debate, which require a broader debate geared towards focusing on specific cases.

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Original Spanish: Mr Ferrari (Worker, Uruguay)

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I would like to start my statement by saying that we will attempt to reflect the views expressed by a number of Latin American trade union representatives during the Committee's work, which we have also defended on behalf of the Inter-Trade Union Assembly – Workers' National Convention (PIT-CNT).

We support the report prepared by the Committee, which was the fruit of hard work. We came to the Committee with high expectations that this process, which began a long time before coming to the Conference, would conclude next year with a Recommendation to further enhance other ILO instruments, both Conventions and Recommendations, and serve as the basis for a response to a process that will lead to the elimination of informal labour throughout the world.

According to the ILO 2013 *Labour Overview, Latin America and the Caribbean* (Lima), the informal sector involves a large segment of the labour force. It includes a diverse range of workers and disproportionately affects certain groups in the labour market. For example, the percentage of informal employment is greater among the less well educated, affecting over 63 per cent of workers who did not complete primary education and including a high proportion of the poorest workers. Additionally, non-agricultural informal employment is more common in certain sectors such as construction, trade, services and transport. It affects more than half of young people between 15 and 24 years and over 50 per cent of women. Most informal work is carried out by self-employed workers, followed by wage and salaried workers in private enterprises. Among the latter, the largest share is concentrated in establishments with a maximum of ten workers. Domestic workers account for around 10 per cent of

informal employment and auxiliary family workers represent 6 per cent, where the informality rate is 100 per cent in this sector.

Although the percentage of informal employment is lower in the public sector, it affects almost 4.5 per cent of workers. Hence, when talking about informal employment we should not only refer to the private sector, but also to the public sector. Both sectors have precarious forms of work that fail to respect the concept of decent work. This distinction is important because it reflects the diversity of informal employment and demonstrates that the policies applicable to some groups are not necessarily appropriate in other cases. Thus, for example, policies for the formalization of wage and salaried workers in informal enterprises are clearly different from those that can be applied to self-employed workers, wage and salaried workers in the informal sector, or domestic workers.

This means, as the ILO suggested, that there is a need to implement a comprehensive approach when designing policies to facilitate the transition to formality. Some of our countries have developed policies to reduce informality with a comprehensive, integrated approach that has contributed substantially, but it is still insufficient. The policy areas include: quality employment generation and growth strategies; regulatory amendments; social dialogue; measures to support entrepreneurship; professional competencies and finance; the extension of social protection rights; and a comprehensive health system for workers and their families.

There are also targeted policies for self-employed workers such as in our country, Uruguay, which has created a single contribution scheme (*monotributo*). This involves a single tax contribution to provide all the social security rights of workers in public spaces or small establishments of no more than 15 m<sup>2</sup> and enables the formalization and inclusion of street hawkers, craftsmen, small-scale service providers, small-scale fishermen and so forth. In Brazil, the *Bolsa família* scheme offers not only assistance measures, but policies with associated measures to reduce poverty, improve education levels and provide vocational training. Mexico has a similar scheme known as *Programa Oportunidades*.

In conclusion, we believe that the work started in our Committee is the beginning of a discussion that will be taken up again at the 104th Session of the Conference, in 2015. The Office should implement plans to facilitate the conclusion of proposals and progress on pending issues for discussion.

For us, the Latin American Workers, the aim is to come to the Conference in 2015 with a commitment to contribute to ensuring that the Recommendation that emerges will provide advice to member States and the social partners, so as to transform the informal economy into the formal economy, overcoming economic, social and legal problems affecting the informal economy. In summary, ensuring workers in the informal economy have the same rights as other workers.

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Mr MEYERSTEIN (Employer, United States)

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As this is my first opportunity to participate at this Conference, I felt privileged to contribute to the work of the Committee on Transitioning from the Informal Economy, an issue that affects us all and is one of the most significant of our time.

An enterprise or entrepreneur operating in the informal economy is vulnerable; it may lack clear title

to its property, the key capital input into its productivity. Without security of property or the formal protection of laws and institutions, the entrepreneur or small enterprise may be unable to secure affordable financing for expansion and thus the ability to hire more workers and provide them with a livelihood.

By not being registered with formal relationships to its employees and to the State, such enterprises are also not contributing to public funds that are vital to providing the enabling environment for sustainable growth of the larger economy and provision and enforcement of labour and other laws that protect workers.

Without having proper identity and status in the legal system, the informal workers are also left vulnerable to poor working conditions and the lack of a social safety net. Without a formalized status, he or she cannot open bank accounts to save for an education, establish credit or buy a home. The informal worker also cannot pay into social insurance programmes from which all in society benefit.

In far too many economies where informality is the norm, not an aberration, public institutions such as courts and other social services also suffer. This in turn means that society, both workers and employers, suffer.

As barriers to formality are removed the regulatory environment will be better optimized to welcome those currently in the informal economy. Informal workers and enterprises may need clear incentives to enter the formal economy, but once they do, its benefits can be extended to them and others more effectively. The more formality becomes the norm, the more responsive governance institutions can be to social needs. At that stage informal work will no longer be the default for most people, and informal business models will no longer offer competitive advantage over formal ones.

While these basic realities, logics of sustainable growth and shared concerns should be self-evident, it took some time for our Committee to agree to them. Nevertheless, we ultimately found common ground and laid the foundation for our work next year.

In 2015, we should strive to sharpen our final product as much as possible so that it is a useful toolkit for governments all over the world. We will need to more precisely synthesize the work we started this year and articulate even more concretely the mechanisms and logical steps, and their proper sequence, that governments should take to plan for, and accomplish, successful transitions. I hope that we will work effectively and in a cooperative spirit towards that shared goal and that we will achieve it.

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Ms STEELE (*Worker, South Africa*)

I would like to talk about the diversity of actors in the informal economy. As one of the participants in the Committee on Transitioning from the Informal Economy, I concur with the input by the Worker Vice-Chairperson and support the report that has been submitted by the Committee members.

In the dialogue of the social partners, which involved the Government, the Employer and the Worker groups, we agreed on the need to reflect the diversity of actors in the informal economy. We said that the instrument developed should cover all economic units, including units that employ hired workers, units that are owned by individuals, working on what we call their "own account", either

alone or with the help of unpaid or paid family members. Cooperatives and social and solidarity economy units should also be included. Thousands of workers, the majority of whom are women operating under severe conditions, fall into the above categories. I will give two examples from Africa.

There are the traders or the vendors – we call them street traders. These are our own brothers and sisters, former union members who, after being retrenched by companies, have no jobs and cannot find employment anywhere and, having no alternative, resort for survival to selling vegetables, beads or other consumables on the sidewalks, at taxi ranks and in the city centres in order to make a living and send their children to school. These are the informal workers who are harassed on a daily basis by officials that chase them away in the name of keeping the city centres clean. They are seen as hazards by those in authority and their goods are taken away by corrupt officials. They pay bribes with the little money that they have made, and sometimes do not even get back their baskets or boxes of goods and have to start from scratch to try to get more money in order to buy new stock to continue selling and to make a living.

Another example is the subsistence farming that happens in the rural areas, in villages and also in the backyards of the informal settlements that we see spiralling in urban areas as well. Again, these are our own families, the poorest of the poor, who survive by planting vegetables, doing beadwork and weaving mats in order to feed their families. Having no other income, when the mines close down, the miners return to their homes, to their families in these villages, and are then dependent on the same meagre income that is made in the village. They survive on what is provided to them by the women who go out to plough the land in order to provide for their families. Others leave their villages or cross borders to come to the cities to find jobs, trying to escape from poverty or hunger. They find themselves in worse situations, living in settlements in squalid conditions, with no water and no services. These settlements are also found around the mining areas.

Street vendors and subsistence farmers are workers too. There is a slogan in South Africa: "They are workers too". These own-account workers, together with the long list of those we identified in the Committee on Transitioning from the Informal Economy, need to be organized like workers in the formal economy. Otherwise, they will remain trapped in poverty because they lack protection and have no rights, and do not benefit from representation. They are as insecure and as vulnerable as waged workers are and they move from one situation to another.

Trade unions need to organize informal economy workers and to understand their issues in order to properly represent them. There is a need to empower the thousands of people who are falling into informal employment and to include them in social dialogue processes through tripartite structures and according to national practices.

The economic units in the informal economy must be assured that their different needs are being addressed and protected by all member States. The integrated policy frameworks must include the core needs or demands of informal workers with regard to: fundamental worker rights and the right to organize and to bargain collectively; the need for a

collective and representative voice; the legal identities and standing of such workers, in other words their recognition as workers or as economic agents; economic rights, in other words labour, commercial and land use rights; and social rights, including the extension of social protection to informal economy workers, maternity and childcare being a priority that must be addressed.

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Ms RASOVIĆ (*Employer, Montenegro*)

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Informality has many causes, but the main ones are: inadequate and poorly implemented economic and social policies; the lack of an appropriate legal and institutional framework; poor enforcement; inflexible labour market and employment contracts; reduced confidence in institutions and complicated and time-consuming administrative procedures; economic instability; and decreased liquidity and productivity.

These are the main reasons why a significant share of economic activity takes place in the informal sector, either by evading legal obligations, or by total movement into the informal economy, whereby the economic activity or entity is utterly unregistered.

Insufficient levels of knowledge, skills and competencies, together with inappropriate tax and social contribution systems and unpredictable business and regulatory environments in fast changing economies around the world, actually discourage formal economic endeavours. This is reflected in reduced revenue collection, which results in more of the tax burden being borne by economic entities that comply with legal regulation, through increases in existing taxes or the introduction of new, innovative forms of taxation.

Of course, this further diminishes opportunities for enterprise growth and the creation of new jobs, and leads directly to the termination of different layers of declared activities.

Over the past two weeks, we have carried out very difficult and significant work within the Committee on Transitioning from the Informal Economy. This work was made harder by the fact that the questionnaire previously sent to Members and the proposed Conclusions missed many important issues crucial to the transitioning process.

We devoted an excessive amount of time to inserting into the text points that, in our opinion, should have been obvious to all parties, such as: defining so-called “economic units”; recognizing the main causes of informality; and designing the most efficient solutions to these challenges. It seemed to be a simple task, since all we needed to do was to accept the reality of the situation. Sustainability of enterprises and their growth is the key solution in terms of tackling informality.

All constituents have to acknowledge that enterprises and entrepreneurs operating in environments conducive to business are the ones that provide sustainable and decent jobs and not only influence the transition to formality, but also increase formal job creation.

If all of us here sincerely value what we should value, decent jobs in sustainable enterprises, I hope that all parties will make additional efforts to prepare better for the creation of an instrument that will truly reflect the real-life circumstances, while providing directions for effective measures to be taken.

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Ms TESIORNA (*Worker, Philippines*)

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As one of the participants in the Committee on Transitioning from the Informal Economy, I concur with the input from the Chairperson of the Workers’ group and I also support the report submitted by the Committee members. The workers in the informal economy have remained silent for too long, often maligned, misunderstood and perceived as not being a part of the development process. Abuses, poor working conditions, exploitation, injustice and poverty are part of their everyday existence. In most governments there is continued blindness to their plight and toughness in calls for reforms.

However, there is hope, as we found, that in solidarity the trade unions can make a difference by pushing for structural and social economic reforms to reduce the decent work deficits, at least of the workers in the informal economy, and empower its economic units to be able to ensure full and productive employment. The trade unions have the real collective strength to pursue genuine reforms. To give the workers in the informal economy what they need, let us help them with transitioning to formality.

Our sincerest gratitude goes to the International Labour Organization, being the tripartite avenue for: pushing the needed reforms towards recognition; rights at work; access to justice; security at work and of workplaces; access to productive resources such as training, the technology market, credit and capital; access to social insurance; and linkage to the social and solidarity economy. The key issues mentioned above can be provided with an efficient governance framework in the form of tripartism.

The Philippine experience has proven that the trade unions have led coalitions and networks with civil society organizations in pushing for national and local reforms for the workers in the informal economy and the economic units. The Philippine experience has also shown that with the involvement of trade unions and reforming structures of government more results can be achieved. One of them is the creation, by legislation, of the National Anti-Poverty Commission (NAPC), mandated as the highest policy and programme recommendatory body, with monitoring of all anti-poverty programmes. This body includes the representation of vulnerable workers, including formal labourers, informal economy workers, landless farmers, artisanal fisher folk, indigenous people, youth, students and women.

