

**Fourth sitting**

Tuesday, 8 June 2004, 10.15 a.m.

*President: Mr. Ray Guevara, Mr. Attigbe, Mr. Maatough***REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION
(CONT.)**

Original Spanish: The PRESIDENT

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

Mr. MOGAMI (Minister of Labour and Home Affairs, Botswana)

I would like on behalf of the Botswana delegation and on my own behalf to join those who have already congratulated the President on his election to chair this 92nd Session of the International Labour Conference.

Permit me to preface my remarks by expressing the appreciation of my delegation to the Director-General and the staff of the ILO for the immense effort that has gone into the preparation of the Report, *ILO programme implementation 2002-03*. The Report clearly and comprehensively gives an assessment of the performance of the ILO.

More importantly, the Report merits our serious attention because it provides an opportunity for reflection on the strategic direction of the ILO and the effectiveness of the means for attaining the goals and objectives of the Organization.

Our expectations on the ILO, as its constituents, are very high. The demand for the services of the Organization by member States continues to grow, albeit the dwindling resources at the disposal of the Organization. Consequently, nothing can be more inspiring than the qualitative and quantitative improvement in the implementation of the activities of the ILO brought about by the results-based management approach. The self-evaluation, the debate and lessons generated by the Director-General's Report are undoubtedly critical to the process of further rationalizing the activities of the ILO and enriching the quality of its work.

The subject areas of democracy and human rights, unemployment and poverty, equality, child labour and social protection covered in the Director-General's Report are topical issues for almost all member States, the more so in view of our endeavour to fulfil our obligations arising from the Declaration on Fundamental Principles and Rights at Work and the Decent Work Agenda. However, for a developing country like Botswana, the full realization of the principles we have worked so hard to promote is proving a daunting task without the technical assistance of the ILO.

Botswana has been able to make substantial progress in the promotion of freedom of association, the right to organize and collective bargaining. Amendments to labour laws aimed at incorporating the provisions of ILO Conventions Nos. 87, 98 and 151 have been concluded and implemented with effect from 23 April 2004. The provisions of the Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173) have also been incorporated into our labour laws.

With the assistance of the ILO/Swiss Project for Regional Conflict Management and Enterprise-based Competitiveness Development in Southern Africa, improvements have been introduced in the dispute prevention and resolution system with a view to establishing a system that is speedy, more credible, easily accessible and that emphasizes consensus and dispute prevention.

Further work aimed at strengthening labour administration, including inspection systems, is being carried out with the assistance of the United States Department of Labor project on Strengthening Labor Systems in Southern Africa. One of the lessons cited in the Director-General's Report is that it will not be feasible in the long run for the International Labour Office to continue accepting new priorities and increasing existing services whilst maintaining all areas of activity and expertise. Certainly, if these limitations are not addressed, it will make it difficult for the ILO to respond to future challenges.

The increase in the workload of the ILO's supervisory mechanism and the build up of a backlog of reports awaiting review threaten to derail the achievements made on compliance with international labour standards by member States. Consideration must, therefore, be given to strengthening collaboration between the ILO and regional and subregional bodies dealing with employment and labour matters. Such collaboration must include encouraging and assisting these bodies to manage compliance with ILO standards by member States, in the hope that complaints to the ILO pertaining to violations of Conventions would be reduced.

We believe that the continuation of the debate on globalization is welcome. Previous debates on the subject have recognized the potential of globalization to promote decent work and force sustainable development. We agree that the imbalances of globalization are, however, deemed obstacles to the realization of these objectives.

May I conclude by affirming that the ILO has a distinct role to play in mitigating the adverse social effects of the global economy. The establishment of

the World Commission on the Social Dimension of Globalization presents an opportunity to carry the debate beyond rhetoric and to seek consensus for action. Indeed, for globalization to be acceptable and sustainable, it must put people first. Its benefits must serve the needs and aspirations of the people.

Original Arabic: Mr. AOUN (Government delegate, Lebanon)

This year, the International Labour Conference is examining some crucial issues, issues that lie at the heart of the concerns of those people of the world who are aspiring to a just peace and social justice.

The topics that are addressed in the Reports of the Director-General on the social dimension of globalization, trade union rights and freedoms and the situation of workers in Palestine and in the other occupied Arab territories, as well as all of the other items on the Conference agenda that deal with promoting international labour standards in the fishing sector, migrant workers, human resources development and following up programmes aimed at eliminating the worst forms of child labour.

These are all issues that confirm the International Labour Organization's role as a guide for social partners throughout the world. In addition, they place emphasis on social rights and the importance of those rights and on all of the issues that have to be considered in order to establish global social justice. It is social justice that will act as a cornerstone of sustainable world peace.

The Director-General's Report mentions with seriousness and objectivity the social effects of globalization. This, I believe, is a subject of primary concern for developing countries. These effects are being exacerbated at a time when the institutions and protagonists of globalization are not taking sufficient account of the social dimension of globalization. This is the reason why the harmful effects of globalization are constantly being felt in social terms.

Although economic globalization has brought about considerable progress in numerous regions of the world, in other regions it has led to unemployment, poverty, labour force migration and privatization, which has caused the deterioration of many services and an erosion of the basic rights of workers.

This is why we are saying here that globalization has to go hand in hand with the development of social services and social protection. It is necessary to reinforce the role of the relevant bodies responsible for guaranteeing social services and social rights, in particular the tripartite institutions that are used as a forum for social dialogue and economic development. In other words, the interdependence of social development and economic development is the guarantee of fair globalization and opens the way to globalized social progress.

In the light of globalization, the concept of social justice must transcend the national context so that this justice can become a common objective of all the people of this world. Likewise, the sovereignty of peoples over their territories and over their natural resources and wealth is one of the basic criteria in the implementation of social justice at the global level.

Reducing social and economic disparities among nations must be one of the cornerstones of a fair globalization and will necessarily be a cornerstone of sustainable world peace.

Despite the positive indicators with regard to workers' fundamental rights worldwide, the spread of democracy and the increase in the number of member States that are ratifying the fundamental international labour standards, as indicated in the Director-General's Report, it is still the case that in Palestine, the Syrian Arab Golan and other parts of occupied southern Lebanon there are still workers whose rights are violated. These violations occur as a result of the economic embargo, collective punishment, the destruction of infrastructure and homes, the devastation of farmland, poverty and unemployment.

The Iraqi people are also at the mercy of the American and British occupying forces. This occupation makes a mockery of the fundamental rights of workers in that part of the world and contravenes international law.

I would also like to mention the law on sanctions against Syria which has been adopted by the American Congress and which breaches international law.

Lastly, it is necessary that the ILO should, like all other international organizations, examine the national economic rights of the social partners, and that is why we invite the International Labour Organization to examine the harmful social and economic impact of the occupation in Palestine and Iraq, in addition to the impact of the United States economic sanctions which are imposed on the Syrian people, in breach of the Declaration of Philadelphia, which states that all human beings, irrespective of race, creed or sex, have the right to pursue their material well-being in conditions of economic security.

Finally, human rights are the basis for all legislation. They are an indivisible whole that must be applied as such to all people. Human rights should be ensured in conditions that are propitious to national sovereignty, freedom and stability.

Ms. FILATOV (Minister of Labour, Finland)

I would like to thank the Director-General and his staff for the Reports. It is encouraging to note that the Decent Work Agenda seems to be working. The statistics on ratifications of fundamental Conventions are also good news. They contain a message of political will and of hope that is so much needed at times like this, with much turmoil and vicious circles of hatred. The Report also well illustrates what has been achieved in relation to the target set. The overall record is encouraging and it shows that we are on the right track.

The report *A fair globalization: Creating opportunities for all* sets the record straight. From the beginning it has been a delusion to expect that market forces alone would do the trick. The market economy accelerates growth and innovation, but to contribute to the fair and sustainable welfare of people at large, it needs responsible governance at the enterprise level as well as at national and international levels. The architecture of this governance has not been up to the task. The recommendations of the World Commission are straightforward. What is needed now is action.

One of the concerns of the World Commission is the cross-border movement of people and how to manage the migration flows. I would like to underscore the importance of improving the equal treatment and fair conditions of migrant workers and members of their families. We should do our utmost in order to prevent the emergence of a divided la-

bour market in our countries. Safeguarding the full integration of migrant workers and their families into the labour markets and into our societies is also the best way of promoting tolerance and mutual understanding between different ethnic and religious groups.

The report of the World Commission points out that we need to begin at home. In this sense, we all have a task. Good and democratic governance is something that can always be improved. This year's Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work amply demonstrates that problems relating to the exercise of trade union rights are usual even in the most developed countries.

We can see that here again the forces of globalization have been defined as follows: "Through the liberalization of capital flows, deregulation of labour markets and privatization of public services, globalization can undermine the power that workers have traditionally exerted through their essentially national organizations." So these results might have a lot to do with policy choices that we have made earlier, which is to say that for the future we have the same possibility with better choices.

It is evident that trade unions together with employers' organizations are the backbone of this Organization and the tripartism that it represents. It is as important to note that without the voice of the social partners, the idea of good governance in the world of work remains but a dream. As we clean up our own backyards we must not forget the multilateral and international front. As has been said time and again, the question is not about changing the mandate of the ILO. But clearly there is need for consistent and coherent policies to achieve decent employment everywhere.

Fiscal and monetary policies need to be considered together with employment issues. The weaknesses of the governance of globalization should be addressed. This cannot be accomplished without active cooperation between the relevant international organizations. Cooperation needs to be formally structured and a clear-cut agenda for it should be set. In this effort we, once again, need not only the governments but also the social partners.

In the Report of the Director-General on the World Commission's report, the concrete actions needed are further elaborated. I would specifically point out the need for action on Policy Coherence Initiatives for growth, investment and employment and to the idea of a Globalization Policy Forum. Also, there is need to strengthen the ILO's capacity in respect of entrepreneurship, enterprise growth and employment creation as part of a broadly-based Office-wide effort as underlined in the report.

Mr. POTTER (*Employers' delegate, United States*)

On behalf of the United States employers, I would like to offer our congratulations to the President of the Conference on his well-deserved election. The annual session of the International Labour Conference provides an opportunity for us to chart the course of our Organization, not only over the coming year but for several years in the future. Our experience demonstrates that in order to be strategically relevant, every organization must engage in an ongoing process to assess its focus and operating practices for the near and longer term. The Director-General's Report on the role of the ILO in implementing the World Commission's recommendations

gives us the chance to do that. Whatever the outcome of this plenary debate, what certainly will be needed is further discussion in the Governing Body before proceeding further.

Having achieved a broad consensus around the ILO's four strategic objectives, nothing should be done that would undermine them and their effective implementation. One can be sure, however, that for the foreseeable future the resources the ILO will have with which to play its important role in the global economy will not be greater than they are today. One has the impression, reading the Director-General's Report, that the issues being addressed are somehow new or more urgent. In fact, from a historical perspective, what we have is old wine in new bottles. The fact of a global economy and the related ethical and social problems addressed in the World Commission's report were as much a reality in 1900, when the share of international trade in the world economy was as high as it is today in 2004. This global reality was the basis on which the ILO was founded in 1919. The International Labour Commission, which was part of the settlement emerging from the Peace Conference in Versailles, was considered necessary because all governments were committed to the establishment of an international organization to solve a broad range of multi-lateral workplace problems, including establishing a common ethical and social framework, and taking terms and conditions of employment out of the hands of international commerce. The protectionism of the 1920s and the Great Depression that occurred shortly thereafter seriously injured the world trading system. It was not until the fall of the Berlin Wall that world trade began to reach the levels last found in 1914. We should take care not to "throw the baby out with the bath water".

It is astonishing not to see any reference to the 1998 Declaration on Fundamental Principles and Rights at Work in the first section of the Director-General's Report, on making decent work a global goal. The 1998 Declaration is a watershed achievement that, as this year's Global Report, *Organizing for social justice*, demonstrates, is now just beginning to bear fruit. The Declaration represents a political commitment under the ILO Constitution that encompasses the considerations found in this year's Director-General's Report. The Declaration shines as a beacon for preserving and enhancing the ILO's central role in assuring that there is a basic level of human decency below which no nation state should fall in the global economy.

The Director-General's Report places much emphasis on policy coherence. A seat at the table where key decisions are taken is earned by being credible. The ILO should not become a house of economic analysis at the expense of the needs of its constituents and maintenance of its entire mandate. However, as we said in 1999, the ILO needs a credible, world-class macroeconomic research programme that recognizes, among other things, that enterprises are the source of wealth creation and that job creation and a rising standard of living are achievable only if a number of economic, political and legal factors are present. They include: a stable political, legal and social environment; good governance and a consistent struggle against corruption; low inflation; low interest rates; coherent macroeconomic policies; stable exchange rates; and a variety of other factors.

As a fundamental matter, whatever the issue, the ILO should “stick to its knitting”. Ultimately, United States business believes that the key to whether the ILO will be seen as relevant in the foreseeable future depends on its success on its core activities. That is: are ILO standards high-impact standards on which there is a broad international consensus for ratification? Is the ILO’s supervisory machinery meaningful and effective and able to take prompt action in serious intractable workplace, human rights cases like Myanmar; is the ILO comprehensively and effectively implementing the 1998 Declaration? Are the ILO’s technical cooperation activities timely and maintained at a high level? Are the ILO’s employment, job-creation, skills and enterprise development and poverty programmes effective? And is the ILO’s economic and employment research programme a reliable and credible source of aggregate employment data and trends?

Original Russian: Mr. LUBLIN (Government delegate, Russian Federation)

It is my pleasure to note that the discussion of issues related to the social dimension of globalization is taking place today as part of a constructive dialogue. This is most importantly to the credit of the International Labour Organization and its Director-General, Mr. Juan Somavia, as well as the World Commission on the Social Dimension of Globalization.

Globalization affects all areas of human activity and all segments of the population.

As a result of the rapid transition to an open economy and market relations, the Russian Federation fully experiences both the positive and the negative consequences of the process of globalization.

For this reason, we fully share the concern of the world community as regards the costs of this process. We also share its concern as to the weakening of national systems of social protection, the erosion of social solidarity and the highly unequal distribution of benefits and burdens of globalization between different countries and different social groups within the population.

The Government of the Russian Federation and Russian society highly value the activities of the International Labour Organization directed towards endowing the process of globalization with a more humanistic and civilized nature and ensuring its social orientation. As correctly noted by United Nations Secretary-General Kofi Annan in Davos, if we do not make globalization work for all then, in the final analysis, it will work for no one.

We support the idea of establishing more effective control and management of this process on the part of international organizations, national governments and civil society.

The work of the World Commission on the Social Dimension of Globalization in preparing its final report has been successfully completed.

In our view, the report manages to provide full and objective assessments of the basic components of the process of globalization as well as to indicate specific ways to solve the problems arising at national, regional and international levels. We believe that the carefully thought-out recommendations in the report fully meet the requirements of all participants in the process of globalization.

It is extremely important that we create concrete mechanisms for the transition from confrontation

between supporters and opponents of globalization to a constructive dialogue between the parties

It is rightly pointed out in this document that the key to solving social labour problems in the era of globalization is effective action at the national level, which is based on international standards and norms, as well as on the decisions of international forums.

I should like to point out, in this context, that the main international guidelines for Russia are the decisions of the Social Summit in Copenhagen (1995), and the ILO Declaration on Fundamental Principles and Rights at Work (1998). Russia also endorses the concept of decent work drawn up by the ILO and the Global Employment Agenda, as well as the Millennium Development Goals determined by the United Nations.

With the help of the ILO and the secretariat of the World Commission, the first national dialogue on the social dimensions of globalization was held in Moscow in 2002. At the end of this month in St. Petersburg, we plan to hold a presentation of the final report of the Commission for Russian Society and Russian social partners.

Russia is preparing for its accession to the World Trade Organization. In this connection, we are devoting much attention to studying the possible consequences of this step for the social and labour fields, including through studies being carried out with the help of the ILO. Preparatory activities have begun in various economic sectors in order to overcome or attenuate the possible negative consequences of this accession.

At the same time, broad consultations are being carried out with various of our national partners in this process, within the framework of dialogue between government structures and non-governmental organizations, as well as with the social partners; this is based on the principles of tripartism.

It was in this context that, in 2003 in St. Petersburg, the first tripartite consultative meeting was held on the economic and social consequences of Russia’s accession to the WTO. At this meeting, reports on this issue were discussed by Russian academics and specialists from the ILO, the World Bank and the OECD.

In conclusion, I should like once again to emphasize the importance of a balanced integration of economic and social policies at all levels, and the importance of placing a stress on overcoming the glaring inequalities and poverty in our world, on strengthening levels of social protection and on improving the quality of life for all.

The market is only one component of the economy; no country, nor humanity as a whole, can be subject solely to the interests of the markets, nor base itself solely on market relations. There exist other human values which must determine the direction of development of the world in the twenty-first century.

While we are certainly in favour of uniting the forces of the world community in order to address global issues, at the same time we believe that there can be no one panacea for all ills; no one medicine for all diseases. Each country has its own particular characteristics and has the right to determine its own path of development, taking into account national realities and interests.

We do not want the globalization of the economy and of the information society to lead us to a global cultural standardization, or to the obliteration of the

variety of ethnic differences, national languages, customs and traditions of peoples large and small.

Original Arabic: Mr. MAJALI (Minister of Labour, Jordan)

First of all I would like to congratulate the President very warmly on his election as President of the 92nd International Labour Conference and to wish him a most successful Conference.

I would also like to take this opportunity to thank the Director-General for his Report entitled *Organizing for social justice*, which deals with fundamental principles aimed at strengthening social justice and the trade union freedoms guaranteed by the Constitution of our Organization, which dates from 1919.

The International Labour Organization, as the most long-standing organization would never have been able to cope with difficult circumstances and the changing international scenario without its lasting values in the field of economic development, which are based on the fair and equitable distribution of the fruits of development and on the consolidation of cooperation and social peace among the social partners.

I am proud to announce that my country has embarked on this path and that we have done so by ratifying international conventions and by strengthening industrial relations, especially in the field of collective bargaining with a view to concluding bipartite collective agreements between the social partners. We should add that trade unions and employers' organizations enjoy the freedom to bargain collectively.

