
It is important to note that the definition of disaster does not apply to situations whereby States receive refugees, as we have just mentioned.

Under Paragraph 3, it is important to note that in disasters the crisis response is primarily to provide life-saving assistance and meet basic needs, such as those for food, health and shelter. We should not seek to redefine or change the priorities of disaster response.

Providing work is the prerogative of the State under its national law, and nothing in international law relating to disasters or armed conflicts places an obligation on host States to provide such assistance or so-called right, under the relevant Paragraphs or through recommendations. By the same token, there are no emerging international rules to this effect.

Under Paragraph 4, with respect to the application of the Recommendation, we reiterate our understanding in this regard that, in application of the Recommendation, distinctions, exclusions, restrictions or preferences may be made by a State Party between citizens and non-citizens (Article 1.2 of the International Convention on the Elimination of All Forms of Racial Discrimination), in accordance with the relevant national laws and legislation and the international instruments that the State Party has ratified. This applies to all Paragraphs with references to migrants and refugees throughout the text.

Under Paragraph 6, we would like to make clear that Jordan is only bound by the international obligations it has assumed, in the original context and scope within which they were formulated and the scope of application and the beneficiary that they originally sought.

Under Guiding Principles, Paragraph 7, our understanding of “crisis situations arising from conflicts and disasters” is in the countries where disasters and war occur.

Under Paragraphs 7(k) and 7(m), distinctions, restrictions, exclusions and preferences that a State party makes between citizens and non-citizens apply here also.

A similar logic applies to Paragraph 11(a), for instance, under Employment and Income-generation Opportunities. Parts X and XI should also be read in this context.

Under Strategic Approaches, Paragraph 8(l), with respect to armed forces and groups it is important to note that this is a sensitive issue, which may be linked with terrorism and crime, and is governed by the corresponding national laws of the State. It is also outside the scope of the ILO’s mandate. This is also true with regard to Paragraph 11(i) under Employment and Income-generation Opportunities.

In Paragraph 9(b), the urgent crisis response in the aftermath of a conflict or disaster is primarily life-saving.

We are pleased with the constructive language on international cooperation in the entire Part XI, Refugees and returnees. This will help host countries, refugees and host communities. The fact that settlements are not mentioned in the document should not in any way affect the three forms of recognized durable solution.

As for Paragraph 37, we believe that the 1951 Refugee Convention clearly sets out the criteria for return; applying the definitions of the original text to other regions cannot be accepted.

Finally, we do not consider ourselves bound by any new legal definition or extension of a legal definition, either directly or indirectly, of an issue that is already dealt with outside ILO instruments.

Ms Ssenabulya Namatovu

Employer, Uganda

As a member of the Committee and an Employers' delegate from Uganda, it is a pleasure and a privilege to take the floor on behalf of the Employers' group in support of the proposed Recommendation concerning Employment and Decent Work for Peace and Resilience. We fully acknowledge the importance of promoting peace, preventing crisis situations arising from conflicts and disasters, enabling recovery and building resilience. Furthermore, we endorse the importance of developing country responses through social dialogue to crisis situations arising from conflicts and disasters.

As Ms Sephomolo has indicated, creating or restoring an enabling environment for sustainable enterprises is key. The proposed Recommendation defines useful terms such as "disaster", "resilience" and "crisis response", which we find very useful. We appreciate the call for a just transition towards an environmentally sustainable economy as a means for sustainable economic growth and social progress; we also value the focus on national reconciliation. Building or restoring labour market institutions, including employment services for stabilization and recovery, is important. Equally important is the need to develop the capacity of governments, including regional and local authorities, and of employers' and workers' organizations.

Furthermore, based on Uganda's experience after the civil war, there is a need to formulate or adapt a national education, training, retraining and vocational guidance programme that responds to skills needs. We are pleased that these issues are well captured in the proposed Recommendation and call upon everyone to give it their full support.

Ms Fauske

Worker, Norway

On behalf of the Norwegian Confederation of Trade Unions and my Nordic colleagues, I would like to speak in favour of the adoption of this Recommendation.

This is indeed a timely and important Recommendation for workers, businesses and societies alike. The number of people living in conflict- and fragility-affected States is growing, and the nature of conflicts and types of crises have changed since 1944.

We know that climate change will affect us all. We also know that demographic patterns and access to resources mean that future crises will be more acute than those in the past. This will require coherent responses and fair burden- and responsibility-sharing. We should all take appropriate steps to assist one another.

The hope is that the new instrument will provide a useful and effective framework for preventing and responding to crisis situations arising from conflicts and disasters, and will build resilience through employment and decent work.

We believe that when faced with crises, the best solutions are found through social dialogue and cooperation. The involvement of workers' and employers' organizations can make unique contributions. They are the ones on the front lines. They can direct activities to where they are most needed. They are also the ones who can contribute to expanding the local market using local knowledge, people, material and enterprises. It takes time, but it builds trust and provides fair solutions that take everybody's needs into account.

As we see it, not only employment creation but all the four pillars of the Decent Work Agenda should serve as a bridge between the humanitarian relief and development responses. We are therefore happy that the negotiation process resulted in strengthened

language on social dialogue, social security and assistance for groups made vulnerable by crises.

Crisis situations affect women and men differently and tend to unsettle commonly held ideas and assumptions. This can be negative, but it also allows for transformative responses that can enable social progress and the fulfilment of rights. We should make sure not to miss out on such opportunities. For years, the ILO has expanded its role in crisis-affected countries. It has become an integrated part of the international crisis response structure. We hope that this important work will continue.

If adopted, it is up to all of us to give life to the new Recommendation and strengthen international cooperation with a focus on employment, decent work and sustainable enterprises.

Mr Parkhouse
Employer, Namibia

The world has seen untold crisis situations since the 1944 Recommendation was adopted, and it was most certainly time to review the contents and to bring it up to date. Localized wars and civil disturbances have occurred far too regularly across the globe and, as we all know, in some areas still persist. Natural disasters such as floods, tsunamis and earthquakes happen irregularly, and no corner of our planet is excluded from the effects. My own region of southern Africa has recently suffered a devastating drought, which has caused untold suffering for many. Some of the hardest hit have been subsistence farmers who have lost their livelihoods and been forced to migrate in search of alternative means to survive and feed their families.

It is incumbent on us to find ways jointly to alleviate this suffering and that is just what this Recommendation does. We must make it easier for these people, especially women, to return to decent work without prejudice or concern for their political opinions or national origin.

Employment creation is one of the ways that we can assist in achieving the stability that is needed. We should concentrate on creating sustainable enterprises where sustainable jobs can be established. These must include adequate social protection, and I want to emphasize sustainability; it will be of little meaning if those employment opportunities are short-lived. We must also ensure that those jobs create equal opportunities and remuneration for women as well as men, and especially where the woman is a single parent.

With respect to the cessation of armed conflict, we must pay special attention to reintegrating armed forces personnel, whether formal or informal. They will need to be retrained in order to be able to enter the labour market effectively.

With these few words, I have tried to emphasize the desirability not only of adopting this Recommendation today, but also of implementing the Recommendation as may be appropriate once we each return home.

I call on all delegates to vote in favour of this Recommendation.

Mr Mutagoma
Employer, Rwanda
(*Original French*)

I work for the Rwanda Private Sector Federation. I would like to take this opportunity to recall that my country, Rwanda, has experienced an extremely serious political and humanitarian crisis which, as you all know, resulted in genocide.