Specifically for the informal economy workers, we brought about the creation of the subcommittee for the informal economy under the National Economic Development Authority with the social partners represented, which is being progressively extended to the regional and city municipal level with the role of planning and resource-oriented local legislation and programmes. The Department of Labor, through its Secretary, chairs this subcommittee and is currently implementing the “National Convergence Program for Establishing a Social Protection Floor for Workers in the Informal Sector”.

Our own Department of Labor restructured by having a bureau in charge of the informal economy, with the informal economy leaders mainstreamed in the planning process and committees or technical working groups and its regional offices, with employees designated for the informal economy workers. It provides office space with technical and ad-

ministrative support for NAPC workers and the Informal Sector Council. The Philippines, in multi-sectoral consultation processes with informal economy leaders participating, has developed an integrated social protection framework and strategies towards results-based, progressive, universal social protection coverage. It has core programme responses on social insurance, labour market interventions, safety nets and social affairs, with government agencies ensuring the cost-efficient management of the mandated resources.

Incentives, in the form of subsidies, preferential credit, grants including for training on corn production, technology and facilitation to product markets, are provided to the local governments as implementers, as well as the workers in the informal economy and economic units. We call for the social partners to be in solidarity and make our collective strength in pushing for such structural and socio-economic reforms in member countries, giving attention to statistics, data collection and their use. We call our social partners to be in solidarity in bringing the workers, the informal economy and its economic units out of the shadows to fight for their rights and claim what is theirs with their huge economic contribution to member countries' gross domestic product. Trade unions, fight!

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The PRESIDENT

As there are no further speakers, we will now proceed to the approval of the report of the Committee on Transitioning from the Informal Economy, which is contained in paragraphs 1–1598 of *Provisional Record* No. 11.

Does the Conference approve the report of the Committee with the corrections received? I see no objections.

*(The report – paragraphs 1–1598 – is approved.)*

**CONCLUSIONS PROPOSED BY THE  
COMMITTEE ON TRANSITIONING FROM THE  
INFORMAL ECONOMY: ADOPTION**

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The PRESIDENT

Let us now move to the adoption of the proposed Conclusions, which we shall take section by section.

*(The proposed Conclusions – points 1–34 and the annex – are adopted, section by section.)*

If there are no objections, may I take it that the Conference adopts the proposed Conclusions as a whole?

*(The proposed Conclusions, as a whole, are adopted.)*

**RESOLUTION TO PLACE ON THE AGENDA  
OF THE NEXT ORDINARY SESSION OF THE  
CONFERENCE AN ITEM ENTITLED  
“FACILITATING TRANSITIONS FROM THE INFORMAL  
TO THE FORMAL ECONOMY”: ADOPTION**

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The PRESIDENT

We now move on to the adoption of the resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Facilitating transitions from the informal to the formal economy”, also contained in *Provisional Record* No. 11.

If there are no objections, may I take it that the Conference adopts this resolution?

*(The resolution is adopted.)*

That concludes our examination of the work of the Committee on Transitioning from the Informal Economy.

On behalf of my fellow Officers, I should like to congratulate everyone involved in the work of this Committee. I believe that the discussions held during this session can set the groundwork for our second discussion on the topic of facilitating transitions from the informal to the formal economy scheduled for the 104th Session of the Conference next year.

I would also like to offer my gratitude to the ILO secretariat members who worked hard during the Committee sittings, and to the Chairperson, Vice-Chairpersons and Reporter of the Committee.

**REPORT OF THE COMMITTEE FOR THE  
RECURRENT DISCUSSION ON EMPLOYMENT:  
SUBMISSION, DISCUSSION AND APPROVAL**

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The PRESIDENT

The next item on our agenda is the report of the Committee for the Recurrent Discussion on Employment, contained in *Provisional Record* No. 12, which also contains a resolution concerning the second recurrent discussion on employment and conclusions concerning the second recurrent discussion on employment.

In accordance with the new procedure, following approval of the draft report by the Officers, it was Web-posted to allow Committee members to submit corrections to their own statements. A number of corrections were received within the deadline. These will be inserted into the final version of the text.

Government representatives from the following countries submitted corrections to their own statements: Algeria, Canada, Chad, Greece (on behalf of the European Union and its Member States), New Zealand, Senegal, Turkey, and United States. The Employers' group and the Workers' group also submitted corrections.

I now invite the Officers of the Committee to come up to the podium: Mr Visser, Chairperson; Mr Echavarría Saldarriaga, Employer Vice-Chairperson; Ms Coronacion, replacing Ms Kelly, Worker Vice-Chairperson; and Mr Ndebele, Reporter.

I now give the floor to Mr Ndebele to present the report.

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Mr NDEBELE (*Reporter of the Committee for the Recurrent Discussion on Employment*)

I feel profoundly honoured to have been appointed Reporter of the Committee for the Recurrent Discussion on Employment, which addressed the overarching challenge and priority of our times, in both developing and developed countries, namely that of freely chosen, full and productive employment and decent work.

We started our work on 28 May and concluded it on 6 June. Throughout the nine sittings attendance and active engagement in our Committee did not falter. Our Committee started its deliberations by building a shared understanding and vision of the present context of the global job crisis and of the multiple employment challenges that the world is currently experiencing in the midst of an uneven recovery. We reviewed trends in unemployment, and were particularly concerned by the increase in

long-term unemployment and job insecurity, and the persistence and significant extent of underemployment, informality and working poverty. We focused in particular on the increased difficulties that young women and men experience in all the regions in the transition from school to the world of work.

Our Committee held substantive deliberations on a number of long-term structural changes that are shaping the world of work, such as globalization and the new geography of growth, technological change, demographic transitions, the challenge of environmentally sustainable development, rising inequality, the disconnect between economic growth and decent and productive employment creation, and the growing skills mismatch. The Committee examined the implication of these structural drivers of change for labour markets and for employment policies.

Given that this was the second time that the ILO strategic objective of employment had been examined through the cycle of recurrent discussions, introduced by the 2008 ILO Declaration on Social Justice for a Fair Globalization, our Committee reviewed the progress made and results achieved by the Organization and the Office in the implementation of the conclusions reached at the 99th Session of the International Labour Conference, in 2010.

This provided an opportunity to share candidly the rich and varied experience with employment policies and programmes developed by participating governments from across the globe, and also to review and assess the support provided by the Office in the follow-up to the conclusions of the 99th Session.

I am very gratified to be able to report to you that neither the broad range of challenges that we reviewed nor the diversity of countries' circumstances, priorities and experiences that we discussed prevented us from reaching a common vision based on a broad tripartite consensus on the way forward and on a comprehensive policy framework and the components that are needed in the present challenging context.

It is therefore with great pride that I present to you this afternoon, for approval, the report of the Committee for the Recurrent Discussion on Employment. This report, which includes a draft resolution and conclusions, provides strategic guidance for the Organization for the period ahead – compelling strategic guidance based on a strong tripartite consensus.

Allow me to share with you some of the highlights of our conclusions. First, we agree to look forward with resolve to meet the challenge of sustainable recovery and development. Through proactive, employment-centred, inclusive growth strategies and balanced, coherent policy frameworks, well-articulated at both global and national levels, we acknowledge that full, productive, freely chosen and decent employment is a necessary and achievable goal. We concur that investing for quality employment is crucial to the revival of growth and promotion of more inclusive societies in developed and developing economies alike.

In developing this common vision we debated and agreed on nine guiding principles that should guide action in pursuing this goal. First and foremost among these are the principles contained in the body of relevant ILO standards, the fundamental principles and rights at work and the Employment

Policy Convention, 1964 (No. 122). They also include the need to promote both the quality and quantity of employment through: a combination of coherent macroeconomic, labour-market and social policies; the complementarity and coherence between public policies and services and the private sector in the promotion of decent employment; the need for an appropriate balance of demand- and supply-side policies and measures, particularly in the present context of sluggish demand; and the objectives of realizing gender equality and enabling diversity.

In addition, we underscored the need for each member State to promote a comprehensive employment policy framework based on tripartite consultations that may include the following elements: pro-employment macroeconomic policies that support aggregate demand, productive investment and structural transformation, promote sustainable enterprises, support business confidence and address growing inequalities; trade, industrial, tax, infrastructure and sectoral policies that promote employment, enhance productivity and facilitate structural transformation processes; enterprise policies, in particular an enabling environment for sustainable enterprises as set out in the 2007 International Labour Conference conclusions, including support for micro-, small and medium-sized enterprises and the promotion of entrepreneurship; education policies that underpin lifelong learning and skills-development policies that respond to the evolving needs of the labour market and to new technologies, and broaden options for employment, including systems for skills recognition.

We identified a range of specific labour market policies and institutions that, in the interest of time, I will not enumerate.

We emphasized the need for policies to focus on long-term unemployment and to maintain those that encourage the transition to formality. We concurred on the need to build and strengthen effective inter-institutional coordination mechanisms and systems for the monitoring and evaluation of employment policies and programmes, to develop comprehensive action strategies to facilitate access by young people to training and ongoing productive employment and, in that context, we recalled the 2012 call for action that provides the guiding framework for multi-pronged action.

Most important, throughout this comprehensive policy framework we emphasized the key role that social dialogue, including collective bargaining, and tripartism can play in facilitating consensus on employment policies and response to structural changes that have an impact on the labour market and in promoting policy coherence.

We acknowledge that a high degree of coherence, collaboration and policy coordination is needed at the global and regional levels to sustain economic and labour market recovery and to promote employment-centred sustainable development and social inclusion. In this respect, we particularly underline the need for members to promote the inclusion of an explicit goal on full and productive employment and decent work in the post-2015 global development agenda which is currently under development.

An important objective of the recurrent discussion is guidance for action by the Office. The conclusions before you ask the ILO to assist member States, upon request, in the promotion and imple-

mentation of their comprehensive employment policy frameworks as outlined above. Building on results achieved since 2010, our conclusions provide clear and specific guidance on how the ILO should continue, expand and strengthen its work in the policy areas identified.

The conclusions also request the Office to develop new proposals on modalities for the voluntary peer review of employment policy, with the objective of promoting knowledge sharing. In addition, the conclusions identify a series of new and emerging issues on which the Office should in future focus its knowledge development, capacity building and advocacy.

In line with the reform implemented by the Director-General, our conclusions call on the Office to strengthen its internal coordination mechanisms to ensure more integrated and interdisciplinary support at the country and global levels.

In conclusion, looking beyond the rich content of our conclusions, I would like to underscore, once more, the remarkable spirit of consensus building with full respect for the array of opinions expressed and the strength of social dialogue that characterized our deliberations in the plenary and in the Drafting Group of our Committee.

I would like to thank our Chairperson, Mr Visser, from the Government of the Netherlands, for having so skilfully steered the work of the Committee and its Drafting Group. He kept us on course and focused, so much so that the Committee completed its work slightly ahead of its schedule. I also thank most warmly the two Vice-Chairpersons, Mr Echavarría Saldarriaga for the Employers, and Ms Kelly for the Workers, who, with ambition and passion, helped us reach this shared outcome and vision.

My sincere gratitude goes also to the members of the Drafting Group, the Government members, the spokespersons – Mr O'Reilly for the Employers and Ms Kelly for the Workers – and the other representatives, who worked so hard to build inclusive and balanced conclusions.

I would like also to acknowledge the support provided by the secretariat to our Committee and the guidance of the representative of the Secretary-General, Ms Polaski, and of the deputy representative, Ms Berar Awad, the team of senior advisors and experts and the most effective coordination of Ms Muller, Ms Maybud and Ms Than Tun. Through them all, we voice our thanks to the entire secretariat team. Their dedication, expert support and availability to assist the members of this Committee, day and night and over the two weekends, helped us to get where we are today smoothly and with a report and conclusions that we believe do justice to the objective and purpose of the recurrent discussions.

With these remarks I recommend this report, the resolution and conclusions for approval and adoption by the Conference, with the firm belief that they provide valuable guidance for the work of the Organization in pursuit of this important strategic objective.

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*Original Spanish: Mr ECHAVARRÍA SALDARRIAGA  
(Employer Vice-Chairperson of the Committee for  
the Recurrent Discussion on Employment)*

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For me, as the representative of the Employers, it is a great pleasure to be able to speak before the plenary with the optimism typical of entrepreneurs doing business while seeking to safeguard, not only

their own interests, but also the well-being of society as a whole. This optimism was reflected right from the start in the work of this Committee, as we addressed three questions in particular. First, what actually produces employment? Second, what should people expect from a job? And third, what has the ILO done so far to create employment and what should it do in the future? These issues served as guidelines in terms of our approach to our task within the framework of discussions on a compelling subject that presents enormous challenges, given that society as a whole has great expectations concerning employment generation. Over the next ten years, 600 million jobs must be created and there are currently around 400 million people registered as unemployed. It is not easy to analyse new employment policies but the issue is a fascinating one.