The Report of the Director-General rightly mentions the importance of political will and of effective machinery for applying the basic norms and principles adopted by countries and incorporated in national laws. In Jordan we draw inspiration from this political will, which is based on our national interests and on our social and human experience in order to confirm our commitment to the fundamental rights guaranteed by the Declaration of the International Labour Organization, by the pertinent international instruments and by international custom.

His Majesty the King of Jordan addressed this Conference last year saying, and I quote, "Only by defeating want can we heal the divisions and despair that feed global violence. This requires sustainable socio-economic development, development that enables all people to live in dignity. Such development is an important tool in the battle against extremism." He also added that "our strategy has had one goal – to improve the well-being and opportunities of our citizens." His Majesty the King has given substance to these objectives through an initiative designed to strengthen social dialogue. For example, the Government has established machinery and implemented programmes to promote socio-economic development. Through these reforms and initiatives, we have strengthened social dialogue among our social partners. We have also set up a tripartite national committee which will help us to achieve our objectives.

We note that the Report has objectively and rightly analysed the situation of migrant workers in the global economy. We think that the ILO must continue to play its central role and that the social partners must participate in the various global and regional initiatives whose purpose is to improve the situation of migrant workers.

What the Report on *The situation of workers of the occupied Arab territories* says about the continuing hardship proves that the only way to alleviate the suffering of the Palestinian people is to bring about the establishment of a just and lasting peace, the withdrawal of Israel from the occupied Arab territories in Syria, Palestine and Lebanon and the creation of an independent Palestinian State with its capital in Al-Quds.

In the meantime, we must pursue our efforts to help Palestinian workers whose rights are flouted. As long as the Palestinian problem remains unsolved and the occupation of Iraq, with all its disastrous humanitarian repercussions, continues, there will always be obstacles to development in the region. Consequently there must be a complete withdrawal from the occupied Arab territories and the Palestinian problem must be solved. The occupation of Iraq must be ended so that Iraqis can have territorial integrity and can enjoy their right to self-determination. Only stability, security and a just global peace can bring development and prosperity for all peoples in the region.

Allow me to thank all the Heads of State and Government who yesterday mentioned the report of the Commission on the Social Dimension of Globalization. I would like to emphasize that it is up to the rich countries to shoulder their responsibilities towards the poor countries by helping them to benefit from the positive aspects of globalization which will bring them political, economic and social stability.

We in Jordan are very much aware of the importance of globalization and of the need to take part in it. Nevertheless we acknowledge the impact it can have and we are trying to take advantage of its beneficial social and economic effects while at the same time curbing the harmful effects of a fragile social justice, since that would only increase deprivation, poverty and despair and exacerbate terrorism, thus jeopardizing international peace and solidarity.

Original Chinese: Mr. WANG (Government delegate, China)

First of all, please allow me to congratulate the President on his election. I believe that under his leadership the session is certain to be a complete success.

The Director-General's Report reviews the work and activities of the International Labour Organization during the past two years. We have noted with appreciation that, by centring on the four major strategic objectives, with decent work as the main theme, the International Labour Organization has made positive progress in employment promotion, poverty eradication and workers' protection, thus contributing to the achievement of the United Nations Millennium Development Goals.

Thanks to the past two years' hard work, the World Commission on the Social Dimension of Globalization has completed its report. The Chinese delegation congratulates the World Commission on that achievement.

Peace and development remain the overriding theme of our times. However, in the process of globalization, the gap between the rich and the poor is still widening. Some developing countries are running the risk of being marginalized, which has posed a new challenge to social justice and sustainable development.

It is our common task to eradicate poverty. In the face of the challenges and difficulties stemming from globalization, developing countries should formulate feasible strategies for the sustainable development of their economy and society, in the light of their own circumstances.

The peaceful development of developing countries would contribute significantly to peace and development throughout the world. Developed countries should shoulder more responsibilities in regional and global endeavours to secure poverty reduction and development. Our thesis is that all countries, developed or developing, big or small, should benefit from globalization. The way to achieve this goal is through the establishment of a new international political and economic order that is fair and rational.

China has steadfastly pressed ahead with reform and opening-up in all sectors. China has continued to put people first and has focused on the parallel progress of its economy and society, guided by the concept of comprehensive, coordinated and sustainable development. We have scored remarkable achievements in both social and economic spheres. However, we are well aware that China still has a big population. China's economy is underdeveloped, and such development as we have is imbalanced. For a long time to come, one of our major endeavours in the social sphere will be to create productive and decent jobs for millions of Chinese workers.

More recently, the Chinese Government and the International Labour Organization have co-sponsored the China Employment Forum in Beijing, which has produced a basic common understanding. The success of the forum has once again shown that employment promotion has become a top priority in all countries' social development strategies and measure an effective means of implementing the Decent Work Agenda.

China supports the ILO in defining employment promotion and poverty eradication as one of the priority areas of action within the framework of the four strategic objectives. In this connection, the Chinese delegation wishes to make the following suggestions.

First, the International Labour Organization should use its advantageous position to make the eradication of widespread poverty a motor for social progress, through tripartite cooperation in ILO constituencies, in accordance with its mandate. It should encourage the developed countries and international institutions to provide more practical and effective technical assistance to the developing countries, so as to increase the latter's participation in a globalization process, enable them to enjoy the fruits of economic globalization in an equitable manner and hence promote common prosperity and global development. It is important for the ILO to enhance solidarity among developing countries and to help them to maintain stability, increase their capacity for self-development and achieve progress in a manner suited to their own national conditions.

Secondly, the International Labour Organization should make employment promotion its priority and utilize its unique expertise to identify and develop cooperation projects according to the needs of the member States and the challenges facing the labour world, so as to help member States to narrow the wealth gap, realize full productive and decent employment and facilitate common development.

Thirdly, the International Labour Organization should speed up its own reform, improve its work efficiency and respect the principle of promotion. International labour standards are of positive significance for the protection of workers' rights and interests. We believe that, while applying labour standards, it is very important to respect the diverse development levels and institutions of different regions. There should be fewer accusations or sanctions and more assistance and promotive measures. It is time for us to act immediately in a concerted effort to ensure a decent job for everyone and decent globalization.

Original Spanish: Mr. ABASCAL (Minister of Labour and Social Welfare, Mexico)

First of all, I would like to congratulate the President upon his election, which is an honour for our Americas region.

Social dialogue, which is a central element of President Vicente Fox's policies, has enabled Mexico to strengthen social cohesion and peace, as well as to make progress in the attainment of major national objectives.

Consequently, the Government of Mexico deems it most important for the ILO to increase its constituents' capabilities, intensify its awareness-raising activities and strengthen the capabilities of national and international institutions in order to extend the benefits of social dialogue to economic and social policies, as suggested in the Director-General's Report.

Mexico also agrees with the statement in the Global Report, *Organizing for social justice*. It states that "the fundamental principle of freedom of association and the right to collective bargaining is a reflection of human dignity."

Those unions called to play a decisive role in globalization are unions committed to the individual, to training in order to increase the productivity and competitiveness of enterprises, which are human productive communities, and to increasing the living standards of workers and their families.

It is extremely important to have a legal framework that establishes and guarantees freedom of association. However, the unwavering commitment of unions to the comprehensive development of individuals through productive work is just as important.

The ILO contributes to improving respect for freedom of association. For this reason the Government of Mexico supports the review of control mechanisms which is currently under way at the ILO. This review will contribute to strengthening their effectiveness.

Another remarkable achievement of the ILO is the importance given to tripartite discussions on migration. International labour migration is important, above all, because of the ethical duty to protect the human dignity of migrants. Growing migration flows require us to address the subject as soon as possible on a realistic basis, with a social vocation and within an appropriate legal framework.

This is a challenge not only for Mexico, as a sending, transit and receiving country of migratory workers, but also for the world as a whole.

Thanks to the ILO's vision, the conclusions reached by the World Commission on the Social Dimension of Globalization offer concrete proposals to the world in order to dignify productive work

and gear it towards the effective welfare of individuals and their families.

Such proposals have opened up opportunities for tripartite discussions on how to combine economic and social development of globalization. Thus, the decent work concept has been relaunched and it has permeated in all member states. In Mexico, it has found especially fertile ground given our previous efforts towards a new labour culture. Discussions have dealt with the individual. They have given much deserved attention to the family as the origin and ultimate end of true development, thus introducing an ethical element and a humanist aspect to globalization.

On these premises today, before you all, at the greatest labour forum in the world, I am pleased to inform you that the Government of Mexico, as well as our workers' and employers' delegations, will introduce a proposal to the Governing Body for tripartite discussions towards a new instrument or different type of follow-up measure concerning social and labour rights and duties as regards globalization.

Given the role that the Organization currently plays in search of a globalization that is consistent with human development, such an instrument or measure should be the next step in the efforts promoted by the ILO. As the President of Finland said, the World Commission's report is only the beginning of giving globalization a human face and a human heart.

We are all the authors of globalization and we have the urgent duty to transform it into an effective instrument, in order to achieve a more just, equitable and free world, where the unlimited potential of personal dignity is developed to create solidarity, social justice and common good.

Mexico would like to reiterate its multilateral and humanist commitment to its own people and to the world.

*Original Portuguese: Mr. DE MEIRELES V. DE CASTRO
(Employers' delegate, Portugal)*

First of all, on behalf of the Portuguese employers' delegation, I would like to congratulate the President on his appointment to this important post and wish him every success in carrying out his work.

This year, the agenda of the International Labour Conference covers some extremely important issues, such as human resources development and training, a fair deal for migrant workers in the global economy and the Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.

As I do not have much time for my address, I will focus only on two points. The first is corporate social responsibility (CSR), particularly as regards its links with the issue of delocalization. The second, we consider to be an extremely important issue, namely tripartism and social dialogue in the Portuguese-speaking African countries, otherwise known as the PALOPs.

Social corporate responsibility is a very topical and important issue and has recently been the subject of debate at many meetings and round tables at the global and European Union levels. At these meetings, it has become clear that for many years now, a growing number of companies are beginning to develop on a voluntary basis and with commitment, socially responsible practices aimed at estab-

lishing fairer and more satisfactory relations with shareholders, workers and the environment.

Given the many economic activities at national and global levels, and the variety of different companies that carry them out, corporate social responsibility practices naturally reflect this great diversity and adapt to the particular conditions of each situation in a dynamic way, because reality is always changing, and new situations and new challenges are constantly arising.

In other words, there is no single CSR approach or model that can be applied across the board to all companies because each CSR policy is a reflection of the philosophy of a given company or business and is linked to developments and a set of procedures that have come to be accepted over the years.

Although the most visible CSR policies are being developed by big companies, there is a knock-on effect which means that numerous smaller companies that work with the bigger ones also start behaving in a socially responsible way.

The growing trend of company delocalization at the global level has brought a new aspect to corporate social responsibility in that this concept was previously confined to fairly limited areas of the world, for instance, the European Union, North America and Japan. The delocalization of big companies and the close relations that those companies develop with many companies in developing countries has meant that the latter spontaneously, or perhaps in response to pressures, have started to be more concerned with certain issues, such as, worker relations, the quality of work, the environment and respect for human rights.

It goes without saying that delocalization has both positive and negative aspects. We hope that, in the area of CSR, the effects will be largely positive.

The second point that I would like to raise in my statement is tripartism and social dialogue in Portuguese-speaking African countries (PALOPs).

Well aware of the advantages that social dialogue brings to economic and social development, particularly in countries such as Angola and Mozambique, that have suffered from lengthy armed conflicts, the Confederation of Portuguese Industry for some time now has been working with the ILO with a view to arranging seminars and other forms of support aimed at promoting social dialogue and consultation in the so-called PALOPs.

The Confederation of Portuguese Industry took part with great interest and satisfaction in the first meeting of employers' organizations of Portuguese-speaking African countries, which was held in Cape Verde, on 30 and 31 March 2004. The meeting had been organized by the ILO and brought together representatives of employers' organizations from the host country, Cape Verde and also Angola, Guinea-Bissau and Sao Tome and Principe.

The meeting produced a number of conclusions. First, the role of employers' and workers' organizations in PALOP countries in dialogue and consultation has not, to date, been very relevant, inter alia because of the lack of technical and financial support; second, the history, people and language common to all the Portuguese-speaking countries are factors that facilitate cooperation, particularly at the business level; third, it is necessary to encourage greater contact between the PALOP countries through transport and communication systems that are modern, reliable and inexpensive; and fourth, it

is essential to promote the movement of individuals, goods and capital in the PALOP area.

It is true that, in the future, much will be asked of the employers' organizations in the PALOP countries in terms of social dialogue, and in the context of creating the necessary conditions for business competitiveness in those countries.

The ILO, through its competent services, has an extremely important role to play in terms of technical support, the qualification of human resources, arranging seminars and implementing other, well-targeted measures to promote social dialogue, greater competitiveness and, therefore, wealth and job creation.

We would like to take this opportunity to thank the ILO, and more specifically the Bureau for Employers' Activities for having organized this first meeting, which was very important for the PALOP countries. We certainly hope that it will be followed up with similar meetings in the not too distant futures.

(Mr. Attigbe takes the Chair.)

Mr. KIM (*Government delegate, Republic of Korea*)

I would like to begin by expressing my heartfelt congratulations to Mr. Ray Guevara on being elected President of the 92nd Session of the International Labour Conference. I would also like to congratulate the Director-General, Mr. Juan Somavia, who started his second term in March with overwhelming support from tripartite constituents. Allow me also to express my warm gratitude to the members of the World Commission on the Social Dimension of Globalization for their report.

Today, the rapid process of globalization has faced us with many challenges. Its characteristics – free trade and investment, the spread of technology and information sharing, and fierce global competition – have brought not only sunny spots but also dark shadows, both domestically and internationally. Without a doubt, globalization will eventually lead to increased wealth. However, if current instability persists, increasing social inequality and poverty will begin to undermine the overall growth potential.

Against this backdrop, the report of the World Commission, *A fair globalization: Creating opportunities for all*, is seen to provide appropriate the solutions, as well as recommendations on how member countries should set fair rules on economic and social issues.

Globalization has become so pervasive in our daily lives that we need to summon all our wisdom to achieve humane globalization, fair globalization, by sharing its fruits more broadly and minimizing its negative aspects. To that end, I would like to share some specific recommendations.

First, the social actors, including workers, employers and governments, need to take a keen interest not only in increasing economic efficiency and transparency, but also in overcoming social inequality.

Second, the ILO and its member States should put more effort into enhancing the employability of workers, through human resource development, with the ultimate goal of creating more stable and decent employment on a more flexible labour market.

Third, the ILO needs to strengthen its technical assistance programmes through protecting the vulnerable working class, establishing a social safety

net infrastructure, and sharing specific job creation strategies which meet the economic needs of each individual member country.

Last, but not least, I would like to ask donor countries to spare no effort to share their advanced knowledge and techniques on education and training with developing countries, and also to take active measures in increasing official development assistance (ODA).

In this era of ongoing globalization, the Government of the Republic of Korea recognizes job creation and advancement of industrial relations as unavoidable tasks, with the aim of establishing mutually beneficial labour relations through dialogue and cooperation. For this purpose, the tripartite partners concluded the Social Pact for Job Creation in February this year, on the basis of social consensus on the principle that the jobs are the best form of welfare. All the social actors will make efforts to build a balanced society in which employment and growth are equally respected.

The Government of the Republic of Korea is taking steps to adopt legislation based on the Measures to Advance Industrial Relations Laws and Institutions, taking international labour standards into account. While pursuing this legislation, the Government will try its best to elicit consensus among workers, employers and the Government.

Lastly, the Government will do its best to resolve major industrial relations issues through dialogue and compromise in line with the ILO spirit of tripartism.

On the last day of May, a high-level tripartite dialogue took place in my country, presided over by President Roh Moo-Hyun. Just four days later, the tripartite constituents agreed on measures to strengthen the social dialogue system, including the reform of the Korean Tripartite Commission.

I would like to ask the member countries for their support so that these directives for positive changes our Government is now adopting can be successfully implemented.

Mr. GALEA (*Minister of Education, Youth and Employment, Malta*)

This is the first year that Malta is present at this Conference as a member of the European Union.

Before, during and after the long-drawn-out accession negotiations, the Government of Malta insistently declared that it did not regard the European Union as an end in itself. We see it rather as a stepping stone towards global governance in a different form from that towards which the present process of globalization seems to be taking the world.

In other words, we share the perspective implied by the Director-General in his Report on the World Commission on the Social Dimension of Globalization *A fair globalization: The role of the ILO*. On page 14 of the English version of the Report, there is a single brief paragraph devoted to the topic of the ILO's collaboration with the regional communities. Six of these are listed by the Director-General, with the European Union mentioned after the South African Development Community (SADC).

In the present particular circumstances of Malta's accession to the European Union, I feel that it is appropriate for me to devote my short intervention entirely to underlining the special significance which the two core sentences at the heart of the paragraph on the 'regional stepping stone' have for us in Malta. I need hardly remind any of you here

that Malta is situated at exactly the point where the three continents of Europe, Africa and Asia meet; and transcultural communication is still today, as it has always been, literally a matter of life and death for us.

The two sentences on page 14 of the Director-General's Report which I have taken it upon myself to underline are the following: "The ILO is also called upon to offer advice on ways in which institutions and policies for decent work could provide a foundation for regional integration processes. A particular focus is the role of mechanisms for dialogue involving the ILO's constituents in contributing to a social dimension of regional integration."

The Director-General considers this task to be "an important new priority for constituents". I wish to underline that there is indeed a novel challenge in this regard, arising from the most recent European developments. Admittedly, the novelty does not lie so much in the rhetoric of the reiterated declarations of the "social dimension" of the European Union, more vigorously formulated than usual, but still poised mostly at the level of abstract principle. Rather, the novelty lies in the draft Constitution, in the envisionment of a new area, referred to as the "immediate environment" of the Union, comprehending consequently the whole of the Mediterranean world as well as the Eastern borderlands, as territory for a "privileged relationship". The most natural meaning of this equivocal phrase is that this territory, even though partly, geographically non-European, is to be treated as a laboratory in which, to quote the Director-General's words once more "institutions and policies for decent work could provide a foundation for regional integration processes": in this instance, for the creation of a new, Euro-Mediterranean entity, as original in nature as the European Union itself.