Today, Rwanda is rising from the ashes and is even referred to as “Africa’s Singapore”. I say this in order to show how relevant the Recommendation is to us and to other countries that might find themselves in situations of armed conflict or other types of disaster. I therefore appeal for understanding on the part of the developed countries and international organizations, since it is our countries that are at risk of being further weakened if nothing is done to prevent conflicts and promote peace and reconstruction through employment and decent work, in order to build resilience.

Mr Hiag
Employer, Cameroon
(*Original French*)

It is a great honour and indeed a pleasure for me to take the floor to express my support for the report of the Committee on Employment and Decent Work for the Transition to Peace and for the new Recommendation that is submitted to you today. I have actively participated in the work of this Committee and have been part of the Committee Drafting Committee for the proposed Recommendation. I would like to pay tribute to this Committee, which has sacrificed many nights to accomplish its mission.

The Recommendation concerning Employment and Decent Work for Peace and Resilience revises Recommendation No. 71, with the aim of expanding its scope of application and providing guidelines on the role of employment and decent work in prevention, recovery, peace and resilience. It places employment and decent work at the heart of prevention and resolution of conflict, and of reconstruction of countries that have been devastated by disasters.

In Part III, the Recommendation recognizes the central role and position of the private sector in national recovery programmes to promote decent work. Cameroon, my country, is facing two crises: the war against the shadowy Boko Haram in the extreme north, a region which is partly devastated and has had a huge influx of refugees from neighbouring Nigeria and many internally displaced persons. This organization particularly recruits among young people who are unemployed and uneducated. The second crisis is the Central African conflict that has led to a massive influx of refugees. Arrangements have had to be made to receive them and it will also be necessary to organize their return. Parts IX and X of the Recommendation highlight the need to facilitate the return of refugees in conditions of security and dignity after creating an environment conducive to the strengthening of employers’ and workers’ organizations, which is necessary for setting up a constructive social dialogue.

We are convinced that this Recommendation will be a strong and relevant instrument which is beneficial to our country. It should assist national cohesion and subregional and international cooperation to promote and re-establish peace and development.

We congratulate the Chairperson of the Committee and the Worker and Employer Vice-Chairpersons for presenting our positions. We thank the ILO, in particular the Bureau for Employers’ Activities (ACT/EMP) and the International Organisation of Employers (IOE), which have supported us throughout the process. We strongly recommend the adoption of this Recommendation.

The President
(*Original Spanish*)

I propose that the Conference should proceed with the approval of the report of the Committee on Employment and Decent Work for the Transition to Peace, which is contained in paragraphs 1–2063 of *Provisional Record* No. 13-2.

If there are no objections, may I take it that the Conference approves the report, subject to any corrections that may be received?

(The report – paragraphs 1–2063 – is approved.)

Proposed Recommendation concerning Employment and Decent Work for Peace and Resilience: Adoption

The President
(Original Spanish)

Let us now move on to the adoption of the proposed Recommendation concerning Employment and Decent Work for Peace and Resilience.

The proposed Recommendation has been published in *Provisional Record* No. 13-1(Rev.). We will proceed Part by Part, beginning with the Preamble.

(The Preamble and Paragraphs 1–49 of the proposed Recommendation are adopted.)

If there are no objections, may I take it that the Conference adopts the proposed Recommendation concerning Employment and Decent Work for Peace and Resilience as a whole?

(The proposed Recommendation is adopted as a whole.)

Resolution concerning employment and decent work for peace and resilience: Adoption

The President
(Original Spanish)

We will now move on to the adoption of the resolution concerning employment and decent work for peace and resilience, which is also contained in *Provisional Record* No. 13-1(Rev.).

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

(The resolution is adopted.)

Final record vote on the adoption of the Employment and Decent Work for Peace and Resilience Recommendation, 2017

The President
(Original Spanish)

I propose that we now move on to the next task, which is the final vote on the adoption of the Recommendation. We will now take a record vote in accordance with the provisions of article 40 of the Standing Orders of the Conference.

(A record vote is taken.)

The result of the vote is as follows. Votes in favour: 378, votes against: five, abstentions: eight, quorum: 305.

(The Recommendation is adopted.)

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

The Government delegate of the Russian Federation, Mr Kalinin, has requested the floor to explain his vote.

Mr Kalinin

Government, Russian Federation

(Original Russian)

I would like to thank the members and Officers of the Committee for their constructive work on the draft of the revised Recommendation No. 71. Thanks to intensive efforts and continued consultations, the document has acquired a balanced character. At the same time, in light of the concerns that were raised and the proposals put forward, my delegation believes that the Recommendation could take greater account of the provisions of generally accepted documents in the area of human rights and in international humanitarian law. Some sections are still susceptible to different interpretations. In that context, we share the understanding of the term “minority” that was put forward by the secretariat during the earlier consultations on this document. This term, we believe, should be brought in line with the 1992 Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities.

The President

(Original Spanish)

The adoption of a new international labour instrument is not only an emotional moment but also a landmark in the history and functioning of this Organization. Even more importantly, it demonstrates the will of the tripartite constituents to improve the quality of life of hundreds of thousands of workers and employers, and also of those on whom responsibility has been conferred to govern them. These are all human beings, like you and me, whose day-to-day lives are disrupted by conflicts, disasters and crises. By adopting this Recommendation, the Conference has taken a historic step forward towards the social justice enshrined in the Constitution of this eminent Organization. This is the only way to achieve the universal and lasting peace that we all desire. This instrument is the fruit of more than two years of continuing work and dedication. It has not always been easy but tripartite consensus has triumphed in the end.

**Report of the Committee for Labour Migration:
Submission, discussion and approval**

The President

(Original Spanish)

We shall now move on to the submission, discussion and approval of the report of the Committee for Labour Migration, which can be found in *Provisional Record* No. 12-2 and which reflects the deliberations of the Committee. The report is available on the Conference website.

I would like to invite the Officers of the Committee for Labour Migration to come to the podium: Mr Reyes Castro, Chairperson; Mr Barklamb, Employer Vice-Chairperson; Ms Passchier, Worker Vice-Chairperson; and Mr Mushy, Reporter.

It is my pleasure to give the floor to the Reporter of the Committee, Mr Mushy, to present the report.

Mr Mushy

Reporter of the Committee for Labour Migration

It is with great pride that I report to you on the work of the Committee for Labour Migration. Guided by the Governing Body, the Committee's work focused on effective labour migration governance at the national, bilateral, regional and international levels and also on fair recruitment. It is my belief that the discussions that took place in the Committee and the conclusions submitted for adoption have successfully met the high expectations raised by ILO constituents. This is a high-priority topic for governments, and comes at an important moment for the global discussion on international migration, especially in view of the ongoing preparations towards the development of the Global Compact for Safe, Orderly and Regular Migration that is expected to be adopted by the United Nations in 2018.

The Committee completed its deliberations in ten sittings. The deliberations were guided by the findings of Report IV that was presented to this 106th Session of the Conference, entitled *Addressing governance challenges in a changing labour migration landscape*. The first six sittings were devoted to a general discussion based on the five points for discussion adopted by the Committee. The Government, Employers' and Workers' groups discussed the opportunities, challenges and risks for labour migration governance and shared their experiences and many good practices. I would like to take this opportunity to thank them – and particularly the regional groups – very much for their extremely enriching interventions.