We are extremely satisfied with the outcome of the work and with the contents of the report, a document which highlights the role of the private sector, the part that sustainable enterprises have to play and the importance of the economic activities of entrepreneurs and those who, to a large extent, generate employment throughout the world. We based our work on a previously existing ILO document on the creation of a conducive environment for enterprises. The document in question was adopted in 2007 and is entitled *Conclusions concerning the promotion of sustainable enterprises*.

In addressing the concept of sustainable enterprises, we are looking at the other side of the decent work coin. Decent work cannot be created without sustainable enterprises; the two go hand in hand and must both be clearly defined in employment policies.

Confident entrepreneurs are key to sustainable enterprises. Investment does not come out of the blue but is, rather, the result of a series of policies that generate opportunities for private investors to continue and increase their economic activity. There is no such thing as a one-size-fits-all policy. Public macroeconomic, microeconomic and employment policies involve a wide range of variables that must be examined depending on the various situations of each country.

Consequently, policies must seek to establish a balance between labour supply and demand. The approach of focusing policies exclusively on demand, as tends to be the case when there are calls for jobs, gives rise to difficulties in terms of supply and those parties who create that supply.

Consequently, there is a need for a balanced relationship and this document presents this particular balance.

The issue of employment insecurity has been much discussed. We live in a changing world and this insecurity has drawbacks at the level of individuals, societies and individual workers or enterprises, as well as at the level of enterprises as a whole. Thus, a changing world requires new ideas, a new approach, creativity, innovation, research, science and technology as factors which can create well-being and wealth.

In assessing forms of work as we have generally done in the past, we run a serious risk of overlooking new types of jobs for the future. We need to have a wide variety of forms of work, none of which can be rejected. Such forms of work must, however, offer employment with decent working conditions.

I would like to thank, in particular, the Office for having provided us with its previously existing document, a text which allowed us to carry out a study that facilitated our work and which examines emerging employment phenomena, which must be assessed as carefully as traditional forms of work.

The Office is often called on to explain what the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization is actually for and how the ILO offers activities of benefit to its constituents.

I believe that the document we have drawn up contains a wide variety of alternatives and strategies that are potentially extremely useful in terms of the task ahead of us.

We must offer opportunities to States through a wide range of policies and those States have to assess the pros and cons of the various measures. However, the main challenge is to determine the impact of said measures. This is not an easy task and we therefore need to have a clearer idea as to whether these measures and policy interventions truly do generate better jobs. The major challenge that faces us is that of designing approaches that can be measured.

I would also like to highlight the fact that, within the context of employment policies, the document contains a wide range of elements, including macroeconomic, trade, industrial, tax, infrastructure and sectoral policies, which are of assistance in terms of employment and the productivity of employment.

The document also contains entrepreneurial policies designed to promote sustainable enterprises, while focusing on support for micro-, small and medium-sized enterprises, the categories of enterprises that generate the most jobs. Mention is also made of educational policies providing lifelong learning and skills development. There is a whole series of institutional policies which will be familiar to all here, and a series of policies for tackling long-term, structural unemployment, which, in many countries, seriously hampers efforts significantly to reduce unemployment rates.

Policies related to labour migration should also be mentioned here, along with the promotion of coherence across the board in terms of economic, environmental, labour and social policies.

There has to be inter-institutional coordination, both with regard to state agencies and to cooperation with the ILO.

We need to work to facilitate the transition to the formal economy, as well as analysing the new demographic context, in line with the parameters discussed at last year's session of the Conference. In particular, there is a need for a follow-up and assessment mechanism for these policies.

As Employers, we shall continue to insist, both within the Governing Body and at future sessions of the Conference, on results, because policies must lead to beneficial relationships.

I will conclude by thanking the Chairperson of the Committee for the Recurrent Discussion on Employment, Mr Visser, for the way in which he conducted the work of the Committee, alleviated tension with his jokes and managed to keep a straight face as he made us all smile with his efforts to ensure that the atmosphere remained cordial.

So, thank you very much to our Chairperson. I would also like to thank the Worker Vice-Chairperson, Ms Kelly, for the way in which she dealt with the various issues, and, in particular, for

the positive attitude she displayed whenever taking the floor.

I would also like to thank the Workers' group and the Government group for their proactive attitude and their willingness to get through the work as swiftly as possible, as well as Ms Polaski, Ms Berar Awad and the rest of the secretariat team for their hard work and guidance. Let us not forget the interpreters and translators, whose efforts facilitated communication, and the Employers' group, of course, who provided me with so much support and guidance. In particular, I should like to thank Mr O'Reilly for the way in which he worked in the Drafting Group, and Ms Castro and Mr Lamy for helping us with the translations from Spanish and French, so that the text could be correctly produced. Finally, many thanks to the support teams from the secretariat of the International Organisation of Employers (IOE) and the Bureau for Employers' Activities (ACT/EMP), Ms Lee, Mr Chacko and Mr Gonzales, for their support and hard work. Without their contribution, we would not have been able to achieve the results that we did.

Finally, we have a very balanced, brief document before us, made up of 14 paragraphs that contain specific measures. There are action policies for the ILO, as well as specific decisions and measurable items that are subject to strict evaluation in terms of their impact.

I will conclude on the same optimistic note on which I began my career as an entrepreneur. We believe that this document, like the document on sustainable enterprises, represents a turning point for this Organization and that it will serve as a guideline in terms of both employment generation and efforts to open up opportunities to all of those awaiting the decisions of this Organization. Thus, we call on all of those present at this plenary to adopt these conclusions.

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Ms CORONACION (*Worker, Philippines*)

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It is an honour and a pleasure for me to speak today on behalf of Ms Kelly, the Worker Vice-Chairperson of the Committee. Our Committee was a very, very exciting Committee. It is good to share that spirit with you, and to share those moments with you, despite there having been some hard moments.

We are very pleased to be approving this afternoon the report and adopting the conclusions of the Committee for the Recurrent Discussion on Employment, as set forth in the document that you have before you. These conclusions are the end result of nearly two weeks of focused and very constructive discussions and negotiations among the Worker, Employer and Government members of our Committee. I want to thank in particular the Drafting Group members for having stepped up to the expectations to adopt a comprehensive policy framework for freely chosen, full and productive employment and decent work, together with a set of guiding principles. It is a significant step forward in promoting better policy coherence at the national and international levels and in responding to the wide range of employment challenges.

We debated the employment challenges at length in our Committee, in particular that of creating 600 million jobs over the next decade, while at the same time ensuring the quality of jobs. All this in a context where inequality is increasing, global demand is sluggish and job insecurity is growing. This

presents a massive challenge and one we have not yet been able to live up to, since the discussion four years ago.

We concluded that there are policy responses available to address the challenges, but many have not been used so far. We also concluded that it is important to promote a comprehensive set of policies – including macroeconomic policies, industrial policies, tax policies, labour market policies and social protection policies – and collective bargaining, which reinforce each other in bringing positive employment outcomes.

The comprehensive policy framework we are presenting today is doing just that. It includes a wide range of policies that all have an impact on employment, both in terms of quantity and quality. It is important that member States now use this framework, with assistance from the Office, and look at how these policies are currently impacting on employment and decent work and how they can be adjusted to provide better employment outcomes.

The conclusions include some important guiding principles relating to the need for employment-centred sustainable recovery, underpinned by international labour standards, including: the Employment Policy Convention, 1964 (No. 122); the promotion of both the quantity and the quality of employment; the need to take advantage of the inseparable, interrelated and mutually supportive nature of the four strategic objectives of the ILO; the important role of public policies and public sector employment; the need to focus on demand-side policies, given the current context of sluggish demand; and the need for policies to address growing insecurity and inequality.

Concerning the policy framework itself, let me highlight a few of the key elements therein, which we particularly welcome. These include: the reference to the design of pro-employment macroeconomic policies that support aggregate demand and address growing inequalities, given that the increase in inequality has slowed down both growth and employment creation; the reference to trade, industrial, tax, infrastructure and sectoral policies that promote employment, enhance productivity and facilitate structural transformation processes, allowing for a move away from specialization in low value-added sectors and low-wage jobs; and the reference to the importance of labour market policies and institutions such as wage policies, minimum wages and collective bargaining as a means to increase aggregate demand and address inequalities, as countries with coordinated collective bargaining have shown good results in reducing inequalities while at the same time creating employment. We also welcome the reference to policies that address long-term unemployment as our overall aim is, and should remain, the achievement of full employment, and the reference to effective coordination mechanisms to ensure that all ministries aim to maximize employment and decent work outcomes. Many policies that impact on the quality and quantity of employment are designed outside labour ministries; these other ministries therefore need to be brought into the picture.

We also welcome the call for Members and the ILO to promote the inclusion of an explicit goal on full and productive employment and decent work among the post-2015 sustainable development goals. The window of opportunity to do so is small, but every effort that can be made between now and

September is needed. Decent work really is the way out of poverty.

We are also very pleased with the part on ILO action. Again, let me highlight some of the key areas of action that are particularly welcomed by my group. We agree that the Office should expand the scope of country-level employment diagnostics to include not only economic and industrial policies, but also wage policies, social protection, freedom of association and collective bargaining. Furthermore, it should conduct analysis of the interactions of all these policies in terms of the quantity and quality of employment and assist Members with the impact assessment of trade and investment agreements on employment and structural transformations. We support the focus on the capacity building of, and assistance to, constituents in order to develop comprehensive national employment policies based on the framework. A voluntary peer review process in the ILO of national employment policies is an important item for our group. This will be a voluntary exercise that will assist us all in exchanging good practices on national employment policies. The issue of work to better define job insecurity was very important for my group, as the quality of employment has deteriorated in recent years, in particular in view of the rapid increase in non-standard forms of employment. Many of these forms of employment are replacing ongoing jobs, are precarious in nature, have huge personal and societal costs and have, moreover, reduced aggregate demand and slowed down growth and employment creation. We welcome ILO research on the impact of diverse contract forms on the quality and quantity of employment and research on long-term unemployment and policies that address this.

We agree on the importance of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policies (MNE Declaration) and of promotional work by the Office to ensure that multinational enterprises promote decent employment in the countries where they operate. And, last but not least, we endorse the important conclusion that the ILO should promote the comprehensive policy framework in international forums such as the G20, and in its interactions with international organizations such as the International Monetary Fund (IMF), the Organisation for Economic Co-operation and Development (OECD) and the World Trade Organization (WTO). It is of crucial importance that these organizations assess the employment impacts of the policies they promote and start putting employment at the centre of their policies.

Discussions at the Conference are never easy, but I think we can safely say that this Committee was a good example of tripartite social dialogue. We addressed many issues. Some were more difficult than others and some we discussed more extensively than others. In the end, we found common ground in all of this in a constructive way.

I would like to thank our Chairperson, Mr Visser, who conducted our meetings in a very calm and pleasant way, with a good sense of humour. I would further like to thank, of course, Ms Kelly's counterpart, the Employer Vice-Chairperson, Mr Echavarría Saldarriaga, and Mr O'Reilly, who led the Employers' group during the drafting process, for their engagement and willingness to work towards an ambitious set of conclusions. I would also like to thank all the governments who participated actively

in this Committee and in the Drafting Group. I thank our Reporter, Mr Ndebele. Last but not least, let me thank the Office, Ms Berar Awad and her team, for their tireless efforts in preparing the background report, the draft conclusions and the report of the Committee, and for ensuring that all the Committee's meetings and drafting processes ran smoothly, even without having had any sleep. And, of course, a very big thanks to the interpreters and translators who made us understand each other.

I wish you all safe travels and hope that you will be able to take the conclusions adopted here today and put them to good use.

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Mr VISSER (*Chairperson of the Committee for the Recurrent Discussion on Employment*)

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I have the honour, in my capacity as the Chairperson of the Committee for the Recurrent Discussion on Employment, to present to you some observations on the proceedings and outcome of the Committee's work.

Let me highlight a few points to complement the excellent accounts of our work in the Committee that you just heard from the Reporter, Mr Ndebele, and from the Employer Vice-Chairperson and the Worker representative.

Let me start by recalling that this was the first occasion on which the International Labour Conference had carried out for a second time a recurrent discussion on the strategic objective of employment in the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization. In this respect, we were somewhat on uncharted ground as to the balance we needed to create by looking and evaluating past achievements by the Organization and the Office, as much as looking into the future and setting the new work agenda.