The major problems that are making our part of the world – the Mediterranean and the Middle East – one of its most disquieting corners, such as illegal migration, destruction of fishery resources, the sense of external exploitation, all cry out for precisely the only possible remedy so succinctly captured in the Director-General's golden phrase: "institutions and policies for decent work" in the region.

It is still not clear how the European Union intends to proceed in pursuit of the objective to which it has dedicated a whole section of its draft Constitution, a section that has revealed an undoubted consensus among all the member States. I am sure, however, that the Director-General is right in highlighting the special importance that is due to "the role of mechanisms for dialogue involving the ILO's constituents".

Indeed, I was prompted to make this intervention because it seemed to me that, almost as if concealed between the lines of the Director-General's Report, here there was a pointer to a region crying out for an initiative that perhaps only the ILO, with its tripartite, constituent experience, could successfully take. Naturally, as I noted at the start, the Director-General in this paragraph clearly had southern Africa most prominently in his mind. It may be, however, that there is now a timely opportunity which may not arise again, to seek to press home the main thrusts in the central paragraph of page 14 of his Report, in a region that is not called by name among the six in his list – that is, the Mediterranean. I wish to assure him, and you all, of the wholehearted sup-

port that the Government of Malta, within its very modest means, would give to any extension of these proposals, as indeed to all the other excellent ones in the Report.

Original German: Mr. NORDMANN (Secretary of State, Directorate of Labour, Federal Department of Economy, Switzerland)

First of all, I would like to congratulate the President on his election. In my statement, on this year's Report of the Director-General, I will be commenting on his ideas about the implementation of the recommendations of the World Commission on the Social Dimension of Globalization.

The Director-General has taken stock of the strategic fundamental policy framework at the half-way point of the 2002-05 period with remarkable openness. Thus, he lists the successes that have been achieved to date and which have contributed to ensuring that the ILO has gained visibility and influence in recent years. We would like to congratulate the ILO on this success and we would like to encourage it to optimize its unique qualities, its tripartite structure, its efforts in standard-setting and the quality and relevance of its services.

In addition, the Report shows starkly where the ILO has reached the limits of its capacity. We therefore support increased investment in knowledge creation, more efficiency evaluations, more sustained personnel development and use of resources and improved integration of the ILO services and their fundamental policy objectives. Successfully taking up these challenges is a central prerequisite for the achievement of sustainable results in the implementation of the recommendations of the World Commission.

Switzerland has repeatedly said in recent years that it believes that progress in the following areas is crucial to the vision of the ILO's objectives.

The reform of standards: we support your call for a further strengthening of the standard-setting system – as this session of the Conference aims to do in the field of human resources – and a streamlining of ILO procedures. We therefore support your ideas on how the corresponding World Commission recommendations should be implemented.

With regard to your concern for promoting decent work in global production systems, which constitutes a central component of Switzerland's commitment to ILO projects, we support the transfer of knowledge for the sake of transparency and accountability of private initiatives and would again encourage that training courses be devised for the observance of international labour standards at company level. Our Government is constantly being asked for advice in this respect from Swiss companies.

Secondly, the strengthening of the ILO in the context of the social dimension of globalization: in this respect, we welcome your ideas with regard to the home front - strengthening the technical capacities of the social partners; optimization of the skills profile of the International Labour Office, in particular by increasing the number of top notch economists; and increased representation of women. In addition, we support your proposals for an improved impartial profiling of the ILO and for the building of partnerships with institutions and interest groups which share our concerns.

With reference to the multilateral initiative which Switzerland has previously endorsed within the

framework of Geneva 2000, we support increased coherence of fundamental policies, particularly in order to better manage the interconnections between sustainable growth, investment and the creation of employment opportunities. We have noted with great interest the idea of a multidisciplinary working group for this area. We think it is meaningful to continue the impetus given by the World Commission's report by having regular exchanges of information and situation reports. It is essential for this that the individual players should work within their specific terms of reference, that they should avoid duplication and that the standardized indicators should be devised.

Mr. Director-General, by setting out your vision of drawing up recommendations for a fairer form of globalization, you have made it possible for the ILO to continue the pioneering role based on its Constitutional mandate and the Decent Work Agenda.

Based on the pointers that you have given in your review of the ILO's activities in 2002-03, and based on the messages and challenges you referred to yesterday in your Conference address, it is now up to us, the member groups, to get into the driving seat together with you and the International Labour Office within the framework of the Programme and Budget for 2006-07 and to examine the strategic fundamental policy framework for 2006-09, in order to continue to do justice to this role.

Switzerland is willing to follow your call to harness the potential of the global tripartite structure. Not because others could do this in our place, but because of the ILO's Constitutional mandate and its comparative advantage, which confers upon it its unique responsibility. You can count on Switzerland's active and reliable support.

Mr. MWAKWERE (*Minister for Labour and Human Resources Development, Kenya*)

On behalf of the Kenyan tripartite delegation, I congratulate the President together with the other Officers, upon his well-deserved election to guide the deliberations of this session of the Conference.

We know that the main theme of our discussion is the ILO's programme implementation for the biennia 2002-03, the report of the World Commission on the Social Dimension of Globalization and the Report entitled *A fair globalization: The role of the ILO*.

It is pleasing to know that the results of the ILO's programme implementation for the biennia 2002-03 clearly show that all four strategic objectives on fundamental principles and rights at work, that is employment creation, social protection for all, social dialogue and tripartism, were realized with varying degrees of success.

The Kenyan delegation congratulates the co-Chairs of the World Commission on the Social Dimension of Globalization, namely His Excellency President Benjamin Mkapa of the United Republic of Tanzania and President Tarja Halonen of Finland for their ground-breaking report entitled *A fair globalization: Creating opportunities for all*.

The report acknowledges that globalization's "potential for good is immense", but that owing to "deep-seated and persistent imbalances in the current workings of the global economy", globalization has, in the eyes in the vast majority of men and women, "not met their simple and legitimate aspirations for decent jobs and a better future for their children".

We recall that this report was presented and debated by the Governing Body on 24 March this year and that, at the request of the Governing Body, the Director-General submitted a Report which identified six areas in which the ILO can make a major contribution towards realizing the specific recommendations of the Commission.

The achievement of fairer and more inclusive globalization focusing on people and their needs will have to depend on better national governance in all countries, developed and developing.

International efforts, including efforts by the ILO, can only succeed if they gain acceptance at the national level. We therefore welcome the Director-General's emphasis on the need to make decent work a national, as well as a global goal; and indeed it must become a local goal.

On the issue of trade, we strongly believe that there is a need to follow up the multilateral trading system and to reduce unfair trade barriers to market access for goods like textiles, garments and cultural products where developing countries have a comparative advantage and very limited access to markets.

It is also clear that, in order for the Millennium Development Goals to be met by the year 2015, especially by developing countries, priority will have to be given to increasing development assistance, urgent action on debt relief and delivery on international commitments made, and so on and so forth.

Kenya also sees a need for new rules on foreign direct investment and competition. In this respect a balanced multilateral framework that takes into account all interest rights and responsibilities and the special needs of developing countries is needed. In order to make globalization inclusive and beneficial to all people, there is a need for follow-up action and dialogue, aimed at improving policy coherence at both national and international levels, and between international organizations.

With regard to the other agenda items, we note that this session of the Conference will hold discussions on the item on migrant workers, based on an integrated approach. Kenya endorses the view that there is a need for follow-up work aimed at building a multilateral framework that provides uniform and transparent rules for the cross-border movement of people and balances the interests of both migrants and countries of origin and destination.

As concerns the revision of the Human Resources Development Recommendation, 1975 (No. 150), Kenya is of the view that this session of the Conference should explore ways of reorienting our various educational and training programmes in order to ensure that the beneficiaries, and particularly the youth, have skills that match the needs of the economy.

The decision to adopt a comprehensive standard in the fishing sector is timely, given the fact that the sector is one of the most hazardous and has the highest fatality rate. Let me take this opportunity to express the Kenyan Government's appreciation of the ILO for the technical assistance given in the review just completed of six core chapters of our country's labour laws, with the aim of ensuring harmony between our domestic legislation and various international labour standards which we have ratified.

I wish to reiterate that the Kenyan Government remains fully committed to the basic provision of

decent work for all workers through the promotion of ILO standards. To date, Kenya has ratified and continues to implement 49 ILO Conventions, which include seven out of eight core labour standards.

In conclusion, allow me to further reiterate the plea made here by the late Vice-President of Kenya as he presided over our Conference. The late Honourable Michael Kijana Wamalwa made a plea to provide our unemployed youth with decent work to persuade them not to live a life of violence. For the present Government in Kenya, this is a commitment we have undertaken seriously and intend to fulfil.

Thank you, may this session of the Conference be very fruitful and successful.

Original French: Mr. DE (Minister of Public Services, Labour, Employment and Professional Organizations, Senegal)

On behalf of the Senegalese delegation, which it is my honour to lead at this 92nd Session of the International Labour Conference, I should like, first of all, to express my warm congratulations to the President on his election to lead this session of the Conference.

I address my congratulations equally to the other Officers of the Conference.

I remain convinced that under the leadership of the President our work will meet with success.

The Report of the Director-General, *ILO Programme Implementation 2002-03*, with its appendix, *The situation of workers of the occupied Arab territories*, and the Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work have inspired me to reflect upon a number of issues that I should like to share with you.

It is my pleasure to note that the ILO has been able to effectively implement many actions and programmes in the Strategic Policy Framework for 2002-05 as defined by the Governing Body.

The Decent Work Agenda, which is an essential theme in the many activities carried out by the Office, has proven its utility and today is enshrined in law in all member States of the ILO and in global fora and bodies where issues of concern to our Organization are debated.

If this is the case, it is because our Organization, through remarkable consensus, has managed to define clear objectives and to set a coherent programme of work, which is the path to follow for our immediate and future actions.

The ILO has carried out activities with real impact in a country such as my own in standards-related activities, in promoting the Declaration on Fundamental Principles and Rights at Work and in initiatives promoting access to sustainable and productive employment, as well as in promoting tripartism and social dialogue and social protection.

During the period under review, advice and consultative services of very high quality have been made available to us, as well as a number of technical cooperation programmes which form part of the framework and the priorities determined by the Senegalese Government and social partners.

The Government of Senegal greatly appreciates the readiness to help and the high quality of assistance on the part of the subregional Office of the ILO in Dakar.

This close collaboration with the Office has allowed my country to make great progress in promoting social dialogue and in beginning reflection on how to improve social protection.

The desire to implement the institutional frameworks and mechanisms for promoting dialogue and permanent consultation has led to a deepening of the implementation of the national charter on social dialogue, upon which foundation Senegal intends to build its model for labour relations.

The National Committee for Social Dialogue, the main body of the charter, works closely with the ILO on priority questions such as extending social protection to all segments of the population. This is a major concern.

In this respect, the Government should like sincerely to thank the ILO for having chosen Dakar as the site for the West African launching of the Global Campaign on Social Security and Coverage for All. This ceremony was held on 14 April and was presided over by the President of the Republic of Senegal.

The ceremony met with great success and allowed us to focus upon the current state of social protection and to determine progress already made in working towards universal health coverage for all.

By pure coincidence, this year's discussion of the Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work addresses the right to organize and the effective recognition of the right to collective bargaining. The promotion and the realization of these principles are the main objectives of the Pamodec Senegal project which was launched in April 2003. The discussions and exchanges that will take place on this subject shall receive our full attention.

Senegal is a country of both emigration and of immigration and we will be especially attentive to the reflections carried out on this major issue of the migration of workers, a problem which is posed acutely around the world.

For my part, I should like to take this occasion to thank the delegates at the Conference who have honoured me by electing me Chairperson of the Committee on Migrant Workers.

Another subject of concern for this 92nd Session of the International Labour Conference is that of the social consequences of globalization.

In this respect, we should commend the remarkable results of the work of the World Commission on the Social Dimension of Globalization.

As I emphasized during a national consultation held in Dakar on the same subject, an accent must be placed on good communication policies which allow for the diffusion of the driving principles and the sharing of these principles with other institutions and organizations who are as concerned as we are at the process of globalization.

In conclusion, as Chair of the Committee on the Exercise of the Inalienable Rights of the Palestinian People, Senegal highly values the commendable efforts made by the Office and the measures which are envisioned to improve the fate of Palestinian workers in the occupied territories. Senegal calls upon the international community for the effective implementation of the United Nations resolutions guaranteeing the Palestinian people the right to reside in a safe and recognized territory.

I should like to restate my confidence in the future of our Organization, the pertinence, rightness and topicality of the ideals and values which are an important gage in our constant quest for greater peace, justice and prosperity.

(Mr. Maatough takes the Chair.)

International news and the daily lives of workers are dominated by violence – violence in the Middle East, violence in Iraq as well, violence in countries such as Colombia, where the lives of trade unionists are constantly threatened and where impunity is almost total. Structural violence, almost all over the world, caused by the imbalances of neo-liberal globalization and reinforced by policies which concentrate the wealth produced by the workers without redistributing it and which show contempt for their established rights and which undermine democracy in a scandalous way.

The International Labour Organization has a fundamental role to play today and this applies more than ever in this context. The Report, *ILO programme implementation 2002-03*, highlights the strengths and weaknesses of the ILO programme. What sets the ILO apart from the other international organizations is its standard-setting function and its tripartite structure.

The World Confederation of Labour shares this point of view. That is why we are insisting that the standards-monitoring system should be strengthened and this has to go hand in hand with an increase in the financial allocation that it receives on a structural basis. The workload of the International Labour Standards department is constantly increasing.

The workers would like more technical assistance, but also, and above all, a standards-setting system which is based on standards that are tailored to the reality of the world and on effective, swift, impartial and independent procedures. Tripartism too is in itself one of the foundations of world governance.

Another pillar of the ILO's plan of action is social protection. Today one person in five does not have adequate social protection. The privatization of this service, combined with the meagre budgets of excessively indebted states, means that we are moving away day by day from integral social protection for everybody and especially for all workers in precarious employment or in the informal economy. It is essential to strengthen this pillar and to do so by listening to and with the participation of all the constituents of the ILO. Taking into consideration the workers in the informal economy, a majority of whom are women, in order to defend the elementary rights within trade union confederations is a priority to which the World Confederation of Labour is devoted. Promoting peace is also a task to which the ILO should pay greater attention. We welcome the Report of the Director-General on *The situation of workers of the occupied Arab territories*, where Israel's policy of targeted assassinations is exacerbating a situation which is already strained and where the hope of a fair, peaceful and negotiated solution for the creation of Palestinian State becomes more distant day by day. The ILO has to devote itself more than ever to the task of creating decent work, which is the best way of combating poverty and it has to do so with all the constituents, particularly with all the trade union organizations of that region. We face two challenges here: rebuilding the domestic market in the occupied Arab territories and reinforcing a strategy of decent work in Israel itself, where the socio-economic situation has deteriorated considerably.

We are at a historic point in time, when the vital forces of society are coming together to affirm that a different world is possible. Finally, the report of the World Commission on the Social Dimension of Globalization has also established milestones for this different world. Ever since it was created in 1920, the World Confederation of Labour has struggled to introduce a social dimension to the policies carried out at all levels. This report urges us directly, as the World Confederation of Labour and as a constituent of the ILO, to guarantee follow up to the recommendations that have already been made. We would like to take action in this direction right away, within and alongside the ILO, and together with other trade union organizations, in order to strengthen a world based on solidarity, a world that is more democratic and more respectful of social justice.

Original French: Mr. BILTGEN (Minister of Labour and Employment, Luxembourg)

First of all I would like to congratulate the President warmly on behalf of my Government. The work of the International Labour Conference this year should be a decisive step for the future of our Organization's work. It will certainly also guide future joint efforts towards an inclusive and fair globalization.

The discussion on the conclusions of the World Commission on the Social Dimension of Globalization have shown that there is a new awareness on the part of the stakeholders, as well as a marked shift in attitudes on all sides. I can only express my admiration for the determination shown by the co-Chairs, President Halonen and President Mkapa, as well as the constructive attitude of all of the members of the Commission. It is now up to us to take up the challenge and rise to the occasion.

I would like to focus on a possible – and necessary – follow-up or practical implementation of the conclusions of the World Commission and of the action plan put forward by the Director-General in his Report, *A fair globalization: The role of the ILO* and further developed in his remarkable speech yesterday. My special thanks go to Mr. Somavia.

I would like to offer our Government's support for the implementation of the recommendations of the World Commission, and for the efforts made by Mr. Somavia with a view to refocusing the work of our Organization.

As regards the future of the ILO in the current context, I would like to begin by making a few remarks on two of the three messages and four challenges put forward by the Director-General: making decent work a global goal and making the ILO, with its unique tripartite structure, a true global actor while, in a wider sense, working for an "emerging global community", in the words of the World Commission. My Government is ready to cooperate.

If we are to translate the recommendations of the Commission and the Director-General into reality, in my view, we need to focus on five watchwords.

First, we need to reach consensus on a specific political vision that is aimed at inclusive globalization, which excludes no one. While based on the economic potential of markets, this approach will rest on a framework to ensure that the benefits of globalization are lasting and equitably shared. To this end, the global community needs to have fair rules on trade, investment, finance and migration. It needs to promote fundamental social and labour

standards; and efforts need to be made to secure the necessary financial resources for capacity building and achieving the Millennium Development Goals.

Second, this vision needs to be translated into a strategy that is informed by solidarity and coherence. By “strategy” I mean a voluntarist policy approach, and “policy” here means the political will to assume responsibility and take action at all levels: the market alone will not automatically bring about the social equity that should be possible and even normal, given the enormous potential of globalization.

This strategy should reflect independent and mutually reinforcing elements as follows: economic growth arising out of a smoothly operating market and efficient investment; job creation, providing decent work for those who want it; social cohesion at every level, from local to global, starting with poverty eradication; sustainable development in all its aspects and at all levels; and respect for cultural identity in a world that is increasingly interdependent.