On Friday and Saturday of last week, the drafting group met to provide the Committee with a set of draft conclusions from our general discussion. Its members worked long hours until the early hours of Sunday morning on the basis of a tentative text provided by the Office that was very well received by all sides. Discussions in the drafting group were lively and, at times, difficult, with some contentious issues. Nevertheless, they were conducted in a constructive spirit, with participants displaying and expressing the will and commitment to arrive at a meaningful outcome. The drafting group achieved convergence in the draft conclusions, except for a few points or sentences that were bracketed.

On Monday, 12 June, a total of 77 proposed amendments to the text were submitted. The Committee met again on Tuesday and Wednesday of this week to discuss them and modify the draft conclusions accordingly. Sincere appreciation goes to the Government members of our Committee, who remained engaged and committed throughout – especially during times in which the debate was particularly lively – and who found bridges on which to build consensus. I am sure that the Committee's conclusions will be an important document of reference for the Organization, as well as its tripartite constituents, in the further promotion of fair and effective labour migration governance.

Let me now turn to the report itself. It provides an overview of the wealth of experiences, policies and concrete good practices that were shared in the Committee throughout our statements, discussions, amendments to the draft text and the eventual results.

I would like to sincerely thank our Chairperson for having fostered a constructive and friendly atmosphere throughout the discussions of the Committee and the drafting group. He showed remarkable composure in the face of some heated debates and an impressive capacity to lead us in a focused and calm manner towards consensus in front of and behind the scenes and to remind us time and again of the important responsibility resting on our shoulders to address an issue that is of increasing global significance and central to the global debates. I should also like to underline the role of the Worker and Employer Vice-Chairpersons. Their collaboration and willingness to compromise ultimately resulted in the finalization of our Committee's work.

It is my sincere belief that these conclusions will be of great importance in guiding the Governing Body, the Office and all of us in our efforts to strengthen the governance of labour migration in the years to come. I hereby submit the report for approval, together with the proposed resolution and conclusions for adoption.

Mr Barklamb
Employer Vice-Chairperson of the Committee
for Labour Migration

When we started our work in the Committee last week, the Employers very clearly outlined what we wanted to see in the final conclusions. The Employers wanted conclusions that will set a positive role for labour migration and clearly reflect on the opportunities it creates for tens of millions of people throughout the world to improve their lives.

The Employers wanted conclusions that will equip this Organization, the ILO, to do various things. Firstly, we wanted to equip the ILO to more effectively respond to the realities and needs of its constituents on labour migration. Secondly, we wanted to equip the ILO to support its constituents in both delivering and contributing to sound and effective labour migration governance. Thirdly, we wanted to equip the ILO to respond to constituents' needs on skills development and recognition. Furthermore, the Employers wanted conclusions that will equip the Office to make an appropriate and positive contribution to global discussions, notably towards the planned Global Compact for Migration. The Employers wanted conclusions that will equip this Organization to focus squarely on labour migration in its future work, not on wider migration concerns.

So, what did we deliver at the end of this process? The mandate of the ILO, as captured in the 2008 Declaration on Social Justice for a Fair Globalization is "to understand better the diverse realities and needs of its Members with respect to each of the strategic objectives, [and] respond more effectively to them [the needs], using all the means of action at its disposal". We are very pleased to say, at the end of our discussions, that the conclusions on labour migration you have before you do due justice to the 2008 Social Justice Declaration and provide a very good basis for the future work of the ILO on labour migration governance. The conclusions deliver on the expectations that the Employers had at the start of this process – not just for our constituency, or on behalf of our constituency, but for the communities and economies in which employers live, trade and create jobs.

Some notable messages stand out from our final conclusions. Firstly, the benefits. There are clear benefits that can, and do, flow from soundly and effectively governed labour migration. The conclusions are overwhelmingly positive on the benefits and opportunities that soundly and effectively governed labour migration can create. This reflects, as I said, the experience of tens of millions of people around the world whose lives have been, and are being, enriched by opportunities to live and work in other nations, either temporarily or permanently.

Another notable message is that there are risks. There are risks and governance challenges and there can be risks for individuals, employers and communities. The ILO has an opportunity – we say, bolstered by these conclusions – to support sound and effective governance in more countries, which can maximize the benefits of labour migration while minimizing the risks.

Another key message in the conclusions is the importance of facts. The ILO should gather and communicate a factual foundation for improved policy and for sound and effective labour migration governance in the future.

We also acknowledged, and quite clearly shone a spotlight on, misperceptions. A good evidence-based business case for soundly and effectively governed labour migration can defuse misperceptions, including the discriminatory, racist and xenophobic ideas that all too often put pressure on migration policy generally in too many countries. We can, instead, with good information and sound ideas, contribute to sound and effective labour migration governance.

The next notable message in our conclusions is on skills. The Employers were very clear throughout our discussions on the importance of skills development, mobility and recognition as being positive for future labour migration. We note with approval the course of action in the conclusions for the ILO and we will be looking to the Office to deliver a skills development and recognition programme to its constituents.

We also spoke and put a great deal of emphasis on the General principles and operational guidelines for fair recruitment adopted by the ILO in 2016. The conclusions emphasized the utility of what was achieved here and in the Organization last year in the creation of these guidelines, which represent the up-to-date thinking of this Organization and the ILO's best input into meeting fair recruitment challenges. The Employers see the guidelines as particularly relevant to addressing shared concerns – shared by employers, workers and governments – regarding irregular migration and abusive practices.

The conclusions also reaffirm that the key to good governance lies in responding to actual needs and priorities, as I mentioned earlier. The Employers believe that our conclusions will assist the ILO in championing at the highest global levels the positive role that labour migration – supported by effective, sound governance – can play in all countries. We say that the conclusions our Committee reached will equip the ILO to present itself in discussions with other agencies and bodies as a source of information and of good practices that can contribute to sound and effective labour migration governance throughout the world.

Finally, I would like to express my appreciation to all members of the Committee for helping to achieve such a successful outcome at the end of a long and, as our Reporter has captured, often quite difficult process. I would like to thank the Officers of the Committee and, very much firstly, to thank the Chairperson, Mr Reyes Castro, for his inclusiveness and diplomacy, and – I can add to that – for his calm and good spirit throughout. I think our Reporter captured that very well by talking about his composure.

I would also like to thank my counterpart, the Worker Vice-Chairperson, Ms Passchier, for her strong and consistent representation of her group's often diverse interests and priorities. As I mentioned spontaneously at the end of our Committee's work, she is a fierce and effective advocate for her group, and they are lucky to have her.

I also wish to thank my own group, particularly my Employer colleagues in the drafting group and a couple of extras to the drafting group, who provided significant assistance, and our advisers and assistants who provided invaluable assistance from ACT/EMP and the IOE. I would like to thank them for their guidance in providing me with valuable insights into their national priorities and concerns and the vast swathe of priorities, processes and previous

thinking in this area. At the end of this process, the capacity of the Employers to strongly support the final conclusions is in substantial part a function of the very clear instructions and support I received from my Employer colleagues throughout.

Last but not least, I would like to particularly thank colleagues from the International Labour Office for their tireless efforts in ensuring that the work of this Committee went well, often in difficult circumstances. The clarity of their initial report and the accuracy with which they captured our subsequent discussions assisted our deliberations considerably.

The Employers are very pleased to be able to support our conclusions today. We look forward to giving effect to them in the coming years and to supporting the contribution this Organization can make to wider global discussions on migration, guided by these conclusions. I commend them to you all.