We were also aware, from the start of the Committee's work, of the daunting employment challenges that we are facing in the difficult context of uneven and timid recovery from the aftermath of the global crisis, as many of those were widespread and brought about by structural changes in economy, demography, environment and technology, just to name a few.

I know that many numbers and figures have been quoted with respect to the challenge and gaps and deficits in reaching the objective of full, productive and freely chosen employment, in our Committee and also in this plenary, sitting after sitting, and last Monday during the World of Work Summit. Let me, nevertheless, recall a couple: that of our collective responsibility to create 600 million jobs in the next decade for those who are unemployed now; and to absorb the 400 million new entrants to the labour market, mostly young men and women whose aspirations and capabilities are surpassing everywhere the opportunities available to them.

We concurred that the gap is also a quality gap. From the start, and throughout the Committee's work, we took a holistic approach to the question of quantity and quality of employment. Our challenge in the next decade relates not only to the 600 million jobs, but to the quality of these jobs so as to reduce significantly the incidence of working poverty, informality, job insecurity, low-wage traps, gender inequality and youth disconnection from the labour market.

Taking into account the range of issues raised, the different policy perspectives offered, the array and wealth of national experiences that were presented

and debated in the Committee, as we look back I submit to you with gratification that the two weeks of Committee work have been extremely productive, constructive and cohesive.

Our conclusions are definitely forward-looking, substantive and integrated into a comprehensive policy framework that all three parties – Governments, Employers and Workers – could support and adapt to the needs and diversity of national contexts.

Our guidance to the Organization and to the Office is strategic, with clearly identified expectations. I believe that in this area, too, we have succeeded in striking the right balance between the need for continuing, deepening and strengthening work in critical and relevant areas already under way and the need to take up new and emerging issues.

I think that we have done a very good job in fulfilling the task with which we have been entrusted. How did we reach this outcome? It was through an exemplary demonstration of social dialogue and consensus building, always around all issues, including on tough questions where there were different opinions and perspectives.

In this respect, I would like most warmly to thank the Vice-Chairpersons of the Drafting Group, Ms Kelly for the Workers, and Mr Echavarría Saldarriaga for the Employers, and also Mr O'Reilly, the Employer spokesperson, for their vision, ambition and commitment. We already named them the "Kiwi coalition with a Colombian twist", or perhaps I should say "the Kiwi framework with a Colombian twist", or is it "frameworks"?

I would like to commend the full and positive commitment of my fellow Government delegates, all 112 of them, who attended and participated actively in the Committee. I would also like to thank the members of the Drafting Group and the members of the Spanish and French language teams.

Last, but certainly not least, I would like to thank the Office, the Secretary-General's representative, Ms Polaski, the deputy representative, Ms Berar Awad, and the team of senior advisers and experts, for their excellent preparations for this recurrent discussion and competent support during the deliberations. I would also like to thank the coordinators, Ms Muller, Ms Maybud and Ms Than Tun, and the entire team of the secretariat – who worked long hours and over the weekend, with little sleep – for their smooth, efficient support during the work of the Committee.

The Committee's work has ended, but the real work begins now.

I would like to end my speech by quoting from our conclusions: "Full productive, freely chosen and decent employment is a necessary and achievable goal. ... [We] look forward with resolve to meeting the challenge of sustainable recovery and development through proactive employment-centred, inclusive growth strategies and balanced, coherent policy frameworks, well articulated, both at the global and national levels."

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*Original Spanish: Ms BLANCO (Minister of Labour and Social Welfare, Chile)*

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It is a great pleasure for me to be able to congratulate the Worker, Employer and Government representatives who contributed to the work of both our Committee and the Drafting Group by sharing their experiences.

We face enormous challenges and much remains to be done. We have to increase our efforts in order to achieve full employment and decent work for all. There has been a sharp increase in job insecurity, both in my own region, Latin America, and in the rest of the world. Many permanent jobs are now being replaced by temporary positions through the use of subcontracting. Such practices have undermined the rights of workers to freedom of association, thus limiting the aims of collective bargaining, both in law and in practice. This situation is having a considerable impact on the efforts of workers and their families to improve their lives. It is becoming ever more difficult to ensure that rights are respected, with limitations being placed on attempts by workers to negotiate better working conditions and wages.

The economy as a whole is also being affected, with growing inequality and an ever-widening gap between a small number of wealthy individuals and an enormous group made up of impoverished workers. This increasing inequality has hampered development and contributed to a lack of aggregate demand, at a time when a reduction in employment insecurity would have a positive impact on economic growth and levels of employment.

Consequently, we warmly welcome the decision to consider employment from the standpoint of job insecurity, involving the analysis of actual current conditions, both in the public and private sectors. This approach will allow us to identify the challenges and repercussions for workers, society in general and the economy as a whole. Furthermore, the door is now open to a far more informed discussion in the near future and thus to efforts to examine the policies required in order to counter the negative effects of insecurity, as well as to identify the kind of employment policies that we need in order to reduce the number of precarious jobs.

We also welcome the fact that industrial and sectoral policies have gained recognition. Such policies are important for our regions in terms of structural transformation and efforts to move away from a production structure based on the low-added-value clothing industry. ILO assistance in this regard would be most useful, in particular concerning the way in which investment and trade policies designed to ensure access to global value chains can influence production structures and structural transformation with a view to improving the quality of employment and life of workers and their families.

As mentioned in the conclusions, impact assessments will play a major role when evaluating our industrial and sectoral policies.

The Committee worked to combine new paradigms in order to ensure appropriate practice concerning the respect for existing rights. Thus, at a time of significant vulnerability, the historical view of workers as vulnerable actors is being replaced by one of workers as active stakeholders, fighting for well-being, development, their families and a fairer society.

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*Original French: Ms KEDJOUR (Worker, Algeria)*

I would like to join the colleagues who have spoken to welcome the excellent conclusions. We also believe that the outcome of our discussions will help us to deal with the problems that we face in our country. They underline the importance of coherence in our policies and, in particular, employment policy.

A number of policies have had repercussions on the quality and quantity of employment and many of them do not come under the authority of the Ministry of Labour. The conclusions quite rightly emphasize that interministerial coordination is therefore necessary to ensure that the broad spectrum of policies contribute to sustainable creation of employment and the promotion of decent work. This is very closely linked with good governance.

In order to achieve this objective, we need to establish mechanisms at the national level to promote this coordination of policies. It is equally important to ensure that the social partners are part of the discussion of these policies along with other ministers. To encourage and strengthen social dialogue on macroeconomic policies and industrial and sectoral policies, mechanisms should be created at the national level to ensure that these consultations take place. It is necessary that States be able to develop a fair fiscal and parafiscal policy.

Beyond the coordination of policies we would call on the ILO to help us implement the overarching framework in our respective countries, analyse these policies and evaluate the impact that they have on employment. The Office will enable us to identify the best set of policies.

We are pleased to see the ILO calling to promote comprehensive employment policies at an international level along with other international organizations, including those which advise governments on economic and commercial policies. The ILO should promote this framework in particular with the International Monetary Fund (IMF), because most of the policies promoted by the IMF have a direct impact on employment.

Finally, I would like to once again call for the promotion of full and productive employment and decent work as an explicit objective for the post-2015 development agenda. It is now the moment to promote this explicit objective, and I call on all governments to make this effort in the coming weeks as an immediate follow-up to our conclusions.

For my country, Algeria, these conclusions reinforce the policies that have been put in place in the area of employment and good governance.

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*Original French: Ms HOULMANN (Worker, France)*

The prospects for world economic growth are becoming more and more optimistic even if the recovery is still weak and unequal. The stock markets are showing an upward trend and business profits are improving. At the same time, regardless of countries or regions, whether developed or developing, the issues of increasing unemployment, decent and quality work, and informal work are still sources of concern and very much on the agenda.

Against this background, certain countries, under the pressure of circumstances, have tended to neglect tripartite consultation and collective bargaining in order to act more swiftly. Other countries, on the other hand, have continued to conduct high-quality tripartite social dialogue, and this has led to positive, innovative solutions, the implementation of which has produced good results.

For certain countries, in order to cut public expenditure, social benefits and budgets for education, health and social protection have been slashed. These austerity measures have removed crucial support for the labour markets, put the brakes on consumption and worsened inequalities. At the

same time, other countries have pursued active labour market policies with considerable success.

More than ever, the implementation of policies based on the strategic objective of employment is to be encouraged in order to tackle the major challenges we face. More than 800 million working poor and their families are existing on less than US\$2 a day. Some 23 million people around the world have given up on ever finding a job. In Europe, the youth unemployment rate ranges from 20 to 60 per cent, depending on the country. Inequalities in income are widening. Women cannot always aspire to jobs or vocational training at the same level as men. A total of 600 million new jobs will be needed over the next ten years.

“I have a dream”, said Martin Luther King. If we might be allowed to paraphrase what he said, let us have the dream of an economic recovery together with a situation of full employment offering decent, high-quality, freely chosen jobs in abundance, to the benefit of all, including the disadvantaged and vulnerable, including young people, women and older workers.

Let us have the dream of a healthy, well-educated population benefiting from lifelong learning and possessing skills in line with technological developments and the needs of enterprise.

Let us have the dream of companies that can be economically successful, but at the same time concerned about the social and environmental impact and the effect on society, and where social dialogue would be recognized as the key factor in their success.

Let us dream these dreams and give ourselves the means to make them a reality. Let us think about the way in which we can achieve these goals that we have set ourselves.

In the wake of the adoption of the ILO Declaration on Social Justice for a Fair Globalization in 2008, a number of measures and actions have been implemented. We can see the first positive results of these actions and a number of good practices have emerged. However, the battle for employment has not yet been won and the objective of achieving full, decent and freely chosen quality employment continues to be urgent objective No. 1.

At the beginning of this second cycle of the recurrent discussion on the strategic objective of employment, the Committee welcomes the initial positive results and is committed to the guidance and action plans which need to be implemented or strengthened. The Committee’s conclusions advocate the creation of a single comprehensive framework for the various policies which have an impact on employment policy, namely: in the social, economic and tax spheres; on the environment and sustainable development; on social protection and health; and on education and lifelong learning. This comprehensive policy framework would aim to guarantee greater efficacy through coherence and synergy of all the different policies geared to the single objective of employment.

The conclusions strongly recommend policies based on social dialogue and collective bargaining, which is the only way to ensure success and effective, fair, and sustainable solutions. The conclusions also describe the specific tools that each country can acquire and use in order to win its own respective battle on employment. They also set out sound guidelines to enable the ILO also to play a full role in the discussions taking place at the international

level alongside other international organizations. By adopting these conclusions and implementing them we can make our dreams a reality.

Allow me to give you two examples of initiatives that are heading in this direction.

First, in France, every year a social conference is organized bringing together different ministers and social partners over two days in round-table discussions. This in-depth tripartite dialogue allows the lessons of the previous year to be learned and a new roadmap to be established with a shared, specific schedule for the following year. This is a good example of what can be achieved through collective consultation and tripartite dialogue.

Second, at the level of the European Union (EU), the Europe 2020 agenda is a strategy for coordinating economic policies within the EU over a period of ten years with five major objectives relating to employment, innovation, the environment, education and social inclusion.

These two examples show the way forward in terms of developing good practice. The adoption of these conclusions will make for greater strength and effectiveness of the solutions that have already been implemented in the quest for full and decent employment, economic growth, social justice for a fair globalization, stability and peace throughout the world. For these reasons I would invite all the delegates to unanimously adopt these conclusions.

In conclusion, I would like to thank the Chairperson, the two Vice-Chairpersons and all the members of our tripartite Committee which met to discuss the strategic objective of employment. As a result of the quality of the work done and the consensus reached, we have been able to achieve these specific conclusions.

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The PRESIDENT

Let us now proceed to the approval of the report of the Committee for the Recurrent Discussion on Employment, which is contained in paragraphs 1–336 of *Provisional Record* No. 12.

If there are no objections, may I take it that the Conference approves the report of the Committee with the corrections received?

*(The report – paragraphs 1–336 – is approved.)*

**RESOLUTION CONCERNING THE  
SECOND RECURRENT DISCUSSION ON  
EMPLOYMENT: ADOPTION**

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The PRESIDENT

Now let us move on to the adoption of the resolution concerning the second recurrent discussion on employment, also contained in *Provisional Record* No. 12.

May I take it that the Conference adopts the resolution? I see no objections.