The European Union has acquired positive experience in this area. What is needed is a coherent strategy at every level, starting with coherence within each government, from which coherence in international organizations stems. Indeed, coherence at the second level, that of the multilateral system, depends on that of member States, for the organizations of the multinational system are in fact an expression of the sum of all the views of their constituents.

Our strategy must be based on solidarity, because ultimately the aim of all economic activity is the welfare of the greatest number of people. To this end, my country intends in the near future, to devote close to 1 per cent of our GDP to development policy and this is a source of pride and happiness for us.

Third, the implementation of the strategy means that all actors have to be publicly accountable, both internationally and nationally. If necessary, ad hoc fora should be created in addition to traditional institutional supervisory mechanisms.

Fourth, this strategy will only succeed if it is part of a framework guaranteeing better global governance. This means institutionalized governance with a public monitoring system covering the different policy areas affected by globalization; such governance is after all only the logical corollary of accountability of the stakeholders and proper coordination of policies.

Far from being some misconstrued idea of dirigisme, governance is a means of checking whether we are achieving our shared goals.

Fifth and last, the conclusions of the World Commission and the action plan put forward by Mr. Somavia concerning the specific role of the ILO must now be followed up by real and rapid action. My Government will strongly support the setting up of a regular forum on globalization policies, under the auspices of the United Nations, as was rightly proposed by the World Commission. The future largely depends on the comments and suggestions that will be made by our Conference to the Director-General of our Organization, who will play a key role in ensuring that they are implemented at the multilateral level. Beyond the confines of the ILO, all the players in the globalization process are waiting for a clear signal. I trust that we at the ILO will not disappoint them.

Original French: Mr. TROGRIC (Workers' adviser and substitute delegate, France)

First of all, I would like to congratulate the President upon his election as well as congratulating all the Officers of the Conference.

On behalf of the workers of France, I would like to commend the World Commission on the Social Dimension of Globalization for the work it has carried out. Though many were doubtful of its capacity to progress beyond noting the different effects that globalization has on us or analysing its causes and mechanisms, the Commission can, in fact, be proud of itself on two counts. First, its methods, as has been highlighted by the ILO's Director-General, Mr. Juan Somavia, in his Report on the role of the ILO. The Commission has in fact proven that by allowing dialogue and exchange of views between people with initially very different opinions, a consensus can emerge. Second, it can be proud of the content of the report, over and above the rich, in-depth analysis that has been carried out. The report also contains proposals and advice which are realistic and adapted to the problem of global sustainable development.

I would like to thank the Director-General for his excellent Report on the role of the ILO. It displays the vital quality of being specific in translating broad trends into action; choices into acts. The goal has been set and the pathway is clear: that of a global, integrated and consistent approach, involving not only international decision-makers but also leaders at regional, national and local levels, along with all the elements of an emerging world society: economic players, social partners, organizations of civil society We all have a role to play. We each can contribute something in order to meet the challenge of creating decent work for all and eradicating poverty for a fairer globalization.

But above all, there are two elements which are necessary in order to make effective progress along the path which has been set for us today. First of all, we need the political will to go down that path. At all levels of political responsibility, our leaders must coordinate their efforts to achieve this goal. We need to reform global government so that our policies in different areas can work together in order to provide better results. We need strong and active commitment from the different players involved through open dialogue, a meaningful exchange which, by bringing together conflicting points of view, can enable collective interests to be properly served.

I fully agree with the Report in so far as it supports and builds on the importance of tripartism and the participation of all those directly involved in our economic and social lives, i.e. the social partners. Trade unions have a great deal to bring to the formulation and implementation of development policies and to regulating globalization. In order to move forward, they will have to be able to extend their missions in a new and changing context, to develop and to strengthen their action at national, regional and global level.

The ability of enterprises to invest is particularly important. Their role in job creation is vital. The presence of trade unions in the workplace gives them a particular impetus and unmatched strength in promoting and creating decent work for all. The social responsibility of enterprise must become part and parcel of the negotiation and social dialogue

whose outcome must be agreements which can be implemented in practice in all countries concerned. Trade unions must learn to work together with civil society organizations who are also, in their own way, striving for development and social well-being. They can work with trade unions toward a common goal, lending it more strength and giving it a better chance of succeeding. This would be the best way to halt those people who tend toward the most radical or extreme views, not recognizing the potential for development that globalization can bring to us and the fact that, in spite of everything, it is indeed essential.

As a European, I note that the regional dimension retained in the Commission's report could be used as a springboard for the promotion of decent work. The European Union has demonstrated the usefulness of the regional integration process in accelerating the development of the least developed countries, through economic and social policies. At a time when the European Union is undergoing enlargement, we are confident of its ability to guide the international community to decisions based on respect and to values which the ILO, since its creation and with the signing of the Declaration of Philadelphia, has sought to uphold.

This is why, to conclude, I would ask in particular all European Governments to show an example and be a driving force in taking international action to achieve the global objective of a fairer globalization.

Mr. FONG (*Minister of Human Resources, Malaysia*)

On behalf of the Malaysian delegation I wish to congratulate the President of the 92nd Session of the International Labour Conference on his election. I would also like to congratulate the Employer and Worker Vice-Presidents on their election. We are confident that under their wise and able leadership this Conference will achieve its desired objectives.

The social dimension of globalization has been a topic of discussion for the past few years and it is one of the main concerns of the International Labour Organization. Malaysia welcomes the report of the World Commission on the Social Dimension of Globalization, which constitutes an important contribution to finding better ways of addressing globalization. Malaysia wishes to compliment and thank the co-Chairs, President Mkapa of the United Republic of Tanzania and President Halonen of Finland, and all the members of the Commission for their work, commitment, energy and ideas.

Overall, the report delivers a message that balances criticism and positive findings. The report contains some interesting analyses and proposals, including those on innovative working matters for improving policy coherence. Amongst the key issues highlighted are balanced economic, employment and social policies, better governance, policy coherence and strengthening multilateralism, trade and development.

In his Report on the World Commission on the Social Dimension of Globalization, *A fair globalization: The role of the ILO* the Director-General reminded us of the objective of the founders of the Organization 60 years ago, as set forth in the Declaration of Philadelphia, namely that we must not forget our strong ethical mandate which means that globalization should evolve on the basis of respect for justice and humanity.

To this end, globalization must be planned and planned carefully. The planning must involve everyone from every part of the globe. Government leaders, corporate players and unions bear equal responsibility for tackling globalization. Globalization should not be about business only but it should be about the well-being of everyone. Then and only then will globalization be meaningful to the world at large.

The livelihood of many families throughout the world are under serious threat; social policies must respond to their needs and aspirations. There cannot be successful globalization without successful national policies. As we continue to address the globalization process, we must not lose sight of the fact that the global goal remains decent work. At the same time, while globalization requires international responses, countries should be given the requisite latitude to implement policies based on their needs, circumstances and priorities.

Hence, in order to take account of reality and at the same time to ensure that globalization can work for more people, states must be allowed to determine their policies and priorities for implementing globalization in keeping with their own speed and capacity.

Malaysia, however, remains deeply concerned over the continued exclusion of developing countries from the benefits of globalization and over persistent income and economic gaps between the developed and developing countries, which must be bridged if developing countries are to benefit from the whole globalization process.

The Director-General's Report pointed out that the ILO has a central role to play in bringing about fair globalization, but only if global tripartism can cultivate its considerable potential for mobilizing the global community.

My delegation is pleased with the Report of the Director-General on *ILO programme implementation 2002-03*. In implementing the ILO Decent Work Agenda, Malaysia would like to emphasize that there is a need to create more jobs in order to absorb new entrants into the labour market and to make some inroads into the problem of unemployment. The ILO and other multilateral agencies must play a significant and useful role in supporting the member countries in their efforts. In the present context of liberalization, globalization and a changed economic scenario, the emphasis needs to be on upgrading the skills of the labour force, by providing adequate opportunities for implementing formal and informal vocational training programmes, keeping in mind the demand of the labour market.

In order to achieve this objective, it is vital to maintain an adequate level of social protection, and promote increased flexibility and security in the workplace. Addressing change, promoting adaptability in the labour market and investment in human resources must be priorities for all of us.

We share the deep concern expressed in the Report of the Director-General on *The situation of workers in the occupied Arab territories*, as the situation of workers and their families has worsened. According to the Report, the economic and social circumstances of workers in the occupied territories, human security, rights at work, income, access to employment and social protection are under constant threat. Restrictions on the movement of Palestinian workers resulting from road closures,

prolonged security checks and curfews have increased the cost of goods and services and the loss of earnings. This has led to a dramatic decline in consumption, income and employment levels. The removal of these restrictions is a prerequisite for the application of fundamental principles and rights at work. Israel is continuing its demolition of Palestinian houses and civilian properties and its massive confiscation and destruction of Palestinian land. If this situation continues, we can only sadly conclude that the prospects for the well-being of the Palestinian people will continue to remain bleak.

Malaysia welcomes the efforts of the ILO to assist the Palestinian people through its ongoing technical cooperation programmes and capacity-building projects. More effort should be devoted to generating employment and providing social protection. However, the plight of the Palestinian people can be overcome only through a political solution, with the establishment of an independent and sovereign State of Palestine. Malaysia reaffirms its commitment to the peace process in the Middle East, on the basis of full implementation of the Road Map and the Arab Peace Initiative.

Malaysia, as Chairman of the Non-Aligned Movement, welcomes the effort of the ILO to assist the Palestinian people. At the same time, the Non-Aligned Movement calls on the ILO to step up its programme of support to employers and workers in Palestine and other occupied Arab territories, which is aimed at developing work opportunities and eradicating poverty and unemployment.

The Non-Aligned Movement wishes to reiterate its concern over the current methods and procedures for supervising labour standards. We welcome international cooperation as an important contribution to the effective realization of international labour standards and, to this end, we particularly regard the effective review and improvement of the working methods of the Committee on the Application of Standards as vital for the sake of transparency and impartiality.

In this regard, the Non-Aligned Movement supports the draft paper presented to the Committee on the Application of Standards by Cuba on behalf of 18 countries, which provides inputs on ways of improving the working methods of the Committee on the Application of Standards.

The Non-Aligned Movement also urges that the benefits of globalization be shared equitably amongst all countries.

Mr. LEE (Employers' delegate, Republic of Korea)

On behalf of the Korean employers, I would like to extend our sincere congratulations to Mr. Ray Guevara on his election as President of this session of the Conference.

It is encouraging to note that the report of the World Commission on the Social Dimension of Globalization is entitled *A fair globalization: Creating opportunities for all*. Fair globalization does not secure the same results for all, but it does create opportunities for all.

However, the report overemphasizes the negative impact by arguing that the current process of globalization is generating imbalances, both between and within countries. We should not simply assume that globalization alone is the cause of poverty and inequality. Poverty and inequality are affected by a diverse range of factors such as political instability,

poor governance, corruption and a poor investment climate.

Over the last decades we have witnessed the emergence of globalization. Now, globalization is a phenomenon which is not likely to disappear because it may cause problems. It is like a force of nature at this point and it is no longer a matter of choice.

The report aptly emphasized the importance of good governance at the national level. The basic ingredient in the effective construction and operation of a democratic market economy model is the accountability and responsibility of all actors at the national level – enterprises, workers and government.

Firstly, we have to recognize the crucial role enterprises play in order to meet the challenges and reap the benefits of the opportunities presented by globalization. The enterprises should become competitive through financial stability and efficient management. Employers should also make bold efforts to attain good corporate governance by implementing transparent management and promoting business ethics, which will help eliminate prevailing anti-business sentiments, win public confidence and maintain cooperative labour-management relations.

Secondly, workers and trades unions must maintain social responsibility to provide remedies for problems identified. It is erroneous to merely attribute social problems to globalization or denounce productivity and competitiveness as exploitation by employers. They should recognize that productivity and competitiveness are directly related to their own best interests. They should implement more globalized practices in order to reap the benefits of globalization with adequate knowledge and skills. They should develop new work ethics that are based on the spirit of "live and let live". Sometimes they must share their unavoidable problems in order to save their jobs and help marginalized workers to enter the labour market.

Thirdly, governments wishing to benefit from globalization need to promote political transparency, economic openness and institutional reform. At the same time, governments should examine obstacles to business growth and competitiveness in order to create an appropriate economic environment to attract investment for business development and employment creation.

The responsibilities should be shared by all those involved. Also, there is a need to strengthen the social dialogue among those involved to reach proper solutions that will lend policies greater legitimacy and promote fair distribution of the benefits of globalization.

The report has many far-reaching recommendations and proposals, many of which are key areas in the work of the ILO. An agenda needs to be devised that is based on bringing the benefits of globalization to all countries that wish to participate in it. This agenda must recognize the crucial role of enterprises for economic and social development in general, and for job generation in particular.

In the Republic of Korea, public debate on policies and ideology, be they conservative or liberal, be they growth or distribution, is now at an impasse. We are doing our utmost to break the current impasse by focusing on the concerns and aspirations of the people – and that is job creation.

It is my firm belief that increased productivity, based on entrepreneurship and new technologies,

coupled with the self-adjusting power of the free market economy, will eventually lead to increased wealth and greater sense of well-being for people.

Original Arabic: Mr. GUIDER (representative, Arab Labour Organization)

In the name of God, the Merciful, the Compassionate, first of all, I would like to congratulate the President, Mr. Ray Guevara, and my fellow engineer, Mr. Maatough, and the other Vice-Presidents on their election. On behalf of the Arab Labour Organization, I would like to extend my gratitude and respects to Mr. Juan Somavia, Director-General of the International Labour Organization, for his efforts and organized work to increase the ILO's activities in all areas.

In this respect, I wish to praise the fruitful cooperation over the past year between the International Labour Organization and the Arab Labour Organization, thanks to our distinguished brother, Dr. Taleb Rifai, Director of the Regional Office for the Arab States.

The agenda of this session of the Conference contains some very important subjects, one of which is the Report of the Director-General concerning programme implementation and the activities of the Organization. In this regard, and on behalf of the Arab Labour Organization, I wish to express my appreciation for what has been done, and I hope for further beneficial technical cooperation between the tripartite social partner and the ILO in our region.

I would like to highlight the progress made in promoting the ILO Declaration on Fundamental Principles and Rights at Work, in particular the rights to freedom of association and collective bargaining. Similarly, I should also mention the positive steps taken by Qatar and Oman in adopting new legislation on these issues. The report of the World Commission on the Social Dimension of Globalization, working conditions in the fishing sector, migrant workers and human resources training and development are important questions to which answers must be found, to the benefit of the whole of humanity.

It is only right for me to thank the Director-General for the personal interest he has shown in monitoring the situation of Arab workers in Palestine and the other occupied Arab territories, as seen from the preface to this Report and his speech last Tuesday. I would like to point out that the Arab group participating in the present session has several observations in this respect, which it is to submit in writing to the Director-General.

The idea of human rights has become one of the most fundamental issues in contemporary societies based on human conscience since it forms the foundation upon which should be built the system of humanity. It is regarded as a major component that should be used by governments and indeed the economic and social system of any society. These human rights are considered to be important values which should be respected and implemented without any changes, regardless of the nationality, religion, race, origin, and economic and social status of any person.

Based on this, the issue of protecting freedoms and rights has been one of the focuses of the International Labour Organization ever since it was created, and is also one of the Arab Labour Organization's objectives, as enshrined in its Constitution and the Arab Labour Agreement.

Using the agreements and declarations of the past in order to build a greater future does not mean that we should mourn the past; we should rather be aware that these agreements will remain mere words if we do not strive to make them a reality.

Where are these wonderful agreements when it comes to the actions committed by those who say they are protecting the Arab territory of Palestine? Where are these noble principles when it comes to the day-to-day humiliation of our workers in Syrian Golan and southern Lebanon and the economic sanctions imposed on the population there, such as the law on sanctions against Syria, and previously against the Libyan Arab Jamahiriya and Sudan? Where are these great humanitarian values when it comes to the fate of Arabs in Iraq? Where are these humanitarian values and principles when it comes to acts of violence and their consequences for humankind the world over?

You will no doubt share our view that violence breeds violence, and that history shows how the use of force to subdue the will of the people and control them has always ended in failure. Does he who holds power realize that there is a power greater than him, a power which, if called upon, could alone make all the peoples of the world equal?

I will end my speech with a well-known Arab saying which I would like to address to each and every despot: "If your power leads you to commit injustices against others, do not forget that God is more powerful than you."

(Mr. Guevara takes the Chair.)

Original Spanish: Mr. MORALES CARTAYA (Minister of Labour and Social Security, Cuba)

I would like to congratulate you on your nomination, President. The ILO has always been a standard-bearer in helping to achieve labour rights, including the aim of full employment and promoting universal social security services, social protection services. However, when we look at what is going on in the world today, and particularly in the countries of the south, I think the very sad conclusion is that the situation is dramatic.

Let me give you some figures to illustrate that. There are 185.9 million jobless. This is the highest figure ever recorded. Two hundred and eleven million children are forced to work, 40 million people are living with AIDS, only 20 per cent of the world population has access to social security, and more than half have no type of social protection available to them. We are seeing a massive increase in the informal economy and in casual employment. Five hundred and fifty million workers get by with one dollar a day. Twelve million children die every year from preventable or curable diseases, 826 million go hungry, and 854 million are illiterate.

Original Spanish: Mr. MORALES CARTAYA (Minister of Labour and Social Security, Cuba)

I would like to congratulate the President on his election. The ILO has always been a standard-bearer in helping to achieve labour rights, including the aim of full employment and promoting universal social security and social protection services. However, when we look at what is going on in the world today, and particularly in the countries of the South, I think the very sad conclusion is that the situation is truly dramatic.

Let me give you some figures to illustrate this. There are 185.9 million jobless, the highest figure

ever recorded; 211 million children are forced to work; 40 million people are living with AIDS; only 20 per cent of the world population has access to social security, and more than half have no type of social protection available to them; we are seeing a massive increase in the informal economy and in casual employment; 550 million workers get by on one dollar a day; 12 million children die every year from preventable or curable diseases; 826 million go hungry; and 854 million are illiterate.