Ms Passchier

Worker Vice-Chairperson of the Committee
for Labour Migration

“Trees have roots, people have legs.” With those words, I started our contribution, ten days ago, to what was sometimes a difficult debate. Migratory flows have shaped the world since the human race appeared on this planet and, as an Italian labour inspector once put it, “Migration is like the rain: it never comes when you need it and sometimes there is too much of it. The best thing to do is to deal with it properly to everybody’s benefit.”

So, that was the issue before the Committee for Labour Migration this year: Addressing governance challenges in a changing labour migration landscape. The issues that were placed before our Committee are of profound importance for migrant workers worldwide, but also for other workers and societies in countries of origin, transit and destination. I am here today to represent the voice of all those workers. I speak for the migrant workers who can express themselves freely and organize in unions, but also for the larger numbers, at all levels of the increasingly globalizing labour market and in global supply chains, whose voices are not heard and whose workplaces are often out of sight: workers on big construction sites with long working hours and dangerous working conditions, or women working as domestic workers in private households and subject to many abuses, including violence and harassment. Many of them are without proper legal status or protection and are therefore easy victims of exploitation and are often prevented, in law or in practice, from forming a union.

In our Committee, our voices were joined by those of many Governments representing the so-called “sending countries” expressing their concern about the effects that labour migration has for their country, with young skilled workers leaving, thereby draining their economies and societies of the care workers and technicians that they so badly need for their own sustainable development. In the global competition for skilled workers, they are not getting their fair share and need a better deal than just receiving remittances.

Today, the ILO is confronted with the essential question of whether it is capable of dealing with the new world of work, in which labour migration has indeed become as natural as rain, but which increasingly also poses important questions regarding potentially severe decent work deficits.

Migration in search of work and a better life is an age-old and very human phenomenon and has played a pivotal role in shaping the world as we know it, contributing to rich and diverse societies. It still does. However, migration today is also a reflection of inequalities between countries and regions. One point of strong concern for the Workers’ group in our Committee was the new model of migration adopted by many countries, which is increasingly focusing on temporary or circular migration programmes. This model is often

presented as a triple win: for migrant workers, as well as for countries of origin and destination. However, for vast numbers of migrants, particularly in low-skilled, low-paid jobs, the reality is rather harsh, as they have little to no choice regarding jobs, change of employer, family unification or timing of their return.

So, we must be careful about promoting these programmes as the “silver bullet” solution to all the perceived problems with the migration models of the past. Regular migration schemes must be about more than just a churning of workers in temporary or circular ways that do not offer any prospects for long-term decent jobs or decent lives. All workers deserve the right to be with their families, raise their own children, be free from burdensome recruitment fees and have the ability to secure work that is not precarious, both at home and elsewhere. Sustainable development means decent work in origin countries, too, in order to ensure that migration is a choice.

In the Committee, we started to identify both the opportunities and the challenges – including decent work deficits – when it comes to these programmes, and asked the Office to carry out comparative research on this matter and to present the outcomes to the Governing Body for further consideration.

Our discussions also highlighted the rise in the numbers of women who are migrating for work. Labour migration policies often do not address the many protection gaps for women migrants. These include exposure to gender-based violence, multiple forms of discrimination and exclusion from national labour laws and social protection, especially for the millions of women domestic workers. We therefore call for particular attention to be paid to migrant women and young migrants in all actions and programmes.

The Committee had the courage to address a very sensitive issue, that of undocumented or irregular migrants, and it unanimously agreed that they are human beings who deserve protection not only of their human rights, but also of their fundamental labour rights, such as freedom of association. However, it is much more difficult to agree on what this should mean in practice. There seems to be a trend towards eschewing any state responsibility towards them. There is even an apparent unwillingness to acknowledge that some policies and programmes – for example, tied-visa or single-employer sponsorship programmes – may contribute to placing them in an irregular situation and to placing them, effectively, in situations of bonded or forced labour. Pathways out of irregularity, including through regularization, are essential. We therefore welcome the language agreed in the conclusions, recognizing this as one of the priority areas of action for the ILO: to encourage sharing of good practices on reducing irregular labour migration, including on pathways out of irregularity. The ILO should also encourage governments to ensure that irregular migrants can safely report abusive working conditions and have access to justice.

This brings me to another key point: freedom of association is both a fundamental right and an enabling right. When migrant workers cannot raise their voice collectively to address unfair and abusive working conditions, this will be a major obstacle to achieving decent work for them. Therefore, the Committee asks the ILO to identify current obstacles in law and in practice as a matter of urgency and to assess the most effective ways of addressing them.

When it comes to governance, we should recognize that, increasingly, countries of transit are also the places where young, highly skilled workers get stuck on their way to a better future and are abused and exploited without anybody paying attention. Many governments referred to this issue. This certainly requires more innovative cooperation and governance at the regional and global levels, with bilateral and multilateral agreements paving the way. The Committee recommends that these agreements are most beneficial and effective when they are developed with the inclusion of social partners and address the labour market needs of both destination and origin countries, as well as the protection of

workers, which has until now seldom been the case. Setting the basis for collaboration firmly within the legal framework of international human and labour rights can help to level the playing field upwards. The ILO can play an important convening role in bringing representatives of governments and social partners together to discuss good labour migration practices, policies and experiences.

The Committee recognized the important role that the ILO has to play when it comes to sound and effective labour migration policies, because of its unique tripartite nature and rights-based approach. We therefore particularly welcome the reference in the conclusions to the importance of protecting migrant workers' rights, as set out in the relevant ILO Conventions, such as the only two – the Migration for Employment Convention (Revised), 1949 (No. 97), and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) – that focus especially on migration, calling on the ILO to promote the ratification and effective application of all standards relevant to labour migration governance and the protection of migrant workers. These two Conventions allow for a significant degree of flexibility and envisage member States introducing measures tailored to their national circumstances so as to better achieve the aims of the Conventions for the benefit of migrant workers, as well as the wider society.

In its General Survey of 2016, the Committee of Experts on the Application of Conventions and Recommendations affirmed that these instruments are still of great relevance for migrant workers and have significant potential to contribute to effective governance. The Experts found that there were a lot of misperceptions about these instruments, which stood in the way of their ratification. We would certainly like to see stronger political commitment in all three groups to the principles expressed in these instruments and also to the promotion of their ratification and application. It is an important step in the right direction that the Office is being asked to raise awareness of these standards and frameworks, demonstrate their flexibility and defuse misconceptions about the meaning of certain provisions through user-friendly materials.

When it comes to recruitment, we returned to the enormous abuses to which migrant workers may be subjected and we referred to many different issues that I will not mention now. Effective regulation and monitoring of recruiters is therefore necessary to prevent migrant workers from experiencing abusive conditions, including trafficking in persons and forced labour. An important step to better regulating this issue was taken with the adoption of the ILO *General principles and operational guidelines for fair recruitment* in November 2016. These guidelines should be given a fair chance to show their relevance in the years to come, but we agreed that they should be evaluated within five years in order to see whether further action is necessary.

Our discussion, I believe, identifies the importance of the contribution that the ILO can make to the ongoing global migration debates. The ILO is, of course, the only UN specialized agency that brings together governments, employers and workers on an equal footing, dedicated to advocating the importance of guaranteeing fundamental principles and rights at work and improving working conditions and living standards in the furtherance of social justice. And as the implementation of the 2030 Agenda and consultations on the Global Compact for Migration move forward, it is of primary importance that the ILO bring its knowledge, expertise and, indeed, normative framework to all of these tables.