*(The resolution is adopted.)*

**CONCLUSIONS CONCERNING THE  
SECOND RECURRENT DISCUSSION ON  
EMPLOYMENT: ADOPTION**

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The PRESIDENT

We shall now move on to the adoption of the conclusions of the Committee for the Recurrent Discussion on Employment, section by section.

*(The conclusions – paragraphs 1–14 – are adopted, section by section.)*

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

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

Thank you, and congratulations to all those who were part of this Committee.

The purpose of the recurrent discussion process and the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization is to provide the Office with guidance and advice on how best to realize the strategic objectives of the Organization.





Vote par appel nominal sur le Protocole de 2014 relatif à la convention  
sur le travail forcé, 1930

Record vote on the Protocol of 2014 to the Forced Labour Convention,  
1930

Votación nominal relativa al Protocolo de 2014 relativo al Convenio  
sobre el trabajo forzoso, 1930

***Pour/For/En Pro: 437***

***Contre/Against/En contra: 8***

***Abstentions/Abstentions/Abstenciones: 27***

***Quorum: 305***

***Maj./May.: 297***

**Pour/For/En Pro: 437**

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SKHOSANA, Mr (G)  
MDWABA, Mr (E)  
NTSHALINTSHALI, Mr(T/W)

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Rep./Rep. Democrática Popular Lao*

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DE REGIL GÓMEZ, Sr. (E)

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Moldova/República de Moldova*

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MUNIARO, Mr(T/W)

*Niger/Niger*

GARBA BARKIRE, M. (G)  
LIMAN, M. (G)  
SAGBO, M. (E)  
IDRISSA, M.(T/W)

*Norvège/Norway/Noruega*

GEDE VIDNES, Mrs (G)  
KVAM, Mrs (G)  
RIDDERVOLD, Mrs (E)  
JONSRUD, Mr(T/W)

*Nouvelle-Zélande/New  
Zealand/Nueva Zelandia*

MCHARDY, Mr (G)  
HOBBY, Mr (G)  
MACKAY, Mr (E)  
JONES, Mr(T/W)

*Ouganda/Uganda*

SSENABULYA NAMATOVU, Mrs (E)  
WERIKHE, Mr(T/W)

*Pakistan/Pakistán*

KHAN, Mr (G)  
NAUMAN, Mr (E)  
AWAN, Mr(T/W)

*Panama/Panamá*

MENDOZA GANTES, Sr. (G)  
NAVARRO BRIN, Sr. (G)  
LINERO MENDOZA, Sr. (E)  
BERROCAL, Sr.(T/W)

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

VASO, Mr (G)  
SAPULAI, Mr (G)  
AISI, Mr (E)  
KANAU, Mr(T/W)

*Paraguay*  
LÓPEZ, Sra. (G)  
THOMAS, Sr. (G)  
GONZÁLEZ ARIAS, Sr. (E)  
LEGUIZAMÓN, Sra.(T/W)

*Pays-Bas/Netherlands/Paises Bajos*  
VAN DIJK, Mr (G)  
GANS, Mr (G)  
VAN EMBDEN ANDRES, Ms (E)  
VAN WEZEL, Ms(T/W)

*Pérou/Peru/Perú*  
CÁCERES PIZARRO, Sra. (G)  
CHÁVEZ BASAGOITIA , Sr. (G)  
BAZÁN FIGUEROA, Sr.(T/W)

*Philippines/Filipinas*  
REBONG, Ms (G)  
CHATO, Ms (G)  
VARELA, Mr (E)  
MATULA, Mr(T/W)

*Pologne/Poland/Polonia*  
LEMIESZEWSKA, Ms (G)  
BAURSKI, Mr (G)  
MAKSYMIOUK, Mr (E)  
DUBINSKI, Mr(T/W)

*Portugal*  
DA COSTA FERNANDES, Ms (G)  
VALADAS DA SILVA, Mr (G)  
BISCAYA, Mr (E)  
SIMÕES DA SILVA, Mr(T/W)

*Rép. Démocratique du Congo/Democratic Republic of the Congo/Rep. Democrática del Congo*  
TSHIMUANGA MINCHIABO  
MUTOMBO, Mme (G)  
MUSONDA KALUSAMBO, M. (G)  
ATIBU SALEH MWEKEE, M. (E)  
NDONGALA N'SIBU, M.(T/W)

*Roumanie/Romania/Rumania*  
DUMITRIU, Mme (G)  
TUDORIE, M. (G)  
RUSU, M.(T/W)

*Royaume-Uni/United Kingdom/Reino Unido*  
WARRICK, Ms (G)  
NOBLE, Ms (G)  
SYDER, Mr (E)  
GURNEY, Mr(T/W)

*Fédération de Russie/Russian Federation/Federación de Rusia*  
KUZMENKOV, Mr (G)  
ELTSOVA, Ms (G)  
SHMAKOV, Mr(T/W)

*Rwanda*  
NTAYOMBYA, Ms (G)  
RUGEMA, Mr (G)

*Saint-Marin/San Marino*  
TONI, M.(T/W)

*Sénégal/Senegal*  
CISSE, M. (G)  
SECK, Mme (G)  
DIOP, M. (E)  
GUIRO, M.(T/W)

*Serbie/Serbia*  
MLADENOVIĆ NESTORVIĆ, Ms (G)  
MLADENOVIĆ, Mr (G)  
SAVKOVIĆ, Mr (E)  
ČANAK, Mr(T/W)

*Seychelles*  
BRESSION, Ms (G)  
MOREL, Ms (G)  
LABROSSE, Mrs (E)  
ROBINSON, Mr(T/W)

*Singapour/Singapore/Singapur*  
TAN, Ms (G)  
BOO, Ms (G)  
LIEW, Ms(T/W)

*Slovaquie/Slovakia/Eslovaquia*  
BERINEC, Mr (G)  
HRDINA, Mr (E)  
MACÁK, Mr(T/W)

*Slovénie/Slovenia/Eslovenia*  
ŽEROVEC, Mr (G)  
ŠTERBENC, Ms (G)  
GÖTZ, Ms(T/W)

*Soudan/Sudan/Sudán*  
BRHANELDIN, Mrs (G)  
MUSTAFA, Mr (E)  
YOUSIF, Mr(T/W)

*Soudan du Sud/South Sudan/Sudán del Sur*  
LOTARA, Ms (G)  
RIAK, Mr (E)  
ALEU, Mr(T/W)

*Sri Lanka*  
RAJAPAKSA PALLEGEDARA, Mr (G)  
WEERASINGHE, Mrs (G)  
PEIRIS, Mr (E)  
DEVENDRA, Mr(T/W)

*Suède/Sweden/Suecia*  
EKEUS, Mr (G)  
ERIKSSON, Mr (G)  
BECKMAN, Mr (E)  
THAPPER, Ms(T/W)

*Suisse/Switzerland/Suiza*  
BERSET BIRCHER, Mme (G)  
KARRER, M. (G)  
PLASSARD, M. (E)  
CIRIGLIANO, M.(T/W)

*Suriname*  
MANGROE, Ms (G)

*Swaziland/Swazilandia*  
MATSEBULA, Mr (G)  
DLAMINI, Ms (G)  
NTANDO, Ms (E)  
DLAMINI, Mr(T/W)

*République-Unie de Tanzanie/United Republic of Tanzania /República Unida de Tanzania*  
KINEMALA, Mr (G)  
MSAKI, Mr (G)  
MLIMUKA, Mr (E)  
MGAYA, Mr(T/W)

*Tchad/Chad*  
DJEGUEDEM, M. (G)  
MAHAMOUT, M. (G)  
DINGUEMNAIAL, M. (E)  
ADJIA, M.(T/W)

*République tchèque/Czech Republic/República Checa*  
HOMOLKOVÁ, Ms (G)  
JANEČEK, Mr (G)  
DRBALOVÁ, Ms (E)  
BAUEROVÁ, Ms(T/W)

*Togo*  
DOUAMENYO, M. (G)  
BATCHEY, M. (G)  
TEVI, M.(T/W)

*Trinité-et-Tobago/Trinidad and Tobago/Trinidad y Tabago*  
MC LEOD, Mr (G)  
GREAVES-SMITH, Mrs (G)  
ALI, Mrs (E)  
ANNISETTE, Mr(T/W)

*Tunisie/Tunisia/Túnez*  
GHORAB, Mme (G)  
BACCOUCHE, Mme (G)  
ABASSI, M.(T/W)

*Turkménistan/Turkmenistan/Turkmeni stán*  
POLLYYEVA, Ms (E)  
ALLAYEV, Mr(T/W)

*Turquie/Turkey/Turquía*  
KAVLAK, Mr (G)  
DEMİRTAŞ, Mr (G)  
CENTEL, Mr (E)

*Ukraine/Ucrania*  
IVANKEVYCH, Mr (G)  
KLYMENKO, Mr (G)  
MIROSHNYCHENKO, Mr (E)  
OSOVYI, Mr(T/W)

*Uruguay*

CAMILI, Sra. (G)  
CABRERA, Sra. (G)  
PENINO, Sr. (E)  
GAMBERA, Sr.(T/W)

*Venezuela (Rép.*

*Bolivarienne)/Venezuela (Bolivarian  
Republic)/Venezuela (Rep.  
Bolivariana)*

FLORES, Sr. (G)  
COLMENARES GOYO, Sr. (G)  
SUÁREZ, Sra. (E)  
DÍAZ, Sr.(T/W)

*Viet Nam*

LE, Ms (G)  
DAO, Mr (G)  
NGUYEN, Mr (E)  
HOANG, Ms(T/W)

*Zambie/Zambia*

KAUNDA, Mr (G)  
MULINDETI, Mrs (G)  
CHIBANDA, Mr (E)  
HIKAUMBA, Mr(T/W)

*Zimbabwe*

MASOKA, Mr (G)  
MANZOU, Mr (G)  
MUFUKARE, Mr (E)  
NKIWANE, Mr(T/W)

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**Contre/Against/En  
contra: 8**

*Arabie saoudite/Saudi Arabia/Arabia  
Saudita*

ALQAHTANI, Mr (E)

*Bahreïn/Bahrain/Bahrein*

ALAMER, Mr (E)

*Malaisie/Malaysia/Malasia*

BARDAN, Mr (E)

*Slovénie/Slovenia/Eslovenia*

KRIVIC, Mrs (E)

*Thaïlande/Thailand/Tailandia*

JATTANOND, Ms (G)  
BHANDHUFALCK, Mrs (G)  
ROMCHATTHONG, Mrs (E)  
NARAWONG, Mr(T/W)

**Abstentions/Abstentions/  
Abstenciones: 27**

*Arabie saoudite/Saudi Arabia/Arabia  
Saudita*

ALYAHYA, Mr (G)  
ALGHORRI, Mr (G)

*Bahreïn/Bahrain/Bahrein*

ALDOSRI, Ms (G)  
MOHAMED, Mr (G)

*Brunéi Darussalam/Brunei  
Darussalam*

MOHD YUSOF, Mr (G)  
PG. KAMIS, Mr (G)

*Bulgarie/Bulgaria*

PIPERKOV, Mr (G)  
EVTIMOV, Mr (G)

*Emirats arabes unis/United Arab  
Emirates/Emiratos Árabes Unidos*

AL SUWAIDI, Mr (G)  
ALMARZOOQI, Mr (G)  
ALGAIZI, Mr (E)  
AL TUNAJI, Ms(T/W)

*République islamique d'Iran/Islamic  
Republic of Iran/República Islámica  
del Irán*

ALIABADI, Mr (G)  
BEHZAD, Mr (G)  
TASDIGHI, Mrs (E)

*Koweït/Kuwait*

AL-ALI, Mr (G)  
AL-DOUSARI, Mr (G)

*Oman/Omán*

AL MULLAHI, Mr (G)  
AL KIYUMI, Mr (E)

*Qatar*

AL KHULAIFI, Mr (G)  
AL SULAITI, Mr (G)  
AL-KUWARI, Mr (E)  
AL SUBAIEI, Mr(T/W)

*Turkménistan/Turkmenistan/Turkmeni  
stán*

BAZAROV, Mr (G)  
KEPBANOVA, Ms (G)

*Yémen/Yemen*

AL-SOHYBE, Mr (G)  
AL-NASSIRI, Mr (G)



Vote par appel nominal sur la Recommandation sur le travail forcé  
(mesures complémentaires), 2014

Record vote on the Forced Labour (Supplementary Measures)  
Recommendation, 2014

Votación nominal relativa a la Recomendación sobre el trabajo forzoso  
(medidas complementarias), 2014