We have an abundance of commitments, goals and world action programmes with a view to working towards a better world. That better world is, of course, possible, but it is turning into an absolute illusion, given the conditions we are seeing of selfishness and barbarity which are being imposed through neo-liberal globalization and a world order which is subject to the hegemonic domination of a single superpower which has recourse, and I quote, “preventively” to war and coercion which flagrantly violates and tramples on the basic principles and standards of international law and the Charter of the United Nations.

Workers in the occupied Arab territories will only be in a position to truly achieve and enjoy international labour standards and social and labour rights when South Lebanon is totally liberated, when the Golan returns fully to the sovereignty of Syria and when in the West Bank and Gaza we see a Palestinian State which is both free and independent.

The international economic order is immoral, it is unjust and it is unsustainable. It feeds on the sweat and the suffering of the huge majority of workers who are doomed to a wretched existence and, worse still, on the very existence of further millions of people who are not even given the opportunity to be exploited at work.

The unilateral – let us say this clearly – and aggressive actions of the United States, underpinned by their military superiority and, indeed, their self-proclaimed role as world policemen, are an outrage to peace, development, justice and world democracy.

Cuba, whose heroic workers are not afraid to show dissent and are not afraid to stand up and fight this imperial domination which seeks to impose itself on the peoples of the South and large majorities in the North, has a very different reality. It is putting into practice numerous programmes and projects aimed at enhancing equity and social justice, overcoming the restrictions and obstacles imposed on it through the longest and most genocidal economic, commercial and financial blockade in history.

In Cuba, all children go to school, they all have the opportunity to study at university and are all entitled to highly specialized medical care, free of charge. No child is forced to work. There are no people left by the wayside in Cuba.

Our main wealth is our human capital which arose from the ashes of the illiteracy inherited by the Cuban Revolution. An expression of our deeply humanist and united values can be seen in the fact that more than 17,000 doctors work in very difficult conditions in 65 countries, many of which are represented in this room. More than 17,000 young people from 110 different countries are able to study in Cuba, free of charge, most of them in higher education.

So what is the crime that has been committed by the Cuban people that can justify the sickening and aggressive behaviour of the United States Govern-

ment as it applies new and even more brutal measures with the aim of destroying the constitutional order established by the workers and all Cubans.

The only faults committed – and only vis-à-vis the empire – are the defence of our sovereignty, freedom and independence, the building of a fairer and more united society and maintaining the conviction that a better world is possible.

Amongst the new anti-Cuban measures announced by the United States Government we have the allocation of US\$59 million to promote and finance a fifth column to support its hostile actions and to involve governments from other countries, non-governmental organizations and international bodies in anti-Cuban campaigns, and even – and I quote – “to work with NGOs and other interested parties to assure that a Cuban independent labour representative, or a labour representative in exile, is able to speak at ILO conferences”.

These new measures are doomed to failure. As a member State of the ILO, we have always fulfilled our obligations and will continue to do so. It is imperative, however, to be aware that we are not yet too late to prevent, if we take effective action, the ILO from becoming a hostage to discriminatory practices and political manipulation.

We reiterate Cuba’s decision to stand up to, with truth and the necessary serenity, any attempt, be it overt or concealed, to discredit or harm the conquests achieved by its people with heroism, dignity and steadfast resolution.

Original Russian: Mr. PAPIEV (Government delegate, Ukraine)

First of all I should like to join in the congratulations and wishes for success addressed to the President of the Conference in connection with his election to this important position.

I should like to thank the Director-General of the ILO, Mr. Juan Somavia, for the informative Report that he has submitted to the current session of the Conference.

The Report of the Director-General on *ILO programme implementation 2002-03* contains, in our view, a comprehensive analysis of the implementation of the programme aims of the ILO, the backbone of which are such strategic objectives as promoting the implementation of fundamental principles and rights at work; ensuring decent work and decent wages; ensuring effective social protection for all; and the strengthening of tripartism and social dialogue. The Report provides detailed information on ILO efforts in these areas and includes useful statistics, in addition to the basic content.

I should like especially to note that, together with the tangible progress made in strengthening and developing the regional activities of the organization, the ILO has begun to pay significantly greater attention to ensuring the effectiveness of its work at country level.

We are convinced that it is the adoption of a comprehensive approach to the development of international cooperation under the aegis of the ILO that will allow us to take fully into account the specificities and requirements of individual countries and of regions.

In our view, the Report of the Director-General, *Organizing for social justice*, deserves particular attention. Through its nature and content it confirms the consistent implementation of ILO activities in implementing the Declaration on Fundamental Principles and Rights at Work. It is also fully in

keeping with the recently published conclusions of the World Commission on the Social Dimensions of Globalization.

Democratic states can only develop in an effective and stable manner in conditions of social dialogue, which ensures strong and independent trade unions and employers' organizations.

The conclusions found in the Global Report concur with the position of the Government of Ukraine, which is implementing that position through consistent daily work to reform labour and labour relations legislation.

As a young State, after 13 years of independence, Ukraine has rapidly travelled a path that corresponds to many decades of development in democratic countries. Recent years have shown that the Government of Ukraine acted correctly in its efforts to develop social dialogue and tripartism. This policy is strengthened in the Government's programme of activities, which has been approved by the Parliament of Ukraine. We are convinced that strengthening social dialogue must remain an important component of the efforts to ensure rapid economic growth, and steady increases in wages and in the standard of living.

In our country reforms have been successfully carried out in the area of state social security. Reforms to the pension system have significantly increased pensions for more than 3.5 million pensioners. There are also positive changes taking place in the labour market; all social contributions have been increased and salaries have risen by 23 per cent. Debts are being paid off and the Government is trying, through dialogue and collective bargaining to reach a decision regarding an increase in the minimum wage.

In Ukraine the practice of direct participation of all social partners in formulating social labour legislation, as well as strategic programmes for social and economic cooperation is developing. This practice is enshrined in a general agreement for the next two years. In addition to the Government and employers' organizations, more than 70 Ukrainian trade unions were involved in the signing of that agreement.

The Government supports the recommendations of the Global Report regarding the necessity of broadening the practice of concluding sectoral agreements at the national level.

Ukraine has ratified 57 ILO Conventions, including all of the core Conventions. Last year alone, Conventions Nos. 135 and 159 were ratified. Four further Conventions are being prepared for ratification. Another clear example of our cooperation is the implementation in Ukraine of eight ILO programmes. These programmes touch on various fields, including vocational training for the unemployed, socio-economic protection, the eradication of child labour, the prevention of the trade in women and children and the problem of HIV/AIDS at the workplace.

A new Labour Code has been formulated, which has been examined by ILO experts and adopted by Parliament on its first reading.

In the future, we continue to count on technical and advisory assistance on the part of the ILO for a series of important issues, which will be identified in a new programme of cooperation between Ukraine and the ILO. One of them is the social protection of Ukrainian migrant workers. The Government of Ukraine is taking necessary legal and ad-

ministrative measures to stem the tide of illegal migration and of trafficking in human beings, but we do not have the necessary support from a number of European countries. In our view, the ILO could play a more active role in promoting ratification of the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143).

In conclusion, I should like to wish the Conference every success.

Mr. IVERSEN (*Government delegate, Denmark*)

Let me start by thanking the Director-General and the ILO staff for the excellent and very transparent Report, *ILO programme implementation 2002-03*.

Furthermore, allow me to thank the ILO and the World Commission on the Social Dimension of Globalization for the enormous and valuable contributions to enable us to give responses to the negative effects of globalization.

Employment, indigenous people, gender equality and the fight against child labour are some of the things governments prioritize in their cooperation with the ILO. In this context, the Danish Government is happy to learn from the Report that the ILO has given more emphasis to results-based management and country-based programming.

Denmark is also happy to learn that the Report puts a special focus on the ILO Decent Work Agenda. Denmark is actually one of the pilot countries in the decent work strategy.

The four pillars of decent work – promotion of rights at work, employment, social protection and social dialogue – contain many of the challenges that must be dealt with if we are to obtain more welfare for many more people.

In the WTO context, discussions frequently relate to the question of whether rights for workers in real terms constitute hidden protectionism or are meant sincerely as improvement of workers' conditions, especially in developing countries.

I cannot give you an answer today to this question. I can only share with you that it is our experience that people in Denmark, as well as in other parts of the developed world, focus not only on their personal well-being but also on global ethics. Therefore, we have to find regional and international solutions to common problems and not give in to short-term solutions that only benefit the nearest few. We must look for win-win objectives.

The Decent Work Agenda really gives a sympathetic and tangible approach to the task.

As foreseen in the Report entitled *ILO programme implementation 2002-03*, working with the Decent Work Agenda requires continuous consideration of new ways and means of how to create improvements. Probably there are not many one-size-fits-all solutions. Within the ILO, we must act together in a sensible manner and must be able to adjust to specific situations.

The Report reveals that the ILO has moved towards country-based programming in combination with a revised Strategic Policy Framework, which emphasizes external communications. This is a step that appears to be both intelligent and logical. Achievements of tangible benefits for individuals locally, and the ability to "hit" the media with such news, are really strong tools in the modern world.

On behalf of the employers of Lebanon, I would like to thank the ILO for providing me with this opportunity to address the social partners with regard to subjects as varied as economics, development, productivity, social justice, equality, decent work and all the other subjects which are of concern to us here today.

We are delighted to be able to participate in this annual session of the Conference, and are particularly pleased that the ILO has sought to set ambitious objectives for our economic and social actions – objectives that we strive to achieve throughout the year in order to create a productive society.

Universality is a source of energy. Openness brings new perspectives. This is why we cannot but endorse the objectives of the Director-General concerning the social dimension of globalization and decent work. Whatever the differences in our national priorities, these do not detract from the fact that we must labour to create a climate favourable to work for all our workers. The wind of globalization blows over our lands. Globalization is happening whether we know it or not – sometimes even whether we like it or not. This is, in fact, the revolution of the third millennium. The world is constantly changing. There is no country, no society, no enterprise that is sheltered from this revolution. No one can prevent it. It is a revolution with the unstoppable momentum of a runaway train. All those already on board the train will arrive at their destination, while the rest watch helplessly from the platform.

In this era of globalization, enterprises, banks and cartels have become obsessed with acquisitions and mergers as they try to reap the benefits of globalization and the opportunities it offers. In the future, there will be two types of organization: those at the head of the pack and those at the rear, the conventional ones. The fate of these organizations is in your hands. What do you think is the best alternative? To continue working in a conventional way or to innovate? To preserve the best or to innovate by improving the best? For waiting around with our arms folded is certain death. We must discover the new; we must innovate.

At this point, I must highlight the occupation, oppression and aggression to which our region is victim and which prevents us from attaining our economic, social and development goals. I do not need to remind you that these goals are also the goals of the ILO and of the overwhelming majority of the member States. As I stand on this platform, therefore, I would like to salute my Palestinian brothers, these workers and employers, in the hope that they too, one day, achieve their social rights, their human rights, and all the rights held by all the people who do not live under the yoke of occupation. I also wish to greet my Syrian and Libyan brothers as they try to liberate their national territory. They are free men in their rights, their thinking, their allegiance and their loyalty. I would like to tell them that the values that we strive to defend here, within the ILO, are the values which will triumph and which will defeat oppression, injustice and occupation.

This is why we will continue to demonstrate openness, to work with the Lebanese social partners and the Arab partners on the international stage, under the leadership of the ILO, to put these human

values into practice – the values on which this Organization is founded and which are expressed in the Director-General's Report.

In this regard, we feel duty-bound to mention some achievements that we have been able to make in the area of industrial development in Lebanon. The Government of Lebanon has responded to certain demands made by industrial leaders, which are based on serious studies, and which were made in collaboration with the relevant ministers. We have been able to lower the cost of social security coverage and increase the number of beneficiaries. We have succeeded in reducing custom duties on core industrial products. We have also been able to subsidize interest rates to encourage small and medium-sized enterprises to take out investment loans. Last year, we were able to increase exports to 28.6 per cent. We were successful in job creation; we created 20 per cent more jobs which enabled us to offset losses in public funds. This facilitated the creation of more jobs and made it possible to encourage enterprises. Thus, we organized a meeting which we entitled "National Lebanese Industry Day", under the patronage of the President of the Republic. Five prizes were given to the five best-performing enterprises.

Finally, I must reiterate that my association will not cease to work to improve economic performance, which is the means through which productivity and competitiveness can increase. We believe that this must be the basis of all economic and social activity aimed at bringing justice and equality, particularly in the face of competition and of the interests of the large cartels.

Original Chinese: Mr. XU (Workers' delegate, China)

First of all, I would like to extend my heart-felt congratulations to the President on his election.

The annual International Labour Conference is a grand gathering for working people across the world. The Report, *ILO programme implementation 2002-03*, delivered by the Director-General, Mr. Somavia, has made a comprehensive summary of the ILO's effective activities for the past two years and of progress made in the four strategic objectives of decent work.

Through fruitful efforts over the past two years, the World Commission on the Social Dimension of Globalization has presented its report to the Conference. The report has had strong repercussions in the international community. Economic globalization is a much talked about subject as it has a bearing on every aspect of life. In fact, economic globalization is an inevitable process in the development of the world economy. The trend of globalization is unstoppable, whether you like it or not.

There are many reasons behind economic globalization, but the main reason is the cross-border flows of capital. The internationalization of capital has promoted the globalization of trade, production, products, markets, labour and technology. The rapid advancement in new and high technologies, especially information technology, has accelerated the process of economic globalization.

Both developed and developing countries have faced pressures and challenges in the context of economic globalization. The unfairness, irrationality and active impact of economic globalization is felt by more and more people; they long for it to be fairer and more rational.

At the same time, there is a growing awareness that the key cause of such a situation is the old international economic and trade order, namely unbalanced global rules, irrational trade policies and abnormal economic operations. Therefore, there is a common aspiration to bring an end to such a malpractice and put in place a new fair and reasonable international economic and trade order.

Historical experience has proved many a time that, without the backing of social progress, economic development cannot be sustained. Economic globalization has varying adverse effects on all working people around the world, particularly the vast number of employees, which is a severe challenge to each and every trade union. The key is how to secure workers' rights, protect their interests and to do practical things for them. Every country has its own success stories and experience in respecting and safeguarding workers' fundamental rights. The Chinese trade unions have set themselves a clear objective: to get workers organized and protect their rights. We maintain that a sound tripartite machinery should be established where governments, workers and employers can have consultations on an equal footing and find solutions to their common concerns. We are also of the opinion that trade unions in various countries should develop cooperation and conduct dialogue, give up confrontation and seek common ground, whilst putting aside differences. Cooperation and dialogue is the world trend; confrontation goes against it and thus has no future. Every trade union should earnestly perform its responsibilities and duties and protect workers' rights and interests. Only in doing so can economic development and social stability be achieved and workers' interests be protected. The Chinese trade unions call on working people all over the world to unite and make joint efforts to safeguard workers' rights and face up to the challenges of economic globalization.

We support the draft resolution of Arab countries regarding Palestine and the other occupied Arab territories and call on the ILO to pay more attention to, and be more concerned with, the issue and facilitate an early realization of peace in the Middle East and in the world for all workers.

Peace and development are the overriding themes of today's world. The Chinese trade unions will, as always, support an enhanced cooperation with trade unions from other countries and with the ILO, to defend peace and oppose war, promote common prosperity and fight poverty. The Chinese trade unions are ready to join hands with other trade unions and press ahead with greater contributions to the course of peace and development.

Original Spanish: Mr. CALDERA SANCHEZ-CAPITAN (Minister for Labour and Social Affairs, Spain)

First of all, I would like to start by congratulating Mr. Milton Ray Guevara, Secretary of State for Labour of the Dominican Republic, for his appointment as President of this 92nd Session of the International Labour Conference. The Spanish delegation, of which I am head, will continue to work with you to ensure that the objectives of this session of the Conference are reached.

I would also like to congratulate the Director-General on his Report, *ILO programme implementation 2002-03*, which takes stock of the activities carried out and the aims achieved during that period. We are also reminded that decent work, or

working with dignity, as we call it in Spain, is still a universal aspiration. Unfortunately, we are still far from achieving this and cannot therefore rest on our laurels. However, my Government is showing its will to work towards this universal aspiration, which represents the hopes of everyone: productive work in conditions of freedom, equity, safety and human dignity.

Decent work is a concept which encompasses the four strategic objectives of the ILO which relate to employment, fundamental labour rights, social protection and social dialogue. These strategic objectives of the ILO are a global and coherent response to the social problems which afflict all countries, and indeed to the new challenges of globalization, trade liberalization and regional integration.

As we heard yesterday, we want globalization with a human face, which corrects the inequalities that exist worldwide, and where social protection and economic efficiency are compatible.

We agree with the Director-General when he says in his Report that the ILO is effective in and should focus on, according to his words, a normative function and tripartite structure; in other words, drawing up international instruments which should be the subject of major campaigns with a view to their adoption by member States.

To this end, I would like to remind you that Spain has ratified 129 Conventions. Together with standard-setting activities, we would like to underscore another essential objective of the ILO: its work in the field of technical cooperation. The Spanish State contributes positively to the ILO's activities in this area. In addition to financial contributions, we are doing our best to maintain our prominent position as regards extra-budgetary contributions provided through technical cooperation. This can be seen through our active cooperation in the IPEC programme and many other cooperation projects, mainly those being developed in Latin America.

I would like to briefly say something about the guiding principles inspiring the social policy of my country, and which I think are closely linked to the work carried out by this Conference. In the Ministry of Labour, we are giving priority to dialogue and consensus; this is the best way of achieving our work. This is one of the reasons why it is an honour for me to address you within the framework of this unique tripartite body within the United Nations system, where governments, employers and workers are on an equal footing.

My Government feels that this is an essential factor, a vital tool if we are to make progress in the area of labour policies, develop our social safety net and also consolidate many labour policy instruments. We have already taken the first steps and we hope to reach a broad agreement with employers and trade union organizations to achieve competitiveness and stable employment.

As regards training, my Government is banking on the knowledge-based society, in line with the European Union's recommendations related to general guidelines for the economic policies of Member States. This requires major investments in training as a way of ensuring professional qualifications and guaranteeing the employability of the entire active population.