Allow me to make one final remark. The discussions in our Committee were far from easy, which is understandable when it comes to such a complex matter on which one can have so many different perspectives. However, there is one challenge – which I would call our common challenge – that should bring us together. I was surprised to see that the Employers' group had such difficulty in acknowledging that there could be both upsides and downsides to labour migration. And in our view, if I may – and I hope it is not offensive to

my friend, Mr Barklamb – this looks a bit like an ostrich policy because, whatever any one of us may think of the developments in our world nowadays, both labour migration and globalization are here to stay. However, if we do not find the right policies and measures to address the legitimate concerns of our citizens and workers as to how all of this is affecting them, we will see a further rise in nationalist, extremist and xenophobic tendencies calling on governments to close borders and build walls to the detriment of us all and, not in the least, of businesses and economies.

Our Committee discussed the importance of addressing misconceptions. The best way to address misconceptions is, as the ILO has shown since its foundation in 1919, to provide for evidence-based research that clarifies what is going on in the world of work, to sit down in serious tripartite social dialogue and identify where decent work deficits exist, and then to address those matters with appropriate methods and strategies – including standard-setting – because social justice is the only appropriate answer.

I would like now to very briefly thank everybody that was involved in bringing this about – starting with the people in the restaurants who had to work long hours because we needed sandwiches, the interpreters who provided us with translation until the small hours of the night and, of course, also our groups: the Workers’ group, which was very much in solidarity and also stayed late into the evenings; the Employers’ group for trying to understand what we were about and then, after some consideration, trying to find agreement; and, of course, also the Governments, who played an important role in bridging gaps that sometimes seemed to be insurmountable. Special thanks are due to, I would say, the “Commander-in-Chief” of our Committee, our Chairperson, who preserved a true tripartite spirit throughout our discussions and therefore made an enormous contribution to the final result.

To conclude, the Office prepared a great document, and I know that when you do that, you have to see whether everybody is going to ruin all your good work by sitting down and negotiating it. I hope the Office still feels that we are on the right track and that we have given it a strong mandate for further action.

Mr Reyes Castro

Chairperson of the Committee for Labour Migration

(Original Spanish)

It is an honour to address the plenary sitting of the Conference regarding the work of the Committee for Labour Migration, which I had the privilege of chairing. Since the Vice-Chairpersons and Reporter of the Committee have already given you quite a full summary of our work, I am in the fortunate position of being able simply to draw attention to a few points that I consider particularly important. I shall briefly mention three of these: our mandate, the procedure that we followed and the outcome that we achieved.

The mandate that we received from the Governing Body was to hold a general discussion in order to: (1) produce conclusions that could offer important guidance to constituents; (2) clarify and reaffirm the mandate of the ILO and provide its constituents and the Office with an opportunity to examine trends in labour migration; and (3) discuss the implications for the future work of the ILO on labour migration. This task was a major challenge, given the complex situation faced by the international community and, of course, the increasing interest in the topic of migration in various forums. For over 20 years, we have witnessed a transition from discussions based on reductionist approaches and dominated by the concept of state security towards more evidence-based, inclusive discussions that incorporate human rights and sustainable development dimensions.

Our task was not an easy one, but we learned that there are more points of convergence than divergence between the various international stakeholders, and that dialogue and international cooperation can show us the way forward.

Since the creation of the Organization, the ILO Constitution has entrusted it to address labour migration and to protect the interests of workers employed in countries other than their own as an essential element to achieving social justice. In 1949 and 1975, the Conference adopted specific standards on labour migration governance and the protection of migrant workers. In 2004, the outcome of the last ILO general discussion of the topic included, among other things, the preparation of the non-binding Multilateral Framework on Labour Migration, which the Governing Body approved in 2006. This framework has proven very useful in providing guidance on good practices and policies. In 2014, the Report of the Director-General to the Conference, *Fair Migration: Setting an ILO agenda*, showed the increasing visibility of migration at the global level.

To inform our discussions, we had before us a background report, prepared by the secretariat, from which we learned that more than 73 per cent of international migrants are migrant workers, both men and women. Thus, migrant workers represent 4.4 per cent of the global workforce. During the course of our discussions, we also took into account other important international agreements, including the Declaration of the High-level Dialogue on International Migration and Development of 2013, the 2030 Agenda for Sustainable Development, the Addis Ababa Action Agenda, the New York Declaration for Refugees and Migrants of 2016, and the historic process that will produce the first global compact for migration. Against this backdrop, this year's general discussion was a step forward in the ILO's discussions. It will enable the Organization to play a leading role in this area and to offer its experience – based on empirical data – and tripartite approach to promote coherent, consistent and responsible public policies that take mutual benefits into account.

The process that we followed in order to fulfil our mandate had three phases. In the first, we held a general discussion that was open to all participants at this session of the Conference. The Committee decided to address the suggested points for discussion contained in the Office report; the Reporter of the Committee has already provided information on the details of our discussion. Suffice it to say that the discussion was indeed intense, comprehensive, and difficult on some occasions and impassioned on others; but at the same time it was also extremely substantive and productive. The Committee discussed fair and effective labour migration governance at the national, bilateral, regional and inter-regional levels, as well as fair recruitment. We looked at the opportunities and challenges of contemporary labour migration governance and the realities and needs of the ILO's constituents and identified ways of adopting tangible measures and setting priorities for implementing them.

The second phase was to negotiate and adopt a set of draft conclusions prepared by the drafting group for the Committee's consideration. In the third phase, we reviewed the draft conclusions, negotiated them and produced the conclusions that we are now presenting to the Conference. Although we always sought to achieve consensus, it was not always possible. Some parts of the conclusions reflect the views of the majority of the Committee's members; the specific positions are duly reflected in the summary of the Committee's proceedings.

I am very satisfied with the outcome that we achieved. These conclusions are an accurate reflection of our lengthy discussions and are substantive, tangible and actionable. We can all be very proud of the conclusions that we have developed. They offer extremely clear and practical guidance and set ambitious goals for the future work of the Organization. They are action-oriented with respect to labour migration and provide the ILO with a set of recommendations and actions on the path to follow and the way in which the ILO can contribute to overcoming challenges, in cooperation with the relevant stakeholders and in

coordination with the members of the Global Migration Group and, in particular, the International Organization for Migration (IOM).

The Committee agreed that maximizing the benefits of labour migration and minimizing the risks and social costs requires sound and effective labour migration governance. It urged the ILO to deepen and scale-up its work on international labour migration in response to constituents' needs and to take a leadership role on decent work in labour migration. In order to "leave no one behind", it is in the best interest of all three groups to provide the ILO with the necessary tools so that it can make a substantive contribution to fair and effective labour migration governance which benefits communities in countries of origin, transit, destination and return; protects the rights of migrant workers and their families; facilitates the appropriate partnerships; and promotes social cohesion. I invite this Conference to adopt, implement and broadly disseminate these conclusions.

I would like to thank all of the members of the Committee – the Workers, Employers and Governments – for their hard work, resolve, commitment and determination to achieve a successful outcome. The process we followed in fulfilling our mandate is tangible proof of the value of tripartism and social dialogue in addressing contemporary global issues. In particular, I would like to thank the two Vice-Chairpersons, Ms Passchier and Mr Barklamb, who represented their respective groups very effectively. Of course, I also thank the Reporter, Mr Mushy, and the members of the drafting group for their tireless efforts, their determination and their spirit of mutual respect and understanding. I also thank all members of the secretariat for their professionalism, their guidance and their untiring efforts.