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***Pour/For/En Pro: 459***  
***Contre/Against/En contra: 3***  
***Abstentions/Abstentions/Abstenciones: 12***  
***Quorum: 305***  
***Maj./May.: 309***

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**Pour/For/En Pro: 459**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr (G)  
SKHOSANA, 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*

GÜNTHER, Mr (G)  
FARZAN, Mr (G)  
CONZEMIUS, Mr (E)  
KÜHL, Ms(T/W)

*Angola*

N'GOVE LUSSOKE, M. (G)  
BANGUEIRO GONÇALVES, Mme (G)  
LUÍS, M. (E)  
FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia  
Saudita*

ALYAHYA, Mr (G)  
ALGHORRI, Mr (G)  
ALQAHTANI, Mr (E)  
RADHWAN, Mr(T/W)

*Argentine/Argentina*

ROSALES, Sr. (G)  
RIAL, Sra. (G)  
FUNES DE RIOJA, Sr. (E)  
MARTINEZ, Sr.(T/W)

*Australie/Australia*

GARNER, Mr (G)  
ANDERSON, Ms (G)  
ANDERSON, Mr (E)

*Autriche/Austria*

ZWERENZ, Mr (G)  
DEMBSHER, Ms (G)  
KOLARZ-LAKENBACHER, Mr (E)  
BÖGNER, Ms(T/W)

*Bahreïn/Bahrain/Bahrein*

ALDOSRI, Ms (G)  
MOHAMED, Mr (G)  
ALAMER, Mr (E)  
ALMAHFOODH, Mr(T/W)

*Bangladesh*

AHMED, Mr (E)

*Barbade/Barbados*

MARCUS-BURNETT, Mrs (G)

*Belgique/Belgium/Bélgica*

CLAES, M. (G)  
BOUTSEN, Mme (G)  
DE MEESTER, M. (E)  
LEEMANS, M.(T/W)

*Bénin/Benin*

BOKODAHU, M. (G)  
DJOSSOU MEBA BIO, Mme (G)  
JOHNSON, M. (E)  
IKO, M.(T/W)

*Bolivie (Etat plurinational)/Bolivia  
(Plurinational State)/Bolivia (Estado  
Plurinacional)*

VERAMENDI MARTÍNEZ, Sra. (G)  
ZABALETA VERÁSTEGUI, Sr. (G)

*Botswana*

MOJAFI, Mr (G)  
SENNANYANA, Ms (G)  
MOLOBE, Mr (E)  
MHOTSHA, Mr(T/W)

*Brésil/Brazil/Brasil*

BARBOSA, Sr. (G)  
SALVATTI, Sra. (G)  
TEIXEIRA DE SOUSA, Sra. (E)  
DE LISBOA AMANCIO VALE, Sr.(T/W)

*Brunéi Darussalam/Brunei  
Darussalam*

MOHD YUSOF, Mr (G)  
PG. KAMIS, Mr (G)

*Bulgarie/Bulgaria*

ZHELYAZKOV, Mr (E)  
DIMITROV, Mr(T/W)

*Burkina Faso*

SAWADOGO, M. (G)  
YAMEOGO, Mme (E)  
TIENDREBEGO, M.(T/W)

*Cambodge/Cambodia/Camboya*

HOU, Mr (G)  
HEANG, Mr (G)

*Cameroun/Cameroon/Camerún*

AKOLLA EKAH, M. (G)  
NGONO, Mme (G)  
BATONGUE, M. (E)  
BISSALA, M.(T/W)

*Canada/Canadá*

LEWIS, Mr (G)  
MOUNIER, Mrs (G)  
ROYER, Mr(T/W)

*Cabo Verde*

CARVALHO, M. (G)  
MARTINS TAVARES, M. (G)  
FORTES, Mme (E)  
ASCENÇÃO SILVA, M.(T/W)

*Chili/Chile*

APARICIO, Sr. (G)  
GUESALAGA, Sr. (G)  
BOBIC, Sr. (E)  
AGUILERA, Sr.(T/W)

*Chine/China*

HAO, Mr (G)  
GAO, Mr (G)  
LIU, Mrs (E)  
JIANG, Mr(T/W)

*Chypre/Cyprus/Chipre*

PANTAZI, Ms (G)  
ANDREOU PANAYIOTOU, Ms (G)  
MOYSEOS, Mr(T/W)

*Colombie/Colombia*

RIOS, Sr. (G)  
QUINTANA, Sr. (G)  
GÓMEZ, Sr.(T/W)

*Comores/Comoros/Comoras*

SALIM, M.(T/W)

*Congo*

NDEBEKA, M. (E)  
ELAULT, M.(T/W)

*République de Corée/Republic of Korea/República de Corea*

CHOI, Mr (G)  
KWON, Ms (G)  
CHOI, Ms (E)  
RYU, Ms(T/W)

*Costa Rica*

GAMBOA ACUÑA, Sra. (G)  
DENGO, Sr. (G)  
QUESADA FERNÁNDEZ, Sr.(T/W)

*Côte d'Ivoire/Côte d'Ivoire*

KONE, M. (G)  
DIALLO, M. (E)  
TRAORE, M.(T/W)

*Croatie/Croatia/Croacia*

PENIC-IVANKO, Mrs (G)  
FISEKOVIC, Mrs (G)  
HORVATIC, Mrs (E)  
KROFLIN, Mr(T/W)

*Cuba*

CASTILLO SANTANA, Sr. (G)  
THOMAS RAMÍREZ, Sra. (G)  
MESA GARCÍA, Sr. (E)  
CHACÓN BRAVO, Sra.(T/W)

*Danemark/Denmark/Dinamarca*

JENSEN, Mr (G)  
LORENTZEN, Mr (G)  
DREESEN, Mr (E)  
OHRT, Mr(T/W)

*République dominicaine/Dominican Republic/República Dominicana*

HERNÁNDEZ, Sra. (G)  
HERNÁNDEZ, Sr. (G)  
RAMOS CRISPÍN, Sr.(T/W)

*Egypte/Egypt/Egipto*

ALYEIDIN, Ms (G)  
WAHBALLAH, Mr(T/W)

*El Salvador*

VELÁSQUEZ DE AVILÉS, Sra. (G)  
MENÉNDEZ, Sra. (G)

*Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos*

AL SUWAIDI, Mr (G)  
ALMARZOOQI, Mr (G)  
ALGAIZI, Mr (E)

*Equateur/Ecuador*

KRONFLE KOZHAYA, Sr. (E)  
SARANGO CORREA, Sr.(T/W)

*Espagne/Spain/España*

VEGA MOLINA, Sr. (G)  
CARBAJAL GARCÍA, Sr. (G)  
FERRER DUFOL, Sr. (E)  
ORTEGA FUENTES, Sra.(T/W)

*Estonie/Estonia*

PROOS, Ms (G)  
HION, Ms (G)  
MERILAI, Ms (E)  
TAMMELEHT, Ms(T/W)

*Etats-Unis/United States/Estados Unidos*

SUN, Mr (G)  
SHEPARD, Mr (G)  
POTTER, Mr (E)  
FOX, Ms(T/W)

*Ethiopie/Ethiopia/Etiopía*

SENBETE, Mr (G)  
ADEWO, Mr (G)  
ENDRIS, Mr (E)  
AMENU, Mr(T/W)

*ex-Rép. Yougosl. de Macédoine/The former Yug. Rep. Of Macedonia/ex Rep. Yugoslava de Macedonia*

PAPATOLEVSKA, Mrs (G)  
DIMITROV, Mr (E)  
MITREVSKI, Mr(T/W)

*Fidji/Fiji*

WAQA, Mr (G)  
MARIO, Mr (G)  
PROBERT, Mr (E)  
URAI MANUFOLAU, Mr(T/W)

*Finlande/Finland/Finlandia*

KANTANEN, Ms (G)  
HEINONEN, Ms (G)  
KÄRKKÄINEN, Mr (E)  
KOUSA, Mr(T/W)

*France/Francia*

BAUDURET, Mme (G)  
PINEAU, Mme (E)  
ALEXANDRE, Mme(T/W)

*Gabon/Gabón*

MOULOMBA NZIENGUI, M. (G)  
MBOU MBINE, M.(T/W)

*Ghana*

OFORI AGYEMANG, Mrs (G)  
KORLETEY, Mr (G)  
FRIMPONG, Mr (E)  
ASAMOAH, Mr(T/W)

*Grèce/Greece/Grecia*

CHRYSANTHOU, Mme (G)  
PAPADATOS, M. (G)  
MANOUSI, Mme (E)  
KRATIMENOU, Mme(T/W)

*Guatemala*

CHÁVEZ, Sra. (G)  
VILLAGRÁN, Sr. (G)  
ACEVEDO, Sr.(T/W)

*Guinée/Guinea*

DOUMBOUYA, M. (G)  
SIDIBE, M. (E)  
MANSARE, M.(T/W)

*Honduras*

VILLANUEVA REYES, Sr. (G)  
URTECHO, Sr. (E)  
AVILA GARCIA, Sr.(T/W)

*Hongrie/Hungary/Hungría*

TVARUSKÓ, Ms (G)  
PELEI, Ms (G)  
ROLEK, Mr (E)  
CZUGLERNÉ IVÁNY, Ms(T/W)

*Inde/India*

BAPAT, Ms (G)  
PATIL, Mr (E)  
SAJINARAYANAN, Mr(T/W)

*Indonésie/Indonesia*

YUSUP, Mr (G)  
ROOSTIAWATI, Mrs (G)  
YASAR, Ms (E)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*

ALIABADI, Mr (G)  
BEHZAD, Mr (G)  
TASDIGHI, Mrs (E)  
YAR AHMADIAN, Mr(T/W)

*Iraq*

MOHAMMED ALI, Mr (G)  
EL-SOODANI, Mr (G)  
AHMED, Mr (E)  
AL-BAWI, Mr(T/W)

*Irlande/Ireland/Irlanda*

SHERIDAN, Mr (G)  
GIGUERE, Mr (G)  
LYNCH, Ms(T/W)

*Islande/Iceland/Islandia*

KRISTINSSON, Mr (G)  
EYJOLFSSON, Mr (G)  
STEFANSDOTTIR, Ms (E)

*Italie/Italy/Italia*

TRAMBAJOLO, Mr (G)  
ARMELLIN, Mme (G)  
ROSSI, Mme (E)  
CAPPUCCIO, Mme(T/W)

*Jamaïque/Jamaica*

WEDDERBURN, Mr (G)  
WESLEY, Mr (G)  
CUTHBERT, Mrs (E)  
GRANT, Mr(T/W)

*Japon/Japan/Japón*

HIRASHIMA, Mr (G)  
ISAWA, Mr (G)  
MATSUI, Mr (E)  
SAKURADA, Mr(T/W)

*Jordanie/Jordan/Jordania*

LABADI, Ms (G)  
AL-JBOUR, Mr (G)  
MAAYTA, Mr(T/W)

*Kenya*

ISMAIL, Mr (G)  
NYAMBARI, Mr (G)  
MUGO, Mrs (E)  
ATWOLI, Mr(T/W)

*Kiribati*

NAUAN, Mr (G)  
TAATO, Ms (G)

*Lao, Rép. démocratique populaire/Lao People's Democratic Rep./Rep. Democrática Popular Lao*

DOUANGSAVANH, Mr (G)  
MOUNTIVONG, Mr (G)  
PHIRASAYPHITAK, Ms (E)  
VONGKHASEUM, Mr(T/W)

*Lesotho*

LEDIMO, Mrs (G)  
MATSOSO, Mrs (G)  
SEPHOMOLO, Mrs (E)  
SEMATLANE, Mr(T/W)

*Lettonie/Latvia/Letonia*

DREIMANE-ARNO, Ms (G)  
JANSONS, Mr (G)  
KIUKUCANE, Ms (E)  
MICKEVICA, Ms(T/W)

*Liban/Lebanon/Líbano*

ABDALLAH, Mr (G)  
FAYYAD, Mr (G)  
SAADE, Mr(T/W)

*Libéria/Liberia*

JACKOLLIE, Ms (G)  
THOMAS, Mr(T/W)

*Libye/Libya/Libia*

DERBI, Mr (G)  
ALGADI, Ms (G)  
SHARIF, Ms(T/W)

*Lituanie/Lithuania/Lituania*

DULKINAITĖ, Ms (G)  
ČERNIAUSKAS, Mr(T/W)