With reference to the quality of work, in Spain, we are trying to create more dignified work with rights, through the following. As regards temporary contracts, which are very common in Spain and rep-

represent 30 per cent of overall contracts, the Government wants to reduce the number of these contracts. One of the reasons for this is that in many cases the temporary nature of this work cannot be justified, and it also has negative effects on the quality of the job, access to training and accident rates.

Reducing accident rates is another priority of our Government. We want to make our labour market a safer one for individuals, where decent work is something more than empty words.

Last, but not least, is the issue of immigration. My open recognition of migration is a result of the situation in my country. Millions of Spaniards have gone abroad, and thousands still live abroad, leaving their mark in various places throughout the world.

As the labour minister of a socialist Government, I can only declare myself in favour of strengthening social policies in the twenty-first century. We are going to move in this direction with a new vision of deep respect for individuals, human rights, and workers' rights, and with respect for plurality, different cultures, religions and traditions, whilst continually combating racism, xenophobia, social exclusion, unfair treatment and discrimination based on ethnic or racial origin.

My commitment is also to actively struggle for the integration of immigrants, who form part of our society, to the point of dying amongst us, as we so tragically witnessed, on 11 March, in Madrid.

We want to move forward by promoting a policy of normalizing social relations, of acceptance of all, and of support for logical integration policies inside Spain, and the proper management of flows abroad. Such a policy will actively intervene to combat mafia organizations, provide individuals with training, coordinate needs and formulate, design and implement integration policies targeting people intending to migrate before they leave their country of origin; these policies should, as far as possible, prevent initial cultural shocks and enable and promote appropriate integration into the labour market, whilst helping people to avoid exclusion, the underground economy and marginalization.

We also need policies to monitor and regulate migration. The struggle against illegal immigration is one of our priorities in this area and aims to guarantee a new type of management and appropriate integration, including through legal means.

Lastly, I would like to thank you for having given me the opportunity to address this Conference, and I wish you every success in your work.

Original French: Mr. BOTI (Minister of Civil Service, Labour, Social Security and Occupational Integration, Central African Republic)

As I come to the podium to address this assembly I would like, first of all, like those who have preceded me, to extend my heartfelt congratulations to the President of this session of the Conference for his election to this post. It is evidence of his high qualifications as a man aware of the problems faced by the world of work at a time of technological change when poverty and HIV/AIDS control are of grave concern.

I would also like to extend my congratulations to the Vice-Presidents appointed to assist the President in his difficult task over the next 17 days. I would like to take this opportunity as well, on behalf of the President of the Central African Republic, His Excellency, General François Bozize, on behalf of the

Vice-President of the Republic, Professor Abel Goumba, that of the Prime Minister, His Excellency Célestin Leroy Gaombalet, on behalf of the delegation accompanying me and on my behalf to congratulate the Director-General of the ILO, Juan Somavia, for his choice of the themes addressed in his Report, and for the quality and the relevance of their content which in fact have taken into account all of the concerns interacting in the world of work and which make the challenges more complex and difficult.

I would also like to thank the whole ILO team and in particular the ILO subregional office for Central Africa which certainly wanted, in November 2003, to help the Central African Republic to carry out the last phase of its labour administration that had been badly shaken by numerous military and political crises in the preceding years.

We listened to the speeches by Their Excellencies Ms. Halonen, the President of Finland and Mr. Benjamin Mkapa from the United Republic of Tanzania who emphasized important points from the report on the social dimension of globalization.

The true value of globalization can only be appreciated if it offers all levels of society in Northern and Southern countries well-being and social justice. This means that we need to have solidarity among all states.

In the ILO's report on the social dimension of globalization and decent work, social dialogue and respect for basic rights of workers are essential for successful globalization.

For less affluent states, success in these areas depends simply on sustained aid and cooperation from our partners.

We have noticed that each day that goes by marks a day of history and this is true for the Central African Republic as well. The Central African Republic is emerging from a situation which contained all types of bad experiences: poor public management, ethnic exclusions, vendettas, our rupture with our social partners and development partners. Impunity was established under the regime of Ange Félix Patasse, thereby opening the door to deeper poverty, to the HIV/AIDS pandemic, to unpaid wages, scholarships and pensions. All of this has become an endemic problem.

General questioning of this predatory authoritarianism has, in fact, led to all kinds of acts of vandalism: plundering, massive destruction of personal estate and units of production. This has left thousands of men and women unemployed, out on the street. Today, the buildings which once housed the labour inspection offices have been plundered and their occupants, the labour inspectors, are now without a place to work.

Since the political events of 15 March 2003 led by General François Bozize, substantial efforts have been made in order to respect the commitments made to our social partners and international organizations in order to give renewed credibility to the Central African Republic which, at one point in time, was managed as though all of its wealth was simply personal fortune.

New authorities in the Central African Republic rapidly understood that the problems with which they were faced were multidimensional and multi-sectoral and that they needed a solid moral and strategic compass to guide the way.

This is why the process of transition which will end in January 2005 with elections – free and trans-

parent elections – at a presidential, legislative and municipal level is handled by institutions created by consensus with representatives from all parts of the Central African nation. This is why, in order to rebuild, the Government has decided to fight poverty, to reform labour rights, to respect workers' basic rights, to integrate social partners in our decision-making process, to promote social dialogue and to try to address the problem of HIV/AIDS.

The transition Government of the Central African Republic has tried to deal with each of these problems with determination despite the post-conflict situation we are faced with. This is why with respect to standards the Central African Republic is among the countries that have ratified the eight core Conventions and we are trying to enact them into national law. Of the eight Conventions ratified, only Convention No. 182 with regard to the worst forms of child labour has not yet been enacted into law. It will be soon once we have validated the draft Labour Code which has tried to address this issue within its laws.

With regard to social dialogue, 15 March 2003 was a catalyst for us to start again with our labour relations between social partners and public authorities. We have noted in the Government that the text dealing with social dialogue in the Central African Republic itself has become a cause of dysfunction and we have set up a tripartite mechanism working night and day in order to set up a standing national labour council so that we can deal upstream with all of the problems related to working conditions – social protection, and occupational training.

With the transition Government we have organized, along with the PRODIAP-ILO (Promotion of social dialogue in French-speaking Africa) programme and the Central African Monetary Community (CEMAC) a subregional seminar on social dialogue which has led to the creation of two new social dialogue structures at a subregional level: the Central African Workers' Trade Union Organization (OSTAC) and a subregional coordination body for social dialogue.

The Government is monitoring all administrative advice from bodies under the supervision of the Minister for Labour to have representatives from workers and employers. Now this is also the case of the Central African Occupational Training and Employment Agency.

In our programme for fighting HIV/AIDS in the workplace, we are deeply concerned with seropositive rates and one of the measures that the Government has taken is to try to introduce in all ministerial organizations different cells to deal with the HIV/AIDS problem in the workplace. In order to do so we have national coordination and subcommittees within businesses.

With regard to tripartite consultation and submitting Conventions to our competent authorities, the Government would like to set up a tripartite committee responsible for dealing with ILO standard-setting activities. This committee may be assisted by an ILO expert whose role would be to advise us on how to address different issues. Given that the larger workers' organizations are already well-known in our country, they can freely appoint their representatives to participate in this committee. In the meantime a ratification procedure has begun dealing with Conventions Nos. 120, 122, 131, 132, 144, 150, 155, 158 and 160.

With regard to submitting these Conventions to the competent authorities, and consultations with Employers' and Workers' groups, as well as regular reporting on ratified Conventions, I would like to reassure you here that I will ensure that these procedures are carried out as they should be.

I would like to give due recognition to the Director-General of the ILO for the many types of assistance he has brought to the Central African Republic during this crisis. The Central African Republic history has shown that our development partners must come to our aid for us to survive critical moments. This is why on behalf of our transition Government I would like to appeal urgently to all organizations, especially the traditional partner of our country, the ILO, to assist us at all levels to enable us to rebuild. Long live the ILO, long live international cooperation.

Original French: Mr. NKILI (Minister of Employment, Labour and Social Welfare, Cameroon)

As a representative of Cameroon, I would like to express my nation's warm congratulations to the President on his election. The delegation which I lead is certain he will succeed in his efforts in virtue of his past experience. I would like to join with the preceding speakers in expressing to Mr. Juan Somavia, the Director-General of the ILO, the appreciation of the President of the Republic of Cameroon, His Excellency Paul Biya, and that of the Government of Cameroon, for the many actions undertaken in favour of Africa in general, and Cameroon in particular. We join with you in your fight for a fairer globalization. By virtue of its constitution and its tripartite nature, the ILO can and must play a major role in the current stage of globalization, since it brings together the main participants of this globalization.

For the Government of the Republic of Cameroon, a fairer globalization means, first and foremost, fair international trade, in which each country receives a fair price for its labours, leading to a reduction in the social inequalities which have been highlighted in this report.

This also means that greater priority should be accorded to good governance and to appropriate local and community development policies, as well as to the creation of decent work. This creation of jobs is at the centre of the proposals made by the Director-General. He has made decent work a priority objective in order to reduce poverty in our countries. In this respect, Cameroon has long been taking steps to create environment and an institutional framework which are propitious to the development of decent work. Many employment programmes have been set up in order to combat the rise of unemployment. It is with pride that I note the "Employment in Enterprise" programme, which encourages Cameroonian enterprises to recruit young Cameroonians and to restrict unfair dismissal of workers to conserve existing jobs.

With regard to governance, vigorous steps have been taken to eradicate corruption and better manage public affairs. Clearly, Cameroon relies first and foremost on its own capacities. However, we are certain of and value the vital contribution of the ILO Director-General Juan Somavia. The Government of the Republic of Cameroon thus reiterates its support to the Director-General and hopes that the implementation of his proposals will engender

greater social justice and shared well-being for all peoples.

(The Conference adjourned at 1.25 p.m.)

Fifth sitting

Tuesday, 8 June 2004, 3.05 p.m.

President: Mr. Guevara

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

Original Spanish: The PRESIDENT

This afternoon, we shall resume with our discussion of the Report of the Chairperson of the Governing Body and of the Director-General.

Original Spanish: Mr. NEGRON TEJADA (*Workers' delegate, Dominican Republic*)

On behalf of all the men and women workers of the Dominican Republic, I would like to extend our heartfelt greetings to the President of the 92nd Session of the International Labour Conference, and to wish it every success.

I would also like to congratulate the Director-General of the ILO, Mr. Juan Somavia, for his judicious choice of subject for his reports this year, including *ILO programme implementation 2002-03*. For those attending this 92nd Session of the International Labour Conference, this remains the most important democratic forum in the world.

Exactly 85 years ago, the International Labour Organization was founded with the objective of ensuring that work has a social dimension and is not just a means of exploiting the poor. The ILO has made a substantial contribution to improving working conditions in my country through its dynamic and proactive participation in amending labour and social security legislation, strengthening tripartite dialogue and the social partners who take part in it, and monitoring fundamental labour rights – just to mention a few of its contributions.

Our country has ratified 35 Conventions, among them the eight instruments underpinning the ILO Declaration on Fundamental Principles and Rights at Work. However, labour rights still continue to be violated.

This also is an appropriate occasion to point to positive developments. Recently, the National Council for Trade Union Unity (CNUS) and the federations of trade unions of workers in the free zones signed a protocol of understanding with the Dominican Association of Free Zones (ADOZONAS) to guarantee productivity and labour dispute settlement in the free zones. We hope this will yield positive results to defuse labour tension in this sector, as well as to reach consensus in meeting the challenges raised by a globalized economy and especially by the phasing out of the Multifibre Arrangement.

It should be a matter of concern to all of us that there has been a dramatic decline in trade union membership and stagnation in collective bargaining in most Latin American countries. It is obvious that we need a higher level of commitment by all the social partners to put a stop to violation of this fundamental right.

Child labour in its worst forms continues to afflict our society, and we have to recognize the huge efforts made to eradicate this scourge by the Dominican Government, through the State Secretariat for Labour, through trade union organizations and employers' associations, and through civil society, with the support and cooperation of the ILO through its InFocus Programme on Child Labour (IPEC). However, the increasing poverty in which most of our people live, in contrast to the figures put forward by the international finance organizations, still has a brutal effect on our country, with the result that thousands of children and teenagers enter the labour market in worse conditions than adults, instead of going to school, preparing themselves for the future, and having fun, as they should at their age.

In its pursuit of economic growth through opening up its economy indiscriminately and facilitating foreign investment, our country has concentrated its growth strategy on the development of free zones, tourism, trade, telecommunications and the financial sector – all of which belong to the services sector, where most of the jobs created show a marked trend towards flexibility, with a shift away from stable employment to part-time and temporary work and subcontracting arrangements, where the link between the worker and the enterprise is increasingly tenuous, wages are poor and working conditions minimal.

Despite economic growth, the labour market is still unable to provide sufficient jobs to keep pace with the increase in the economically active population, which swells the ranks of those working in the informal sector of the economy.

Although equality of opportunity and treatment is guaranteed in legal terms, in practice women continue to work in more precarious and more difficult conditions than men, and segmentation of the labour market is becoming more and more visible.

Recurrent violations of labour rights tend to be the lot of workers who have to go abroad in search of employment, and the phenomenon of migration is becoming increasingly widespread today owing to the differences that exist among countries, and as a result of globalization; hence the importance of this

subject being one of the main items for discussion at this session of the Conference.

The Dominican Republic is a receiving country for workers migrating chiefly from Haiti, and in recent years we have seen an increase in workers from Central and South America. At the same time, our own people are emigrating to the United States in very large numbers, while mainly women are migrating to European countries in deplorable conditions, thousands of them trapped in human trafficking networks, often forced into degrading activities.

Most labour standards define work as a social function and we hold that this is still an invariable principle and therefore hope that all the issues discussed at this Conference will be based on this principle, and that labour will not be treated as a commodity for the sake of furthering business interests and desired economic growth.

As the ILO's constituents, we trust that this Organization will continue to work for a more equitable society, in line with the principle that universal and lasting peace can be established only if it is based upon social justice.

Original Portuguese: Mr. GOMES PROENÇA (Workers' delegate, Portugal)

On behalf of Portugal's workers I would like to commend the President upon his election.

The Reports of the World Commission and of the Director-General, submitted to this Conference, call upon us to think about the future of globalization and the central role of the ILO. They are documents which are worthy of our full attention and support.

Globalization should be an instrument for positive change, for economic and social development. Thus far it has not been. On the contrary, it has contributed to growing inequalities and poverty, and to an increase in new forms of exploitation. However, a return to the protectionism of the past is not the answer. We need a different kind of globalization, with international regulation of financial markets to combat purely speculative capital movements, as well as fraud and tax evasion, so that economic and social globalization can move forward side by side, giving globalization a human dimension.

The role of the ILO in terms of regulation, through Conventions and Recommendations, should be constantly expanded and updated so as to respond to the changes occurring in the economy and in society and new realities such as increased international migration, technological change, the emergence of new forms of organizing work, and the protection of atypical workers and the informal economy.

The actions of countries and international communities are vital. The European Union should introduce social and environmental clauses into international trade agreements, along with respect for social rights, both individual and collective. We need dialogue in which everyone has a role and a responsibility. National economic growth which is sustained solely by exports and which does not improve the living conditions of the people does not promote development. We have to fight unemployment and promote decent work, with better standards of education and training and more social protection; we should reject job insecurity and the deregulation of the labour market. In this connection public services have a key role to play.

We therefore need to strengthen collective bargaining and tripartite social partnership, and respect the actions of the various organizations of civil society, in particular trade unions. Responsible globalization involves all sections of society. It involves trade union freedom, the right to collective bargaining and compliance with ILO Conventions. We support healthy businesses which create and distribute wealth, which uphold quality of work, which have an ethical dimension, which exhibit corporate responsibility, and which support social dialogue and collective bargaining.

We are striving for a world of peace and security through increased international cooperation for development. Globalization requires discussion of the competitiveness of economies and enterprises and more and better employment. The role of international tripartite dialogue is vital, and the ILO must therefore establish forums on globalization policy. The Report demonstrates our responsibilities and makes it all the more necessary for us to strengthen this Organization.

We would like to conclude by pointing out the fact that the ILO has an increasingly important role to play and that, under the new mandate of the Director-General, Juan Somavia, which we welcome, it will without doubt embrace the challenges of globalization, poverty and decent work with renewed vigour.

Original Arabic: Mr. MANSOURI (Minister of Employment, Social Affairs and Solidarity, Morocco)

In the name of God, the Merciful, the Compassionate! It is a pleasure for me to congratulate the President of the Conference, on my own behalf and on behalf of the delegation of the Kingdom of Morocco, on his election to preside over the 92nd Session of the International Labour Conference. I wish him every success in his work.

It is a pleasure for me to extend my heartfelt thanks to the Director-General of the ILO and all his staff for the efforts they have made to prepare this session so that the Conference could be organized in the best possible circumstances.

The Director-General's Report, *ILO programme implementation 2002-03*, gives a detailed account of the ILO's performance under each of the strategic objectives of the Organization relating to promoting and realizing fundamental principles and rights at work, access of men and women to decent work, social protection, and strengthening tripartism and social dialogue.

The Report also mentions important achievements, such as the implementation of action plans and programmes despite the detrimental effects of recent global events.

We support all of the proposals and recommendations put forward by the Director-General in his Report on the World Commission on the Social Dimension of Globalization, *A fair globalization: The role of the ILO*. We also have to thank the Co-chair of the Commission and all its members for the enormous efforts they have made to achieve results aimed at a fair globalization and a safer world, free of political intrigues, conflicts and war, to ensure that decent work becomes the primordial objective of economic policy and to guarantee equal opportunities for all.

The Government of His Majesty King Mohammed VI, may God protect him, attaches particular importance to labour issues and is aware of the need

to meet the new challenges posed by changes in the global economy, and of the importance of basing economic and social progress on tripartite cooperation, by making social dialogue among the social partners a key element in addressing all social and economic issues.

The key event which happened in our country last summer, namely the promulgation of the Labour Code, constitutes clear proof of Morocco's determination to embrace the system of tripartite negotiation consistently advocated by the ILO's Conventions and Recommendations.

This Labour Code comes into force today even as I speak from this rostrum, six months after it was published in the *Official Gazette*.