Lastly, I would like to emphasize that these conclusions will enable the Organization to send the international community a clear message on the vital importance of labour migration and the function of the ILO's tripartite constituents, particularly in the context of the development and implementation of the Global Compact for Safe, Orderly and Regular Migration. Let us once again recall that there can be no fair and effective labour migration governance without the presence and the active participation of the ILO and its constituents.

The President
(Original Spanish)

I declare open the discussion of the report of the Committee for Labour Migration.

Mr Chivunda
Government, Zambia

Speaking on behalf of the Africa group, and indeed on my own behalf, I am thankful to be given this opportunity to add our voice to this occasion to approve the report, and to adopt the resolution and conclusions of the Committee for Labour Migration.

The Africa group is grateful to the Chairperson of the Committee, Mr Reyes Castro, for the way in which he managed the work of the Committee. Our Chairperson was flexible and accommodating to the divergent views on labour migration governance submitted by the different delegates within the Committee. We had challenges as the discussions and negotiations went on. The challenges we faced in the debate confirmed that labour migration is indeed a complex matter and must be addressed in a professional manner, and this was done by our Chairperson.

The Africa group is also grateful to the two Vice-Chairpersons, Mr Barklamb and Ms Passchier for the rich, constructive and objective contributions they made to the discussions. The two were able to accommodate each other during difficult moments in the negotiations and the discussions. This underpins the value of social dialogue, especially when it sometimes seemed we would not agree on a very important item.

With regard to the conclusions of the Committee, the Africa group would like to appreciate the output, as labour migration affects Africa in diverse ways. It is our hope that the outcomes will indeed guide the ILO's future work on labour migration governance and make a meaningful contribution to the development of the Global Compact for Migration to be finalized in 2018.

It is pleasing to note that the conclusions that will be adopted today are coming at an appropriate time, when Africa has placed labour migration as a priority, as reflected in the African vision, Africa's Agenda 2063, which is a blueprint for the continent's development. The African Union at the highest level has recognized and reaffirmed the nexus between migration and development and the fact that intra-African migration accounts for the largest share of migratory flows of African people. The political commitment so strongly renewed at the 25th African Union Summit held in Johannesburg, South Africa, has stimulated the impetus to accelerate the African continental processes towards facilitating the free movement of persons and mobility in Africa. Free movement of persons, goods and services is a crucial element for deepening continental integration and unity in the spirit of African renaissance and the realization of Africa's Agenda 2063. To this end, the African Union member States are currently moving towards finalizing the protocol on free movement of persons and establishing the continental free trade area. Within these initiatives, consultations are ongoing on practical modalities for ensuring the empowerment of women and youth and recognition of credentials across Africa. Above all, the Africa group enjoyed the discussion within the Committee and also learned from it.

The Africa group would like to thank the Office for work well done. We urge the Office to continue with such admirable commitment. We also salute the interpreters who worked tirelessly to make us deliver as one in the Committee. Finally, we would further like to thank all the Government, Workers', Employers' and non-governmental organizations' delegates who were in attendance in the Committee and also those who contributed to the fruitful debate. The efforts were indeed worthy, as the conclusions being adopted today will contribute to the 2030 Agenda for Sustainable Development.

In conclusion, the Africa group supports the approval of the report, and the adoption of the resolution and conclusions of the Committee.

(The sitting was suspended at 1.35 p.m. and resumed at 2.45 p.m.)

Mr Grech
Government, Malta

I am speaking on behalf of the European Union and its Member States. The candidate countries Turkey, the former Yugoslav Republic of Macedonia, Montenegro and Serbia, the country of the stabilization and association process and potential candidate Bosnia and Herzegovina, and the EFTA country Norway, member of the European Economic Area, align themselves with this statement.

We agreed in the Committee for Labour Migration on a consensual, action-oriented outcome document. This is an important result which we have been able to achieve. As we stated already at the beginning of our work, our Committee was dealing with a major global issue that ranks high on international, regional, and national policy agendas. We therefore believe that the discussions over the past days have contributed to addressing some of the opportunities and challenges of labour migration.

We are fully committed to promote, protect, and respect human rights and fundamental rights at work of migrant workers, regardless of their status. Meanwhile, the focus of our discussions was on regular labour migrants, unless stated otherwise. This understanding will inform the follow-up to the conclusions.

We are appreciative that the conclusions before us reflect values of the European Union and its Member States. Moreover, we welcome the contribution they provide to the establishment of the Global Compact for Safe, Orderly and Regular Migration, and the commitment to working towards this in close cooperation with relevant partner organizations, such as the IOM.

We are satisfied with the results to promote and ensure decent work and effective labour migration governance. We welcome the conclusions presented to the Office and constituents, which, among other things, contain useful opportunities on ways to operationalize the ILO General principles and operational guidelines for fair recruitment. We fully support the resulting action-oriented conclusions and we trust that the mandate that has been given to the Office and constituents will guide us all in our work on labour migration.

Ms Rigg Herzog
Employer, United States

It gives me great pleasure to congratulate, on behalf of the Employers, the Committee on the successful work done in allowing us to adopt these conclusions today.

Labour migration is a necessary and important phenomenon. It can help fulfil personal aspirations, balance labour supply and demand, spark innovation, and develop and transfer skills. But for workers to be able to move of their own volition, where and when their labour is needed and valued and with their rights protected, governments must have clear, transparent and efficient migration policies. Sadly, we live in a world where the current political debate surrounding labour migration is often based on misperceptions about the relationship between migration, jobs and development.

The ILO has a role to play in ensuring that labour migration policies are grounded in sound facts, thus assisting governments to devise and implement them in ways that work for employers and workers alike. The workplan suggested by the conclusions adopted today can help equip the ILO and its constituents in this regard.

Let me thank the Committee for a focused and concise set of conclusions that will greatly position the ILO on an issue of such great importance.

Ms Kearney
Worker, Australia

Thank you for the opportunity to speak in support of this important document. As everyone knows, labour migration has become a phenomenon in our age in proportions not seen before. And while we know and hear that there are benefits associated with this, we have heard that there are serious risks and dangers. The conclusions from our document, I am pleased to say, recognize this important fact by focusing on the fundamental rights at work and the relevant Conventions and guidelines that this house has established that pave the way for humane recruitment and treatment of workers.

The conclusions also turn our minds to the impact on the migrant workers' countries of origin, transit and destination. Again, while there are benefits, there are also dangers. For the people remaining behind in countries of origin, the flight of workers away from their homeland can indeed leave skill gaps and service deficits that are to the detriment of their

communities. For example, in my region, migration of Indian scientists and engineers to the United States increased by 85 per cent in just ten years, from 2003 to 2013. The most common areas of expertise of these workers were engineering, computer and mathematical sciences, and social sciences. While there are great benefits from these skills being spread around the region and the world, as these scientists represent vital skills for the future economic development of countries, care needs to be taken to ensure countries of origin do not suffer.

With regard to health-care workers in the Asia and the Pacific region, many countries fall short of the minimum World Health Organization standard of 20 doctors and 500 nurses per 100,000 people. Yet still, nurses from these countries feel it necessary to move to other countries like my own, Australia, where nurses come from countries like the Philippines, India and Indonesia as temporary and permanent migrants. A country of origin spends time and resources training professionals, and mass migration of those workers can leave deficits in areas such as the science, technology, engineering and mathematics-related professions and health care.