*Luxembourg/Luxemburgo*

FABER, M. (G)  
TUNSCH, M. (G)  
KIEFFER, M. (E)  
EISCHEN, Mme(T/W)

*Madagascar*

RAMANITRINIONY, M. (G)  
RAZAFINDRAIBE, M.(T/W)

*Malaisie/Malaysia/Malasia*

BAHARI, Mr (G)  
TAN, Mr (G)

*Malawi*

KALILANGWE, Mr (G)  
NYANGULU, Mr (G)  
MUNTHALI, Mr (E)  
KALICHERO, Mr(T/W)

*Maldives/Maldivas*

KENT, Mr (G)  
ADAM, Ms (G)  
HALEEM, Mr (E)  
ZAKIR, Mr(T/W)

*Mali/Malí*

COULIBALY, M. (G)  
KONATE, M. (G)  
KATILE, M.(T/W)

*Malte/Malta*

GATT, Mr (G)  
AZZOPARDI, Mr (G)  
FARRUGIA, Mr (E)  
CARACHI, Mr(T/W)

*Maroc/Morocco/Marruecos*

EL BERRAK, Mme (G)  
KABBAJ, M.(T/W)

*Maurice/Mauritius/Mauricio*

ARMOOGUM, Mr (G)  
DURSUM, Mr (E)  
RAY, Mr(T/W)

*Mauritanie/Mauritania*

EL HASSAN, M. (G)  
EL KHOU, M. (G)

*Mexique/Mexico/México*

CALVARIO CASARRUBIAS, Sra. (G)  
DE REGIL GÓMEZ, Sr. (E)

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

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

*Monténégro/Montenegro*

SCHMIDT GUTZAT, Ms (G)  
SOC, Mrs (G)  
RADULOVIĆ, Mrs (E)  
KEKOVIĆ, Mr(T/W)

*Mozambique*

DENGO, M. (G)  
MAVILA, M. (G)  
MIGUEL, M. (E)  
SIMANGO, M.(T/W)

*Myanmar*

TUN, Mr(T/W)

*Namibie/Namibia*

SIMATAA, Mr (G)  
SHINGUADJA, Mr (G)  
PARKHOUSE, Mr (E)  
MUNIARO, Mr(T/W)

*Niger/Níger*

DOUNAMA, M. (G)  
GARBA BARKIRE, M. (G)  
SAGBO, M. (E)  
IDRISSA, M.(T/W)

*Norvège/Norway/Noruega*

GEDE VIDNES, Mrs (G)  
KVAM, Mrs (G)  
RIDDERVOLD, Mrs (E)  
JONSRUD, Mr(T/W)

*Nouvelle-Zélande/New Zealand/Nueva Zelandia*

MCHARDY, Mr (G)  
HOBBY, Mr (G)  
MACKAY, Mr (E)  
JONES, Mr(T/W)

*Oman/Omán*

AL MULLAHI, Mr (G)  
AL KIYUMI, Mr (E)

*Ouganda/Uganda*

SSENABULYA NAMATOVU, Mrs (E)  
WERIKHE, Mr(T/W)

*Pakistan/Pakistán*

KHAN, Mr (G)  
NAUMAN, Mr (E)  
AWAN, Mr(T/W)

*Panama/Panamá*

MENDOZA GANTES, Sr. (G)  
NAVARRO BRIN, Sr. (G)  
LINERO MENDOZA, Sr. (E)  
BERROCAL, Sr.(T/W)

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

VASO, Mr (G)  
SAPULAI, Mr (G)  
AISL, Mr (E)  
KANAU, Mr(T/W)

*Paraguay*

LÓPEZ, Sra. (G)  
THOMAS, Sr. (G)  
GONZÁLEZ ARIAS, Sr. (E)  
LEGUIZAMÓN, Sra.(T/W)

*Pays-Bas/Netherlands/Países Bajos*

VAN DIJK, Mr (G)  
GANS, Mr (G)  
VAN EMBDEN ANDRES, Ms (E)  
VAN WEZEL, Ms(T/W)

*Pérou/Peru/Perú*

CÁCERES PIZARRO, Sra. (G)  
CHÁVEZ BASAGOITIA , Sr. (G)  
BAZÁN FIGUEROA, Sr.(T/W)

*Philippines/Filipinas*

REBONG, Ms (G)  
CHATO, Ms (G)  
VARELA, Mr (E)  
MATULA, Mr(T/W)

*Pologne/Poland/Polonia*

LEMIESZEWSKA, Ms (G)  
BAURSKI, Mr (G)  
MAKSYMUK, Mr (E)  
DUBINSKI, Mr(T/W)

*Portugal*

DA COSTA FERNANDES, Ms (G)  
VALADAS DA SILVA, Mr (G)  
BISCAYA, Mr (E)  
SIMÕES DA SILVA, Mr(T/W)

*Qatar*

AL KHULAIFI, Mr (G)  
AL SULAITI, Mr (G)  
AL-KUWARI, Mr (E)  
AL SUBAIEI, Mr(T/W)

*Rép. Démocratique du*

*Congo/Democratic Republic of the  
Congo/Rep. Democrática del Congo*  
TSHIMUANGA MINCHIABO  
MUTOMBO, Mme (G)  
MUSONDA KALUSAMBO, M. (G)  
ATIBU SALEH MWEKEE, M. (E)  
NDONGALA N'SIBU, M.(T/W)

*Roumanie/Romania/Rumania*

DUMITRIU, Mme (G)  
TUDORIE, M. (G)  
RUSU, M.(T/W)

*Royaume-Uni/United Kingdom/Reino  
Unido*

WARRICK, Ms (G)  
NOBLE, Ms (G)  
SYDER, Mr (E)  
GURNEY, Mr(T/W)

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

KUZMENKOV, Mr (G)  
ELTSOVA, Ms (G)  
SHMAKOV, Mr(T/W)

*Rwanda*

NTAYOMBYA, Ms (G)  
RUGEMA, Mr (G)

*Saint-Marin/San Marino*

TONI, M.(T/W)

*Sénégal/Senegal*

CISSE, M. (G)  
SECK, Mme (G)  
DIOP, M. (E)  
GUIRO, M.(T/W)

*Serbie/Serbia*

MLADENOVIĆ NESTORVIĆ, Ms (G)  
MLADENOVIĆ, Mr (G)  
SAVKOVIĆ, Mr (E)  
ORBOVIĆ, Mr(T/W)

*Seychelles*

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

*Singapour/Singapore/Singapur*

TAN, Ms (G)  
BOO, Ms (G)  
LIEW, Ms(T/W)

*Slovaquie/Slovakia/Eslovaquia*

BERINEC, Mr (G)  
HRDINA, Mr (E)  
MACÁK, Mr(T/W)

*Slovénie/Slovenia/Eslovenia*

ŽEROVEC, Mr (G)  
ŠTERBENC, Ms (G)  
KRIVIC, Mrs (E)  
GÖTZ, Ms(T/W)

*Soudan/Sudan/Sudán*

BRHANELDIN, Mrs (G)  
MUSTAFA, Mr (E)  
YOUSIF, Mr(T/W)

*Soudan du Sud/South Sudan/Sudán  
del Sur*

LOTARA, Ms (G)  
BAIME, Mr (G)  
RIAK, Mr (E)  
ALEU, Mr(T/W)

*Sri Lanka*

RAJAPAKSA PALLEGEDARA, Mr (G)  
WEERASINGHE, Mrs (G)  
PEIRIS, Mr (E)  
DEVENDRA, Mr(T/W)

*Suède/Sweden/Suecia*

EKEUS, Mr (G)  
ERIKSSON, Mr (G)  
BECKMAN, Mr (E)  
THAPPER, Ms(T/W)

*Suisse/Switzerland/Suiza*

BERSET BIRCHER, Mme (G)  
KARRER, M. (G)  
PLASSARD, M. (E)  
CIRIGLIANO, M.(T/W)

*Suriname*

MANGROE, Ms (G)

*Swaziland/Swazilandia*

MATSEBULA, Mr (G)  
DLAMINI, Ms (G)  
NTANDO, Ms (E)  
DLAMINI, Mr(T/W)

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

*Unida de Tanzania*  
SIMBA, Mr (G)  
SHITINDI, Mr (G)  
MLIMUKA, Mr (E)  
MGAYA, Mr(T/W)

*Tchad/Chad*

DJEGUEDEM, M. (G)  
MAHAMOUT, M. (G)  
ALI ABBAS, M. (E)  
ADJIA, M.(T/W)

*République tchèque/Czech  
Republic/República Checa*

HOMOLKOVÁ, Ms (G)  
JANEČEK, Mr (G)  
DRBALOVÁ, Ms (E)  
BAUEROVÁ, Ms(T/W)

*Thaïlande/Thailand/Tailandia*

JATTANOND, Ms (G)  
BHANDHUFALCK, Mrs (G)  
ROMCHATTHONG, Mrs (E)  
NARAWONG, Mr(T/W)

*Togo*

DOUAMENYO, M. (G)  
BATCHEY, M. (G)  
TEVI, M.(T/W)

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

MC LEOD, Mr (G)  
GREAVES-SMITH, Mrs (G)  
ALI, Mrs (E)  
ANNISETTE, Mr(T/W)

*Tunisie/Tunisia/Túnez*

GHORAB, Mme (G)  
ABASSI, M.(T/W)

*Turkménistan/Turkmenistan/Turkmeni stán*

POLLYYEVA, Ms (E)  
ALLAYEV, Mr(T/W)

*Turquie/Turkey/Turquía*

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

*Ukraine/Ucrania*

IVANKEVYCH, Mr (G)  
KLYMENKO, Mr (G)  
MIROSHNYCHENKO, Mr (E)  
OSOVI, Mr(T/W)

*Uruguay*

CAMILI, Sra. (G)  
CABRERA, Sra. (G)  
PENINO, Sr. (E)  
GAMBERA, Sr.(T/W)

*Venezuela (Rép.*

*Bolivarienne)/Venezuela (Bolivarian Republic)/Venezuela (Rep. Bolivariana)*

FLORES, Sr. (G)  
COLMENARES GOYO, Sr. (G)  
SUÁREZ, Sra. (E)  
DÍAZ, Sr.(T/W)

*Viet Nam*

HOANG, Ms(T/W)

*Yémen/Yemen*

AL-SOHYBE, Mr (G)  
AL-NASSIRI, Mr (G)

*Zambie/Zambia*

KAUNDA, Mr (G)  
MULINDETI, Mrs (G)  
CHIBANDA, Mr (E)  
HIKAUMBA, Mr(T/W)

*Zimbabwe*

MASOKA, Mr (G)  
MANZOU, Mr (G)  
MUFUKARE, Mr (E)  
NKIWANE, Mr(T/W)

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**Contre/Against/En  
contra: 3**

*Canada/Canadá*

WOOLFORD, Mr (E)

*Malaisie/Malaysia/Malasia*

BARDAN, Mr (E)

*Tunisie/Tunisia/Túnez*

BACCOUCHE, Mme (G)

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**Abstentions/Abstentions/  
Abstenciones: 12**

*Bulgarie/Bulgaria*

PIPERKOV, Mr (G)  
EVTIMOV, Mr (G)

*Colombie/Colombia*

ECHAVARRÍA, Sr. (E)

*Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos*

AL TUNAJI, Ms(T/W)

*Koweït/Kuwait*

AL-DOUSARI, Mr (G)

*Myanmar*

TUN, Mr (G)  
NAING, Mr (G)

*Turkménistan/Turkmenistan/Turkmeni stán*

BAZAROV, Mr (G)  
KEPBANOVA, Ms (G)

*Viet Nam*

LE, Ms (G)  
DAO, Mr (G)  
NGUYEN, Mr (E)



Vote par appel nominal sur les amendements de 2014 au Code de la  
Convention du travail maritime, 2006

Record vote on the amendments of 2014 to the Code of the Maritime  
Labour Convention, 2006

Votación nominal relativa a las enmiendas de 2014 al Código del  
Convenio sobre el trabajo marítimo, 2006

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***Pour/For/En Pro: 443***

***Contre/Against/En contra: 1***

***Abstentions/Abstentions/Abstenciones: 26***

***Quorum: 305***

***Maj./May.: 297***

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**Pour/For/En Pro: 443**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr (G)  
SKHOSANA, 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*

GÜNTHER, Mr (G)  
FARZAN, Mr (G)  
CONZEMIUS, Mr (E)  
KÜHL, Ms(T/W)

*Angola*

N'GOVE LUSSOKE, M. (G)  
BANGUEIRO GONÇALVES, Mme (G)  
LUÍS, M. (E)  
FRANCISCO, Mme(T/W)