The new elements introduced by the Code can be summarized as follows:

- seeking a balance between employers' interests and workers' fundamental rights;
- promotion of freedom of association and collective bargaining;
- introduction of a certain degree of flexibility in labour relations;
- strengthening of mechanisms for consultation and dialogue between the economic and social partners.

Moroccan labour legislation is thus in conformity with international labour standards, in particular those adopted by the ILO and ratified by my country.

Morocco has also seen another historic achievement, namely the promulgation of the Family Code, which has been commended both nationally and internationally, and constitutes a landmark in the process of civilization and enshrines the principle of equality between men and women.

Morocco has carried out major reforms in the economic and social fields, which can be summarized as follows:

- strengthening democracy through adopting the rule of law and social dialogue as the civilized way to tackle the issues that arise, and involving the social partners in the design of social and economic policy;
- promoting the ILO Declaration on Fundamental Principles and rights at Work, by stressing the protection of the right to organize and to bargain collectively; combating all forms of forced or compulsory labour and child labour and discrimination in respect of employment and occupation;
- promoting social protection and the protection of vulnerable groups;
- ensuring that employment is a government priority and a cornerstone of economic and social policy.

Our cooperative relationship with the ILO has grown remarkably, as evidenced in the organization of workshops on various subjects, for example on the elimination of child labour, the improvement of labour relations, and health and safety at work. We would like to strengthen this cooperation in other areas to which we have given priority and which are aimed at stimulating job creation, improving working conditions and strengthening social protection.

As we speak of human dignity through decent work, we cannot fail to recall the inhuman conditions and the serious situation afflicting the Middle East and the Iraqi and Palestinian peoples.

Faced with this tragic situation and its detrimental effects on the Palestinian workers and the Palestin-

ian economy, more than ever before, we need to give our full support to our brothers, the Palestinian people. We urge the ILO to make every effort to put an end to the inhuman practices perpetrated against the Iraqi workers and employers, and the Iraqi people as a whole.

Before concluding, allow me to thank the Officers of the Conference for their able guidance, in the hope that it will yield positive results.

Mr. MDLADLANA (*Minister of Labour, South Africa*)

The greatest challenge facing the global community is the chasm between the developing and the developed world. The current amoral manifestation of globalization, with the entrenchment of the super-exploitative relationship between the developed North and the developing South, is deepening this chasm.

In its present guise, globalization has seen jobs disappearing, trade talks deadlock and a continuation of financial instability. Clearly, the benefits of globalization are out of reach for far too many people.

It is a situation that is not only ethically unacceptable – as noted in the World Commission on the Social Dimension of Globalization's report – but politically unsustainable.

As the report also notes, globalization is not inherently bad. It can provide us with the tools to challenge, and overcome, the very crisis which it is currently deepening.

There are no simple solutions, but we agree with the call made in the report for a focus on people, the strengthening of the democratic State, the importance of sustainable development, equitable markets and greater accountability.

We also back the notions of fair rules, solidarity, strengthening partnerships and an effective United Nations.

The Director-General has requested the support of member States for the vision presented by the World Commission of a process of globalization with a strong social dimension, based on universally shared values and respect for human rights and individual dignity; a globalization that is fair, inclusive, democratically governed and which provides opportunities with tangible benefits for all countries. I can assure the Director-General of the ILO of our unwavering support.

I wish to commend the ILO for its report on the road travelled in the period 2002-03 in assisting countries to work their way out of global poverty. I concur that decent work is a strategic tool for fighting global poverty and I believe that employment remains a critical socio-economic tool to bringing dignity and prosperity to the poor.

In this regard, the future strategic policy framework should be flexible, and responsive to the challenges and priorities of the time.

Furthermore, resource mobilization, effective country programmes, capacitating social partners and governments, strengthening of Area/MDT offices should take priority in assisting with implementing the Decent Work Agenda at country level. This, in our view, will go a long way in fighting global poverty. The challenge for the ILO is to turn decent work into a tool for maximising the gains of globalization.

I further want to thank the Director-General for availing the services of the ILO to assist my country in building the capacity of the Roads Authority of

Limpopo (South Africa) to recruit and train road construction and rehabilitation contractors. As mentioned on page 34 of the Report, "To date, the Authority has rehabilitated 90 kilometres of roads and created 266,818 workdays. Of the 54 contractors trained, 90 per cent are women. The Authority has retained all women trained in this new field of work for women in the area. The South African Government has acknowledged the success of the project (it was a runner-up in a construction awards competition), and the project approach is now being replicated and expanded as part of the Government's Expanded Public Works Programme."

The President has now launched the Expanded Public Works Programme in the same province, on 18 May 2004. These launches by the President in all provinces of the Republic of South Africa will be completed in September 2004.

Africa remains marginalized, underdeveloped, under resourced, highly indebted and afflicted with diseases; the Report of the Director-General observes the same trend. In this regard, technical co-operation should be stepped up with a view to assisting Africa to deal with the challenges of achieving decent work for all. Secondly, we applaud the ILO for its effort in contributing to NEPAD processes and for its support in the preparations for the forthcoming African Union Extraordinary Summit on Employment and Poverty Alleviation, which will be held in Burkina Faso.

We would be failing if we did not remark on the plight of workers in the occupied Arab territories. Discrimination on grounds of race, gender and religion; mobility restrictions; curfews imposed in the occupied Arab territories are the key stumbling blocks to achieving a just peace in the Middle East. The solution to this crisis lies not in the destruction of homes, in the building of walls, but through social dialogue. Until a resolution to this crisis is achieved, the plight of workers in the occupied Arab territories will never be alleviated.

The celebrations which South Africa is involved in this year, that are taking place in my country, are, in essence, the celebration of a vision of a society free from oppression and exploitation. This is a vision that is not unique to our people, but is, I believe, a global vision.

Original Italian: Mr. ANDREOLI (Minister of Labour, Cooperation, Tourism, Sport and Post, San Marino)

First of all, I would like to congratulate the President and the Vice-Presidents on their election. It is with great personal satisfaction that I take this opportunity to speak today at this important forum in which, every year since it joined the ILO in 1983, the Republic of San Marino has participated through its tripartite delegation.

The ILO is the only international organization where employers, workers and governments are represented on an equal footing. For this reason, the ILO plays a unique role in organizing social dialogue in the world and has become an essential player in debates on the international social and economic order. Our Organization can, and must, play a moderating role to soften the negative repercussions on workers and enterprises of the current global economic development.

The role of the ILO has always been paramount, and yet that role has become even more essential recently, thanks to the efforts of the Director-General, Ambassador Juan Somavia, to give new

impetus to the ILO's activities by attaching priority to the social dimension of development policies. This priority is crucial if we are to prevent globalization from neglecting and disregarding the most vulnerable groups of the population.

The ILO has thus made a commitment to harmonize its activities with the Millennium Development Goals to the achievement of which we must all contribute, both at national and international levels.

The promotion of fundamental principles and rights at work, through the implementation of the 1998 ILO Declaration, has resulted in an unprecedented increase in recent years in the ratification of labour laws, which is, and remains, of paramount importance. In particular, the enforcement mechanism specifically devised by the Organization for the implementation of rules will have to be strengthened and made more effective in the future, with all the necessary changes and adjustments.

Monitoring, which is a prerogative of the ILO, is equally fundamental. Accession to conventions and ratification of regulations are a first necessary step. However, commitments taken internationally must necessarily be followed by concrete implementation.

Monitoring on a global scale compliance with the fundamental rules of which the ILO is the custodian is all the more necessary in today's world, where workers are under increasing pressure to adjust to new and more urgent market needs, and where fast trade, financial transactions and technological development are liable to place workers of various categories outside the market, with the consequent risk of generating new and more subtle forms of exploitation.

The first Report of the second cycle of Global Reports to be presented by the Director-General to this session entitled *Organizing for social justice* deals with freedom of association and the right to collective bargaining. It is a major contribution to the promotion of decent work, which is one of the Organizations top priorities.

Freedom of association and the right to collective bargaining are essential prerequisites for the proper functioning of social dialogue, which is at the very heart of economic and social development and the democratic development of countries. As indicated in the Report, today's challenge is to find the best way of defending, promoting and implementing these rights, in particular in national and local situations which can differ so vastly, and in a continuously and rapidly changing labour world.

In this context, the Republic of San Marino is strongly convinced of the rights upheld by this Conference. This position is reflected in our labour legislation which has become increasingly significant since the 1960s, and has led to the enactment of several new laws in this field.

The fact that San Marino has been a member of the ILO for more than 20 years and the fact that it has ratified various Conventions has undoubtedly contributed to the further strengthening and promotion of the right to work and other fundamental rights, such as freedom of association and collective bargaining. As I have said, these rights are essential in order to indicate the level of a country's democracy.

Furthermore, in 1974 the Republic of San Marino included those rights in articles 6, 8 and 9 of the Declaration on Citizens' Rights and Fundamental Principles of the San Marino Constitutional Order.

Our Law No. 7 of 1961 on the protection of labour and workers is also extremely important in this context. The Law is fundamental to the right to collective bargaining. I would also like to mention Law No. 23 of 1981 on the protection of union activity.

However, it is generally recognized that the world of work is constantly changing and therefore we need to take continuous measures to adapt to the emerging needs and implement flexible and more adaptable rules, so as to reveal any concealed work in the black economy and so that labour protection can be guaranteed more equally to all those who enter the labour market for the first time. In this respect, San Marino's Parliament has decided to adopt, by the end of July, a set of guidelines on labour market reform.

We need to intervene now to promote an active society and more qualitative work with increased and more modern employment opportunities for all. Those opportunities should be adequate and adaptable to the needs of both workers and companies. It is in this spirit that the attention paid by the ILO to the weakest and disadvantaged categories of workers should be increased, in particular by stepping up technical cooperation activities.

Importance should also be attached to the Organization's ongoing continuous awareness-raising and information campaigns, which must be intensified and continued in the future. By reiterating the great importance of the decisions adopted by the ILO with regard to individual countries, I wish this Conference every success and hope that it carries out fruitful work in the future.

Mgr. TOMASI (*Apostolic Nuncio, The Holy See*)

I join previous speakers in congratulating the President and his colleagues on their election.

The task of building a society which respects the human person and its work gives priority to the human ordering of social relationships over technical progress, necessary as the latter is. Such concern runs through the preparatory documents of this 92nd Session of the International Labour Conference, especially the Report of the Director-General who carefully highlights achievements and shortcomings, as well as the strategic areas of future involvement demanded by the changing conditions of the world's economy.

In his call for a rediscovery of the meaning and value of work, Pope John Paul II has extended an invitation to "address the economic and social imbalances in the world of work by re-establishing the right hierarchy of values, giving priority to the dignity of working men and women and to their freedom, responsibility and participation ... (and) to redress situations of injustice by safeguarding each people's culture and different models of development."

Looking to the future, the projection that by the year 2015 there will be 3 billion people under the age of 25 makes the challenge of employment creation an issue now already. The search for full employment is not only a legitimate preoccupation, but an ethical commitment involving owners and management, financial institutions, the organization of trade and workers. A joint effort has been the approach and the trademark of the ILO through its social dialogue of government, employers' and workers' representatives – a model that pioneered a method of society-building that has proven fruitful. The resulting economic system has a better chance

to preserve the priority of work over capital and of the common good over private interest.

Job creation is the main route to personal and national development. The human person becomes the best capital with his/her creativity, knowledge, relationships, spirituality. Working persons enrich society and foster ways of peace. Besides, the promotion of jobs in the poorer countries is also in the interest of the richer ones. If we take the case, for example, of agriculture, the readjustment and elimination of subsidies in developed countries will allow the employment of thousands, the growth of trade, the improvement of the national economy, in countries where agriculture is still the predominant way of life. As a consequence, the quality of life of everyone will benefit, and forced displacement and international migration will no longer be an unavoidable necessity for survival. Besides, as noted in the Director-General's Report, conflicts disrupt the achievements of set goals of development. But at the root of many conflicts is the lack of work and of a minimum earning capacity to escape poverty and live in dignity with one's family.

The interconnectedness of economic variables and actors on the global scene has been underlined in the important conclusions of the World Commission on the Social Dimension of Globalization. The Commission supports the ILO's strategic objectives and these, in turn, serve as a base for decent work. In this way, securing employment, with social protection, with adequate standards and rights at work, in a constructive tripartite social dialogue opened to others and to new forces of civil society, recognizes that work is an expression of each person's dignity and identity, and that it goes far beyond any quantitative measurable economic value.

It seems appropriate to emphasize that by preserving the priority of the person, globalization too becomes fair as it avoids leaving behind vulnerable groups, women and children in particular, migrant workers, seafarers and other categories of workers, and less-developed populations. An important step in this direction has been the rapid entering into force of the Worst Forms of Child Labour Convention, 1999 (No. 182). Allow me to refer again to the social doctrine of the Church as presented by Pope John Paul II: "A society depends on the basic relations that people cultivate with one another in ever widening circles – from the family to other intermediary social groups, to civil society as a whole and to the national community. States in turn have no choice but to enter into relations with one another. The present reality of global interdependence makes it easier to appreciate the common destiny of the entire human family, and makes all thoughtful people increasingly appreciate the virtue of solidarity."

Work that allows people to live a decent lifestyle requires today a concerted commitment to provide workers with sufficient education and training so that they may have the skills needed to confront successfully the information revolution and the increasingly knowledge-based economy. Initiative in this sense will protect them from poverty and social exclusion. Enhancing human capacity applies also to developing countries if they have to play their rightful role in world trade with the production of quality products.

In conclusion, Mr. President, the just participation of all, individuals and States, in the building up of the future must lead to their fair share in the benefits

resulting from decent work for all in the human family.

Original Portuguese: Mr. MONTEIRO (Minister of Labour and Solidarity, Cape Verde)

I congratulate the President on his election and I commend the Director-General for the very sound Report he has submitted to this assembly. May I, on behalf of the Government of Cape Verde and in my own name, salute this noble assembly and wish it every success. I wish the 92nd Session of the International Labour Conference every success in its work. I am both happy and honoured to be able to represent my country and my Government in this important forum.

Cape Verde, as a member of this important world Organization, has, for as long as it has been an independent nation, done its utmost to comply rigorously with the various ILO Conventions and to scrupulously respect workers' rights, which it feels has contributed to a climate of peace and social cohesion. Over the years, we have learned to listen, to talk and to build consensus. In a manner of speaking, the tripartite structure, which is the special strength of this forum, resembles the historic situation in which Cape Verde finds itself. Indeed, the Government of Cape Verde has established social dialogue and consensus as a priority for its activities on labour matters and is making efforts, in close collaboration with representatives of all sectors of society, with a view to formulating a labour policy more in keeping with the realities and development requirements of our country. We are aware of the concerns of international bodies in terms of the urgent need to establish a new policy and new governance strategies which would ensure a globalization with equal opportunities for all. In this connection, my Government has chosen to develop human resources as the strategic element in its programme for growth and poverty reduction. This line of action presupposes the sharing of responsibilities and the establishment of a robust partnership between the State, the private sector and civil society.

Furthermore, the Government of Cape Verde has developed, as one of the major priorities in its programme, a policy on employment and training, since these are essential elements for growth and competitiveness, and we have already adopted a legal framework for vocational training and built a number of centres for that purpose.

With the forthcoming approval of the Labour Code, a document which has already received a valuable formal opinion from the ILO and the social partners, Cape Verde will have a valuable legal instrument which will help to ensure better conditions within the national labour market. This important document draws on ILO Conventions as additional sources to be incorporated into Cape Verde's labour legislation and applied in our country. This endeavour, I believe, makes us worthy of this House in pursuit of social justice. To this end, freedom of association, the right to collective bargaining, the elimination of forced labour, the eradication of child labour, equal pay for equal work and discrimination-free employment are essential principles enshrined in the new Cape Verde Labour Code.

Cape Verde recognizes the important role that the International Labour Organization played in 2002 and 2003 in sensitive areas, as reflected in the Report which has just been submitted. I should like to

conclude by expressing the wish that this session of the Conference will meet the goals it has set itself.

Original French: Mrs. SASSO MAZZUFFERI (Employers' delegate, Italy)

I would like to congratulate the President on his election and I wish him all the best for the successful conduct of this 92nd Session of the International Labour Conference.

For the sake of brevity, I will deal with just three issues: first, making the most of human resources; second, migrant workers; and third, the report of the World Commission on the Social Dimension of Globalization, because these issues are linked by a common thread which I believe runs through all our work.

Human resources are the cornerstone of the performance of any enterprise, and more widely the cornerstone of the evolution of every country. Training, qualification, updating, reskilling and recycling workers throughout their working life are basically the practical expression of a concept which is based on the priority of the development of the individual not just the worker. This is the context within which the work of our World Commission has taken place.

In the same context I would like to turn to the subject of migrant workers, a crucial issue in our society, which will be dealt with through an integrated approach. This is particularly useful, not only because the existing instruments have often not been ratified or applied, but also because, since those instruments were adopted, reality has changed radically.

There is now a growing need felt in developing and in industrialized countries to have a completely changed framework of reference, one which is inspired by a modern, culturally open approach that is designed to enhance employability and the prospects of high-calibre migrant workers.

Technical cooperation has a role to play in this area. The Turin Centre is an ILO instrument that will be called upon to step up its training activity. We must hope that its facilities will be drawn on more and more widely, facilities which are very much appreciated on the international market.

We need to plan coordinated policies among the various institutions and countries concerned, focused on the different types of official migrant workers and effective recognition of their qualifications and protection of them, based on the same laws that protect other workers and that are duly respected by the migrants themselves.

What we need to do is to protect and enhance this precious human resource, which can breathe new life into enterprises and sectors of the economy, and to promote human resources, because that can benefit the country of origin as well as the host country.

These ideas permeate the report of the World Commission on the Social Dimension of Globalization, which advocates "creating opportunities for all", with a realistic and balanced approach. The report has the merit of encouraging coherence in the policies planned within the international organizations and at national level.

We need to stress the "inclusive" nature of globalization with regard to employment, particularly of young people, the fundamental role of private enterprise because of its contribution to wealth and job creation, respect for the fundamental principles and

the fundamental labour standards, and tripartism as a way of achieving fairer globalization.