I am pleased to say that the conclusions reflect this problem. We do need to do more to make sure the economies of the countries of origin benefit from the migration of their workforce and that they are assisted in building robust and sustainable economies, and therefore sustainable workforces, themselves so that in the future, they can offer a real choice to their people. Bilateral and multilateral agreements can be a means to mitigate brain drain and achieve a better outcome for countries of origin. Collating reliable data on the movement of workers is an important process to enable us to understand the impact on countries of origin, and the conclusions recommend that the ILO collect useful data on worker migration.

Truly tripartite platforms that bring countries of origin, transit and destination together with social partners and government representatives will mean that outcomes can be negotiated that truly benefit workers, business and their countries. Including social partners in the negotiation of such agreements is a key recommendation of this document, which includes the importance of principles of good governance, clear objectives and fair recruitment, adhering to the fundamental principles and rights at work with a clear means of monitoring, negotiating and evaluating those agreements. I thank all parties and heartily congratulate them on their hard work and collaboration and I commend these conclusions to you.

Ms Casado García
Government, Mexico
(*Original Spanish*)

It is a privilege for the Government of Mexico to be speaking at this plenary sitting of the Conference on the occasion of the adoption of the conclusions concerning fair and effective labour migration governance. As a member of the Committee and of the drafting group, I can tell you that our work was not easy; nor indeed is the issue of migration.

History teaches us that no barriers can halt the movement of people, the fusion of cultures or the spread of ideas. We know that the worldwide migrant population is estimated at 240 million people, who generate annual wealth of US\$6.3 trillion. This is why we need to put global migration into perspective and acknowledge its true impact.

The conclusions that are submitted to this plenary sitting of the Conference accurately reflect our debates. They are balanced and they address the concerns of the tripartite constituents.

Mexico is a country of origin, transit, destination and return for migrants. Migrants are agents of change and development and can strengthen the complementarity of labour markets. The topic of migration is on the international agenda. Preparations for the Global Compact for Safe, Orderly and Regular Migration will be enriched by this Committee's contributions, and the ILO now has a clear mandate in this area. It will be our task, within our respective areas of competence, to develop new approaches that will guarantee the respect and dignity of migrant workers with a view to achieving legal, safe, orderly and transparent migration.

Mr Motlhamme
Employer, South Africa

As employers, we recognize that labour migration makes a positive contribution to the economies and societies of countries of origin and destination. In countries of destination like my own, it is widely recognized that it can help to fill skill and labour shortages. But employers also believe that well-governed labour migration supports innovation, investment and the spread of new technologies that increase growth and productivity. For countries of origin, migration can remove pressure on the labour market and contribute to economic development through remittances, diaspora investments, entrepreneurial opportunities and the return of migrants with new skills, creativity and experience.

Business is uniquely placed to champion this perspective, and working with the representatives of Workers and with Governments, it is important that we challenge misinformation about migration and migrant workers to improve public perceptions. We note with satisfaction that the conclusions we are now adopting recognize the positive role that private employment agencies can play in effective jobs and skills matching, and that they renew the commitment by the Office to more effectively supporting skills development and recognition and sound and effective labour market governance.

We thank the Committee for its hard work and a positive and balanced set of conclusions.

Ms Moore
Worker, Barbados

Labour migration in the Caribbean continues to be influenced by trends in global and regional socio-economic development. Hence, although much of our migration has been intra-regional, the work of our Committee held relevance, since our region is well known for being a strong exporter of qualified and skilled labour, which generally tends to move north in the search for improved options. In our Workers' group, for example, Canada has observed this benefit, for our Worker Vice-President is a product of Jamaica and, of course, Barbados. And she recently broke new ground to become the first woman of colour to be Secretary-Treasurer of the Canadian Labour Congress (CLC). (In Barbados we would say that she is a "big one"!) Of her fellow officers of the CLC, the President comes from Guyana, and one of the two Executive Vice-Presidents comes from Haiti. So it is easy to see the point that I am making about our region being a strong exporter of qualified labour.

I should mention that our countries observe that migration has many faces, forms and expressions. Our people have therefore been involved in temporary migration arrangements. Seasonal migration, for instance, presents windows of opportunity for many, including young and highly qualified women. But it also encourages movement into less favourable areas, including prostitution, in many tourist destinations and in areas with high decent work deficits.

The Workers' group took note of the uneasiness of the Employers' group, and of some Governments within our Committee, about addressing the subject of temporary and circular migration. We suspect that much of the tension surrounding the subject related to the fact that it hits too close to home, to the reality that – in far too many instances – temporary migration is the preferred first choice for many, who see it as an opportunity to gain an advantage by avoiding the decent work prescriptions and higher pay attached to the use of local labour. We therefore would have wished for the text to be much stronger in this regard.

Another point of resistance was the reluctance to address the issue of social and economic integration of migrants and their families. One could easily understand that concerns in this regard could be that, for countries of destination, integration involves allowing family members of migrants to join them, thereby increasing the inflow of dependants and demands on even basic social services such as health care and education. However, in this regard, we remain persuaded that careful consideration needs to be given to the design and implementation of policies to ensure decent work and promote equality of opportunity and treatment for migrant workers.

Throughout the discussions, our Worker Vice-Chairperson reminded us all of the very useful aphorism that “perfection is the enemy of the good”. Of course, this could mean that it might be impossible to complete a task if one decides not to stop until it is perfect – and, boy, did we recognize this on far too many occasions during the past ten days! However, an alternative interpretation is that attempts to improve something may actually make it worse. I would not wish to suggest that the latter is true for our discussions or for our conclusions. But I wish to suggest that our work will be neither good nor perfect where there is little or no follow-up action and little or no show of real commitment by the ILO and its constituents to give life to previous work, our agreed text and ongoing work in this area.

Taken together, existing United Nations and ILO Conventions provide extensive protection for migrants – should I say, in all their forms? Some elements of these may not be regarded as still having particular relevance, but we must protect against throwing the baby out with the bath water and compromising the very cornerstones of this house. So perhaps we could have done a little better to bring together many of the fragmented pieces, but I am confident that our conclusions, along with the specific Conventions on migrant workers, Nos 97 and 143; other Conventions concerning remuneration, discrimination and occupational health and safety; as well as the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), and other standards will continue to assist us in our vision of correcting decent work deficits for migrants and our overarching goal of bringing decent work to all.

Mr Ahmed
Employer, Bangladesh

As part of the Employers' delegation and representing a country of origin, I am pleased to have been part of this Committee, and the drafting group in particular, in finalizing our work in this Committee with a good set of conclusions for future action that are of utility and relevance to many countries of origin and transit.

Of particular concern for us is the issue of fair recruitment. The majority of the labour migration in Asia is facilitated and regulated by national migration systems, and businesses are regularly active and frequent users of national migration systems. In order to enhance governance in migration, international organizations and governments rely on businesses' experience with the practical workings of migration policies, as well as knowledge of emerging market and staffing trends. Effective development of well-regulated migration systems takes place when there are such efforts to bring the private and public sectors into dialogue.

In 2016, the ILO already agreed on 13 general principles to “orient” implementation of fair recruitment at all levels. In addition to supporting the implementation of these guidelines, it also needs to support member States in analysing labour market needs, identifying the gaps, encouraging the economic and social development of a country and encouraging the free movement of workers across the region. It should also play a significant role in providing capacity building and technical assistance to its constituents in promoting fair recruitment.

We are glad to note that the conclusions adopted today place further emphasis on the need to strengthen implementation and build the capacities of the constituents. We thank the Committee for an excellent job done.