*Arabie saoudite/Saudi Arabia/Arabia  
Saudita*

ALYAHYA, Mr (G)  
ALGHORRI, Mr (G)  
RADHWAN, Mr(T/W)

*Argentine/Argentina*

ROSALES, Sr. (G)  
RIAL, Sra. (G)  
FUNES DE RIOJA, Sr. (E)  
MARTINEZ, Sr.(T/W)

*Australie/Australia*

GARNER, Mr (G)  
ANDERSON, Ms (G)

*Autriche/Austria*

ZWERENZ, Mr (G)  
DEMBSHER, Ms (G)  
KOLARZ-LAKENBACHER, Mr (E)  
BÖGNER, Ms(T/W)

*Bahreïn/Bahrain/Bahrein*

ALMAHFOODH, Mr(T/W)

*Barbade/Barbados*

MARCUS-BURNETT, Mrs (G)

*Belgique/Belgium/Bélgica*

CLAES, M. (G)  
BOUTSEN, Mme (G)  
DE MEESTER, M. (E)  
LEEMANS, M.(T/W)

*Bénin/Benin*

BOKODAHO, M. (G)  
DJOSSOU MEBA BIO, Mme (G)  
JOHNSON, M. (E)  
AHITCHEME, M.(T/W)

*Botswana*

MOJAFI, Mr (G)  
SENNANYANA, Ms (G)  
MOLOBE, Mr (E)  
MHOTSHA, Mr(T/W)

*Brésil/Brazil/Brasil*

CORDEIRO DUNLOP, Sra. (G)  
BARBOSA, Sr. (G)  
TEIXEIRA DE SOUSA, Sra. (E)  
DE LISBOA AMANCIO VALE, Sr.(T/W)

*Brunéi Darussalam/Brunei  
Darussalam*

MOHD YUSOF, Mr (G)  
PG. KAMIS, Mr (G)

*Bulgarie/Bulgaria*

PIPERKOV, Mr (G)  
EVTIMOV, Mr (G)  
ZHELYAZKOV, Mr (E)  
DIMITROV, Mr(T/W)

*Burkina Faso*

SAWADOGO, M. (G)  
YAMEOGO, Mme (E)  
TIENDREBEGO, M.(T/W)

*Cameroun/Cameroon/Camerún*

AKOLLA EKAH, M. (G)  
NGONO, Mme (G)  
BATONGUE, M. (E)  
BISSALA, M.(T/W)

*Canada/Canadá*

LEWIS, Mr (G)  
MOUNIER, Mrs (G)  
WOOLFORD, Mr (E)  
ROYER, Mr(T/W)

*Cabo Verde*

CARVALHO, M. (G)  
MARTINS TAVARES, M. (G)  
FORTES, Mme (E)  
ASCENÇÃO SILVA, M.(T/W)

*Chili/Chile*

APARICIO, Sr. (G)  
GUESALAGA, Sr. (G)  
AGUILERA, Sr.(T/W)

*Chine/China*

HAO, Mr (G)  
GAO, Mr (G)  
LIU, Mrs (E)  
JIANG, Mr(T/W)

*Chypre/Cyprus/Chipre*

PANTAZI, Ms (G)  
ANDREOU PANAYIOTOU, Ms (G)  
MOYSEOS, Mr(T/W)

*Colombie/Colombia*

RIOS, Sr. (G)  
QUINTANA, Sr. (G)  
GÓMEZ, Sr.(T/W)

*Comores/Comoros/Comoras*

SALIM, M.(T/W)

*Congo*

MAYALA, M. (E)  
ELAULT, M.(T/W)

*République de Corée/Republic of Korea/República de Corea*

CHOI, Mr (G)  
KWON, Ms (G)  
CHOI, Ms (E)  
RYU, Ms(T/W)

*Costa Rica*

GAMBOA ACUÑA, Sra. (G)  
DENGO, Sr. (G)  
QUESADA FERNÁNDEZ, Sr.(T/W)

*Côte d'Ivoire/Côte d'Ivoire*

KONE, M. (G)  
DIALLO, M. (E)  
TRAORE, M.(T/W)

*Croatie/Croatia/Croacia*

PENIC-IVANKO, Mrs (G)  
FISEKOVIC, Mrs (G)  
HORVATIC, Mrs (E)  
KROFLIN, Mr(T/W)

*Cuba*

CASTILLO SANTANA, Sr. (G)  
THOMAS RAMÍREZ, Sra. (G)  
PARRA ROJAS, Sr. (E)  
CHACÓN BRAVO, Sra.(T/W)

*Danemark/Denmark/Dinamarca*

JENSEN, Mr (G)  
LORENTZEN, Mr (G)  
DREESEN, Mr (E)  
OHRT, Mr(T/W)

*République dominicaine/Dominican Republic/República Dominicana*

HERNÁNDEZ, Sra. (G)  
HERNÁNDEZ, Sr. (G)  
RAMOS CRISPÍN, Sr.(T/W)

*Egypte/Egypt/Egipto*

ALYEIDIN, Ms (G)  
WAHBALLAH, Mr(T/W)

*El Salvador*

VELÁSQUEZ DE AVILÉS, Sra. (G)

*Emirats arabes unis/United Arab Emirates/Emiratos Árabes Unidos*

AL SUWAIDI, Mr (G)  
ALMARZOOQI, Mr (G)  
ALGAIZI, Mr (E)

*Equateur/Ecuador*

KRONFLE KOZHAYA, Sr. (E)  
SARANGO CORREA, Sr.(T/W)

*Espagne/Spain/España*

VEGA MOLINA, Sr. (G)  
CARBAJAL GARCÍA, Sr. (G)  
FERRER DUFOL, Sr. (E)  
ORTEGA FUENTES, Sra.(T/W)

*Estonie/Estonia*

PROOS, Ms (G)  
HION, Ms (G)  
MERILAI, Ms (E)  
TAMMELEHT, Ms(T/W)

*Etats-Unis/United States/Estados Unidos*

SUN, Mr (G)  
SHEPARD, Mr (G)  
POTTER, Mr (E)  
FOX, Ms(T/W)

*Ethiopie/Ethiopia/Etiopía*

SENBETE, Mr (G)  
ADEWO, Mr (G)  
ENDRIS, Mr (E)  
AMENU, Mr(T/W)

*ex-Rép. Yougosl. de Macédoine/The former Yug. Rep. Of Macedonia/ex Rep. Yugoslava de Macedonia*

PAPATOLEVSKA, Mrs (G)  
DIMITROV, Mr (E)  
MITREVSKI, Mr(T/W)

*Fidji/Fiji*

WAQA, Mr (G)  
MARIO, Mr (G)  
PROBERT, Mr (E)  
URAI MANUFOLAU, Mr(T/W)

*Finlande/Finland/Finlandia*

KANTANEN, Ms (G)  
HEINONEN, Ms (G)  
KÄRKKÄINEN, Mr (E)  
KOUSA, Mr(T/W)

*France/Francia*

BAUDURET, Mme (G)  
PINEAU, Mme (E)  
ALEXANDRE, Mme(T/W)

*Gabon/Gabón*

MOULOMBA NZIENGUI, M. (G)  
MBOU MBINE, M.(T/W)

*Ghana*

OFORI AGYEMANG, Mrs (G)  
KORLETEY, Mr (G)  
FRIMPONG, Mr (E)  
ASAMOAH, Mr(T/W)

*Grèce/Greece/Grecia*

CHRYSANTHOU, Mme (G)  
PAPADATOS, M. (G)  
MANOUSHI, Mme (E)  
KRATIMENOU, Mme(T/W)

*Guatemala*

CHÁVEZ, Sra. (G)  
VILLAGRÁN, Sr. (G)  
ACEVEDO, Sr.(T/W)

*Guinée/Guinea*

DOUMBOUYA, M. (G)  
SIDIBE, M. (E)  
MANSARE, M.(T/W)

*Honduras*

VILLANUEVA REYES, Sr. (G)  
URTECHO, Sr. (E)  
AVILA GARCIA, Sr.(T/W)

*Hongrie/Hungary/Hungría*

TVARUSKÓ, Ms (G)  
PELEI, Ms (G)  
ROLEK, Mr (E)  
CZUGLERNÉ IVÁNY, Ms(T/W)

*Inde/India*

BAPAT, Ms (G)  
PATIL, Mr (E)  
SAJINARAYANAN, Mr(T/W)  
*Indonésie/Indonesia*  
YUSUP, Mr (G)  
ROOSTIAWATI, Mrs (G)  
YASAR, Ms (E)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*

ALIABADI, Mr (G)  
BEHZAD, Mr (G)  
TASDIGHI, Mrs (E)  
YAR AHMADIAN, Mr(T/W)

*Iraq*

MOHAMMED ALI, Mr (G)  
EL-SOODANI, Mr (G)  
AHMED, Mr (E)  
AL-BAWI, Mr(T/W)

*Irlande/Ireland/Irlanda*

SHERIDAN, Mr (G)  
GIGUERE, Mr (G)  
LYNCH, Ms(T/W)

*Islande/Iceland/Islandia*  
KRISTINSSON, Mr (G)  
EYJOLFSSON, Mr (G)  
STEFANSDOTTIR, Ms (E)

*Israël/Israel*  
AMRANI, Mr (G)  
KARA, Mr(T/W)

*Italie/Italy/Italia*  
TRAMBAJOLO, Mr (G)  
ARMELLIN, Mme (G)  
ROSSI, Mme (E)  
CAPPUCCIO, Mme(T/W)

*Jamaïque/Jamaica*  
WEDDERBURN, Mr (G)  
WESLEY, Mr (G)  
CUTHBERT, Mrs (E)  
GRANT, Mr(T/W)

*Japon/Japan/Japón*  
HIRASHIMA, Mr (G)  
ISAWA, Mr (G)  
MATSUI, Mr (E)  
SAKURADA, Mr(T/W)

*Jordanie/Jordan/Jordania*  
LABADI, Ms (G)  
AL-JBOUR, Mr (G)  
MAAYTA, Mr(T/W)

*Kenya*  
ISMAIL, Mr (G)  
NYAMBARI, Mr (G)  
MUGO, Mrs (E)  
ATWOLI, Mr(T/W)

*Kiribati*  
NAUAN, Mr (G)  
TAATO, Ms (G)

*Koweït/Kuwait*  
AL-DOUSARI, Mr (G)

*Lao, Rép. démocratique  
populaire/Lao People's Democratic  
Rep./Rep. Democrática Popular Lao*  
DOUANGSAVANH, Mr (G)  
MOUNTIVONG, Mr (G)  
PHIRASAYPHITAK, Ms (E)  
VONGKHASEUM, Mr(T/W)

*Lesotho*  
LEDIMO, Mrs (G)  
MATSOSO, Mrs (G)  
SEPHOMOLO, Mrs (E)  
SEMATLANE, Mr(T/W)

*Lettonie/Latvia/Letonia*  
DREIMANE-ARNO, Ms (G)  
JANSONS, Mr (G)  
KIUKUCANE, Ms (E)  
MICKEVICA, Ms(T/W)

*Liban/Lebanon/Libano*  
ABDALLAH, Mr (G)  
FAYYAD, Mr (G)  
SAADE, Mr(T/W)

*Libéria/Liberia*  
JACKOLLIE, Ms (G)  
THOMAS, Mr(T/W)

*Libye/Libya/Libia*  
DERBI, Mr (G)  
ALGADI, Ms (G)  
SHARIF, Ms(T/W)

*Lituanie/Lithuania/Lituania*  
DULKINAITĖ, Ms (G)  
ČERNIAUSKAS, Mr(T/W)

*Luxembourg/Luxemburgo*  
FABER, M. (G)  
TUNSCH, M. (G)  
KIEFFER, M. (E)  
EISCHEN, Mme(T/W)

*Madagascar*  
RAMANITRINIONY, M. (G)  
RAZAFINDRAIBE, M.(T/W)

*Malaisie/Malaysia/Malasia*  
JOAKIM, Mr (G)  
TAN, Mr (G)

*Malawi*  
KALILANGWE, Mr (G)  
NYANGULU, Mr (G)  
MUNTHALI, Mr (E)  
KALICHERO, Mr(T/W)

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Moldova/República de Moldova*  
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WERIKHE, Mr(T/W)

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NKIWANE, Mr(T/W)

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*Cambodge/Cambodia/Camboya*

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HEANG, Mr (G)

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*Emirates/Emiratos Árabes Unidos*

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KARRER, M. (G)

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