Mr Arenas

Worker, Colombia

(Original Spanish)

We, men and women workers, see migration as a fundamental and inalienable human right, as is the right not to migrate. All of us men and women workers have the right to be with our families, to raise our children, to not pay recruitment fees and to have a safe, permanent and non-precarious job, whether in our countries or abroad.

Sustainable and inclusive development requires respect for decent work in countries of origin so that migration is an option and not based on economic coercion, fear of war, the impact of climate change, or other political or social factors. It is also necessary to guarantee an environment that is conducive to the fair and sustainable inclusion of migrant workers in countries of destination.

This is why it is necessary to have decent jobs both in countries of origin as well as in countries of destination that offer migrant workers the same opportunities for work as nationals in normal circumstances or situations of resilience.

The measures that protect and secure decent work and the effective application of fundamental rights for migrant workers at work as well as their access to justice and social protection floors, regardless of their migratory status, contribute to social and economic integration, as well as to equality of treatment. These measures require a clear definition, by means of social dialogue, of the role incumbent upon governments, trade unions and enterprises in the search for decent work and sustainable development in the light of the 2030 Agenda.

The conclusions that are now being presented for adoption by the Conference represent an important instrument to enable action to be taken within this framework.

Mr Abuhassan

Government, Jordan

My delegation would like to congratulate the Chairperson of the Committee for Labour Migration, and the Worker and Employer Vice-Chairpersons.

My delegation understands that the document at hand is designed to guide the ILO’s further work in this area, including its contribution to the development of the Global Compact for Safe, Orderly and Regular Migration. In this context, my delegation would like to highlight that, while we agree with a lot of what is included in the report on priorities for action, and specifically on issues relating to skills, recruitment, freedom of association and irregular labour migration, our reading and understanding of these will be in line with our relevant laws and regulations.

The President
(Original Spanish)

Let us now move on to the approval of the report of the Committee for Labour Migration, which provides a summary of the Committee's discussions in paragraphs 1–629 of the report and the Appendix, and which is contained in *Provisional Record* No. 12-2.

If there are no objections, may I take it that the Conference approves the report, subject to any corrections that may be received?

(The report – paragraphs 1–629 and the Appendix – is approved.)

Conclusions concerning fair and effective labour migration governance: Adoption

The President
(Original Spanish)

We will now move on to the adoption of the conclusions concerning fair and effective labour migration governance, which are the fruit of the work of the Committee for Labour Migration and which have been published in *Provisional Record* No. 12-1. We will proceed Part by Part.

(The conclusions – Points 1–17 – are adopted Part by Part.)

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

(The conclusions are adopted as a whole.)

Resolution concerning fair and effective labour migration governance: Adoption

The President
(Original Spanish)

We will now focus on the resolution concerning fair and effective labour migration governance, which the Committee submits to the Conference for adoption and the text of which is contained in *Provisional Record* No. 12-1.

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

(The resolution is adopted.)

Personally, and on behalf of the Conference, I would like to extend my warm thanks to the tripartite constituents of the Committee. I understand that the discussions were intense, and I dare say they were a little heated at times. Nevertheless, the texts that have been submitted to the plenary today are clear proof of the commitment that every single one of you made at the beginning of this session of the Conference and are to be commended.

I would like to offer congratulations and thanks to each of the three groups. I would also like to thank the members of the secretariat, who have supported the constituents day and night to enable them to successfully accomplish the tasks entrusted to them by the Conference.

(The Conference adjourned at 3.15 p.m.)



**Vote par appel nominal final sur l'adoption de la recommandation
concernant l'emploi et le travail décent au service de la paix et de la
résilience, 2017**

**Final record vote on the adoption of the Employment and Decent Work
for Peace and Resilience Recommendation, 2017**

**Votación nominal final sobre la adopción de la Recomendación sobre el
empleo y el trabajo decente para la paz y la resiliencia, 2017**

Pour/For/En Pro: 378

Contre/Against/En contra: 5

Abstentions/Abstentions/Abstenciones: 8

Quorum: 305

Maj./May.: 256

Pour/For/En Pro: 378

Afghanistan/Afganistán

SALEHI, Mr (G)

Afrique du Sud/South Africa/Sudáfrica

SEAFIELD, Mr (G)

LETOABA, Mr (G)

MDWABA, Mr (E)

NTSHALINTSHALL, Mr(T/W)

Algérie/Algeria/Argelia

ZAIDI, M. (G)

KHERROUR, Mme (G)

MEGATELI, M. (E)

SIDI SAID, M.(T/W)

Allemagne/Germany/Alemania

NEU-BRANDENBURG, Ms (G)

SCHIESSL, Ms (G)

NOLL, Mr (E)

VOLLMANN, Ms(T/W)

Angola

GUIMARAES, M. (G)

N'GOVE LUSSOKE, M. (G)

TONDELA, M. (E)

FRANCISCO, Mme(T/W)

Arabie saoudite/Saudi Arabia/Arabia

Saudita

ALJUAID, Mr (G)

ALAMR, Mr (G)

Argentine/Argentina

SABOR, Sr. (G)

CIMA, Sr. (G)

FUNES DE RIOJA, Sr. (E)

MARTINEZ, Sr.(T/W)

Australie/Australia

SAUNDERS, Mr (G)

DENNEY, Mr (G)

GROZIER, Mr (E)

KEARNEY, Ms(T/W)

Autriche/Austria

ZWERENZ, Mr (G)

DEMBSHER, Ms (G)

KOLARZ-LAKENBACHER, Mr (E)

SAUER, Mr(T/W)

Bahamas

SHERMAN, Ms (G)

GODET, Mrs (E)

HOGG, Mrs(T/W)

Bahreïn/Bahrain/Bahrein

SHEHAB, Mr(T/W)

Barbade/Barbados

HOWARD, Mrs (G)

WALCOTT, Mr (E)

MOORE, Ms(T/W)

Bélarus/Belarus/Belarus

BOGOMAZ, Mr (G)

GALYNIA, Mr(T/W)

Belgique/Belgium/Bélgica

DE VITS, Mme (G)

MUYLLE, M. (G)

DE LEEUW, M.(T/W)

Bénin/Benin

LEGBA ADANKON, Mme(G)

HOUNNOUVI, M. (E)

IKO, M.(T/W)

*Bolivie, État plurinational de/Bolivia,
Plurinational State of/Bolivia, Estado*

Plurinacional de

MOLLINEDO MEJÍA, Sr. (G)

GOMEZ ROCHA, Sr. (G)

QUISPE CHOQUE, Sr.(T/W)

*Bosnie-Herzégovine/Bosnia and
Herzegovina/Bosnia y Herzegovina*

SARAJLIC, Mrs (G)

LJUBIC-LEPINE, Mrs (G)

Botswana

MOJAFI, Mr (G)

KOKORWE, Mrs (G)

ISAACS, Ms (E)

MHOTSHA, Ms(T/W)

Brésil/Brazil/Brasil

ROCHA MATTOS, Sra. (G)

SANGES GHETTI, Sr. (G)

LISBOA, Sr.(T/W)

Bulgarie/Bulgaria

PARAPUNOVA, Mrs (G)

DAVIDOVA, Mrs (G)

ZHELYAZKOV, Mr (E)

MANOLOV, Mr(T/W)

Burkina Faso

NONGUIERMA, M. (G)

DARANKOUM, M. (G)

BAZIÉ, M.(T/W)

Cambodge/Cambodia/Camboya

HOU, Mr (G)

NEY, Mr (G)

CHUON, Mr(T/W)