The Italian employers support the report in these respects.

As the report suggests, in a globalized world, contributing to the elimination of poverty in developing countries will have a positive effect on growth in industrialized countries as well.

In this context I would like to underline the role of the Global Compact, which in my country involves a strategy that allows small and medium-sized enterprises and not just Italian ones, to take the initiative. This project seeks to establish links between Italian small and medium-sized enterprises and their counterparts in developing countries that benefit from technical cooperation with Italy.

The Italian employers reiterate their commitment to this strategy, which involves the close cooperation and support of the ILO as the implementing body, and we are convinced that this will yield the expected results.

Original Spanish: Mr. VILLAVICENCIO RIOS (Government delegate, Peru)

First of all I would like to join those who have spoken before me in congratulating the President and his distinguished fellow Officers for having been elected to conduct the work of this 92nd Session of the International Labour Conference. I am especially glad to see an outstanding Minister from our region presiding this year.

Secondly, I would like to commend the Organization for the progress made in applying the Decent Work Agenda. Likewise, I would like to congratulate the Organization for its capacity to adapt itself through sincere self-examination, to the new challenges brought by globalization.

Specialization of the Organization's work, in order to meet the strategic objectives in the Decent Work Agenda by establishing fixed objectives, has meant progress can be effectively measured, and these objectives can be reached, often even going beyond the initial targets, with excellent results, both quantitatively and qualitatively speaking. Today's challenge is to maintain this pace of progress and strengthen the Organization's ability to respond to the new demands for services being made by leaders as a result of the increasingly widespread conviction that decent work is, rather than simply an end in itself, the main means of overcoming poverty, a task to which we are all committed.

Thirdly, I am not going to dwell on what we have been doing in Peru, but I would not like to be remiss and not thank the ILO wholeheartedly for their support in preparing the Decent Work Agenda for Peru, which is now being discussed in our National Labour Council, the reports on the state of progress in each of the fundamental principles and rights, enshrined in the 1998 Declaration, and the diagnosis on the administration of labour with a collection of proposals aiming to modernize and strengthen it. In all these fields and in the framework of the process of democratic consolidation which we are now embarked upon, action plans are beginning to bear significant fruit.

In a final reference to my country, I would just like to say that we have come to the end of the ratification process of the fundamental Conventions, including decent work as a key objective in the 14th States National Agreement Policy, signed in July

2002 by representatives of the main political parties and social organizations.

My delegation wishes to make a few brief comments on the need to make decent work a global objective. I would like to draw attention to the far-sightedness of the founders and those who drew up the goals and objectives of the ILO in the Declaration of Philadelphia, with respect to the necessity of working resolutely to combat poverty and extend social justice. The delegation would also like to draw attention to the ILO's role in establishing the right conditions for this, and in assessing and rejecting any policy, either national or international, that does not move towards, or that hinders, this objective.

So, in its very constitutional framework, the foundations are clearly established for the ILO to take on the challenge of fighting for a fair globalization.

On this subject, my delegation agrees with the report of the World Commission on the Social Dimension of Globalization, and with the Report, *A fair globalization: The role of the ILO*, when they state that the main issue now is employment, in so far as: it is the way people make a living; there is a shortage which does not correlate with the levels of prosperity that have been attained; and, it is the main weapon in the fight against poverty.

We would like to stress an idea that probably oversimplifies the problem but nevertheless draws attention to it: national, regional and global policies should centre on creating and maintaining decent work. I am using the plural because the subject of employment calls for an intersectoral and multidisciplinary approach, but I would like to emphasize that economic policy, which must aim to create and maintain productive work which is freely chosen, combining all policies, be they monetary, fiscal, movement of goods, capital or persons, education, or health, among others, to that end.

Obviously, my delegation understands that there are specific tasks and responsibilities in each country or region, as well as on a global level. This is why national efforts must go hand in hand with a strong element of fairness which, on an international level, is mainly expressed in the need to create fair policies for trade, capital, technology flows, unstable prices and to attain better access to markets.

In this way, leaders at all levels should not only manage macroeconomic indicators responsibly, but should see economic progress from the perspective of its social impact, so that they never lose sight of the fact that they are dealing with human lives.

We are, however, not trying to say that we should only speak of social policies as a parallel, as these generally move at a far slower speed than economic policies, but rather that each political decision must have in mind its social impact.

This line of thinking has a main ally in social dialogue, in so far as it is only with the active participation of the life forces of society that we will be able to measure social consequences properly and to generate measures fulfilling our main objective: creating and maintaining decent employment.

The 85 years of the ILO are a great example of this. Of course, the road is not easy or straightforward, but past experience has taught us that we should not blindly accept that the grave consequences of unchecked globalization will lead to crisis as we take old of the reins. Rather, we should take the opportunity to consolidate the leading role

of the ILO in building a globalization which is a window of opportunities for all and not a sentence. Enough diagnosis. Specific workplans on all complex challenges of globalization must be drawn up.

Perhaps in this way we will be able to revive the dream of the great Victor Hugo, in that we might finally arrive at a century of achievement and happiness, an opportunity which we have already missed once.

Original Spanish: Mr. PÉREZ DEL CASTILLO (Minister of Labour and Social Security, Uruguay)

A brief appraisal of the current situation is enough to determine how much the world has changed as a result of the greater ties that have been created between countries through trade, the expansion of direct foreign investment and the emergence of massive flows of capital across different States. This situation has come about largely because of the progress made in the field of information technology and communication. We are faced with globalization, and with an ever-smaller world which enables us to know each other better and in which the disparities between the material situation of different people are made glaringly obvious.

Talking about international social justice is nothing new. What is new, however, is the current, urgent need to fight for it, given the circumstances that globalization is currently bringing with it. It is possible to map out the path of globalization. To a great extent, the ILO's challenge is to assume leadership of the task.

It is time for us to apply to inter-country relationships the fundamental principles of the ILO that have not yet been attained, in order to achieve international social justice.

Our actions should be guided by a recognition of human dignity. We should also be guided by the recollection that work is not a commodity, and we should reassert the fact that tripartism is a valuable instrument and is a unique asset of the international institutions which can and should be used to achieve a fairer globalization.

Awareness is not enough; and neither is a call to shoulder responsibilities. Specific steps should be taken within the United Nations system and by the Bretton Woods institutions and other multilateral bodies. Specific steps should be taken in the more developed countries to show solidarity in meeting the needs of those nations which as yet have not attained adequate levels to ensure their inhabitants a decent standard of living.

Economic growth is necessarily linked to the generation of quality jobs, although that, in itself, is not enough. Growth, especially in countries with small domestic markets, is closely linked to foreign trade. Hence the importance of rules of fair trade.

Stronger and fairer trade would be a valuable contribution to the social growth of developing countries.

In this sense, I should like to point out a promising recent development: in a recent letter to the members of the World Trade Organization, European Commissioners Pascal Lamy and Franz Fischler indicated that they were ready to remove export subsidies on agricultural products.

This is no mean achievement. It is an announcement whose significance goes beyond trade negotiations. Export subsidies are one of the most unfair ways of supporting agriculture. They have a negative impact on international trade and devastating

consequences for the poorest countries, preventing them from developing their own production capacities and exports.

This announcement by the European Union, if acted on, would imply a tremendous stride towards achieving a fair globalization whose benefits could be distributed fairly and where developing countries would have greater opportunities to secure better levels of material prosperity and spiritual well-being.

It might also lead to an improvement of working conditions; in other words, to decent work.

The issue of decent work has already been placed on the multilateral agenda, which is one of the achievements of the International Labour Organization.

Nevertheless, the task does not end there. The ILO should follow up the conclusions that the Director-General will submit to us. We need to put those conclusions into practice. Mere words are not enough. We also need to strengthen ILO action in order to target those activities more appropriately, and coordinate the efforts of different organizations so that they can work better together in the struggle for social cohesion. In our countries, this must begin with an out-and-out fight against poverty.

In this connection, technical cooperation must be more effective and subject to tighter management, which should take on board the new responsibilities arising from globalization.

Other forums, such as the Guadalajara Summit which brought together Heads of State of Europe and Latin America, have also recognized that poverty, exclusion and inequality are an insult to human dignity, weaken democracy and threaten peace.

Hence, an increase in the number of jobs and promoting an environment conducive to the creation of enterprises, from micro undertakings to those requiring huge direct investment, are crucial to combating the scourge of joblessness and poverty.

Likewise, education and vocational training are an absolute necessity and are closely linked to employment. They should be considered in the framework of a global economy based on knowledge and on new technologies. The same could be said of information on the labour market and a proper coordination of labour demand and supply.

We are facing concerns that are particularly relevant to the contemporary man and woman. We therefore congratulate the Office for having had the good sense to make these concerns central to our deliberations. We have before us a great challenge: to map out the path of globalization with a view to making it fairer. The ILO should assume in this task an essential leadership role.

Original German: Mr. ANDRES (Parliamentary Secretary of State, Federal Ministry of Economics and Labour, Germany)

The German Government welcomes the report of the World Commission on the Social Dimension of Globalization and its conclusions regarding growth and employment policy. In particular, in its call for decent work for all, the report contains a positive concept of how to adjust the existing globalization process as well as a clear acknowledgement of the connection between growth and employment. We are ready to move forward in the way that the World Commission indicates, although intensive discussions will still be needed on certain subjects, such as the call for international coordination of

migration policy or the democratization of international organizations.

The German Government particularly welcomes the fact that the report emphasizes the immense potential of globalization. The political activities that are necessary in order to exploit this potential must extend to the national level as much as to the international context. We need a global alliance for employment, which will combat poverty, will promote sustainability and will ensure that markets are kept open and fair. A particularly important conclusion by the World Commission is that the local and national levels should be the starting point for all political responses to globalization. What we need here is a coordinated approach for growth and employment. The role of local social partners is vital in order to provide security during the period of change through social dialogue. What is still missing is close cooperation between the international organizations. So we are in favour of a more intensive dialogue, particularly between the ILO and WTO. We would like to see an active role being played by the ILO in this context. But we, and that means all of us here in this room, must put our own house in order first. We must particularly consider the question of what the people who we are basically working for, really expect from us, when it comes down to it: i.e. workers in precarious employment, the unemployed, and women who in developed and in developing countries bear the sole responsibility for providing for their families. What comes to mind in this context is that what is expected of us back home in our capital cities is answers to simple but essential questions, such as: am I going to be able to keep my job? Will my child get an apprenticeship or training place? Have I got any chance of finding a job after being unemployed? Developing countries might ask other questions, such as: is the first world going to share things fairly with us? Are customs barriers going to be dismantled to give our products a chance? I think we have to respond honestly to these questions, in Geneva and in our capital cities. We – and the ILO knows this very well – means not just the governments, but the triad of governments, unions and employers. If we cannot come up with these answers, legitimacy will sooner or later be called into question. We will not be able to fend off these questions with doom-laden scenarios or a mad dash towards reform. In Germany, for example, we have to give the honest answer: our social security provisions for old age, for ill health, accidents, unemployment or long term care, the way they have been set up for decades, can no longer be sustained over years of economic decline. We need economic growth of at least 2 per cent to give even halfway convincing answers to the questions which I mentioned above. We owe it to the people to tell them this truth.

In conclusion, I do not want to deny that we sometimes manage to come up with answers that are convincing in the long term. Since I am a European, what springs to mind here particularly is the joyous fact that a month ago we were able to welcome into the European Union eight new Member States from Central and Eastern Europe, as well as Malta and Cyprus. Even though this brings with it, in both new and old Member States of the European Union, fears about jobs and social security, the clear message that comes through is that the advantages of enlargement very much outweigh the disadvan-

tages. After more than 60 years, Europe has finally overcome the division of the continent and our children and grandchildren will be able to benefit from what is now being called the peace dividend.

This is for me, and I think for many of you here in this room, a convincing example of the beneficial aspects of globalization. So, we as governments, employers and unions should ensure that such successful examples of globalization should be repeated as often as possible.

Mr. MARKOTIĆ (*Government delegate, Croatia*)

At the outset, I would like to join those congratulating the President on his election to preside over the Conference, and to wish him every success in performing his duties.

Since it became independent in 1990, Croatia has given particular attention to cooperation with the ILO, as a true authority on balanced social development. I would like to take this opportunity to express my gratitude on behalf of the Croatian Government to the ILO, whose experts, through a large number of programmes of technical and expert assistance, have helped to develop and strengthen the legislative and institutional infrastructure in the field of labour, employment and social security, especially in strengthening tripartite relations. All of this occurred in the very difficult conditions of the war and post-war period, followed by reconstruction and strategic decisions on the direction of economic and social development in Croatia.

Croatia's commitment to the fundamental values of the ILO was one of the decisive factors in our country's moving forward in the process of integration, and contributed to a large extent to the positive avis of the European Commission in relation to the process of rapprochement and Croatia's aspiration to full membership of the European Union.

Amongst other things, Croatia has based its development approach on initiatives and activities in major and complex reforms in the field of the labour market, labour relations, social security and social protection, while facing a high rate of registered unemployment and an uncompetitive economy in an environment which does not encourage competitiveness, a large grey economy, an inappropriate social security system and unfavourable demographic trends.

Our aim is to create conditions conducive to full employment in an environment which encourages the generation of new, productive jobs in compliance with decent work standards and to promote social protection for all, especially social security for basic social risks such as old age, sickness, disability, unemployment and poverty.

We have successfully implemented the difficult reform of the pension insurance system and set up a new three-pillar system, of which the first two pillars are mandatory and the third is voluntary. The new pension system is a combination of an institutional solution for inter-generational solidarity, mandatory individual accounts of capitalized savings, and voluntary accounts of capitalized pension savings. The successful pension reform has invigorated and the financial market and promotes its development, stimulating investment and economic growth. These results have encouraged us and opened the way for further reforms in the area of the labour market and labour relations. We have sought to make the labour relations system more flexible to respond to the new circumstances in the world of

work, to adjust to the changed structure of our economy and to enable further reforms to be carried out. At the same time, we have created and strengthened a new legislative framework for the elimination of all forms of discrimination and for the protection of the dignity of working women and men, and instituted an equal opportunity policy.

The Croatian Government has begun to apply new programmes to encourage enterprise development, which recognize the special nature of small and medium-sized enterprises, women entrepreneurs and people with special needs. Acceptable and encouraging conditions for access to lines of credit are particularly important for these programmes. We want Croatia to become a truly business-friendly environment and to create a favourable investment climate. At the same time, we have not neglected the area of social security, in which we have taken account of decent work standards. We have noted the importance of recognizing all forms of work, both conventional and unconventional, and concluded that it is important that every form of work, which necessarily contributes to the national economy, can and must be the basis from which social security rights are derived. It is our opinion that social security should, in the changed world of work, be linked to personal status, and not employment status. In this area, we have already adopted legal solutions which have been validated in modest, but indicative practice. We believe that it is realistic to expect a reduction in the share of the grey economy. Trends indicating a decrease in unemployment are also encouraging, although the problem of unemployment remains the special priority of my Government. By the end of June, the Government will have adopted the first National Employment Action Plan drawn up in accordance with the EU guidelines, and with the cooperation of European experts within the EU's programme Community Assistance for Reconstruction, Development and Stabilization (CARDS). By the end of the year, we also expect to have redefined the criteria and indicators of the national poverty line, as the basis for new policies and a new social protection system. The system follows the reform which has been designed as the new responsibility of local government players in partnership with the civil sector, so that social protection measures can be individually adopted and adapted to the real needs of the beneficiaries.

Croatian government programmes backed by national consensus, such as the programme to remove administrative barriers and to promote the investment climate, and the programme of adjusting national legislation to EU legislation, also encourage our efforts to deal with the complex issues of employment and social security. In this effort we rely especially on the national tripartite infrastructure – the Economic and Social Council. My Government believes that social partnership is a vital factor in the creation and implementation of its programme.

It seems that there is no greater challenge than creating balanced social development. It demands constantly new responses to issues, such as poverty, social exclusion, equal opportunities, freedom and the right to participate in the life of the community.

For the sake of the future, it is our duty to draw on our knowledge, energy, solidarity and cooperation to eliminate poverty, social exclusion and all forms of discrimination. It is our duty to provide a world of work with equal opportunities for all. The civilizations of the new millennium do not see their re-

sponsibility as being confined to their own national borders, but as extending to global action as well. Therefore, we should work together to provide the conditions for a world strengthened by social cohesion. This Conference, and especially the extremely important, comprehensive and encouraging Report by the Director-General, Mr. Juan Somavia, is an exceptional contribution to the exchange of opinions, experience, and practice of the future global strategy for economic and social development, which will also strengthen our own national capacity to deal with the tests ahead of us.

Original Spanish: Mr. DOZ (Workers' delegate, Spain)

On behalf of the Spanish workers' delegation, I congratulate the Director-General on the interesting Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, which provides us with useful information on some basic aspects of the labour situation around the world.

Notwithstanding the progress made in ratifying the Conventions referred to in the Declaration, in their effective implementation or in the development of social dialogue in some countries, the situation of labour and trade union rights around the world is extremely unsatisfactory. States which, for various reasons, have not ratified Conventions Nos. 87 and 98 make up almost half of the world's population. Other countries which have ratified them do not comply with them and there are many countries where trade union freedom and rights are violated, in the worst cases through persecution, sackings and the murder of trade unionists. This year again, Colombia holds the sad record of having the highest number of trade unionists who have been murdered. We must put an end to this situation.

Despite the ILO's efforts, the objective of decent work for all persons of working age seems still to be a very distant prospect. Unemployment, which is running at a very high level, fluctuates with the economic cycles, but it has proved impossible to reverse the growing trend of precarious and informal work. Three thousand million people in the world are earning less than \$2 a day and that means that only a minority of the world's population has access to decent work. In our view, it is only through radical changes in the principles and practices governing politics and the economy in our globalized world, those which shape the neo-liberal model of globalization, that we will be able to make progress towards the goal of decent work for all. Nor will we be able to achieve this if we cannot build a peaceful, fair and democratic world, where tolerance among cultures and peoples prevails.

The World Commission on the Social Dimension of Globalization has made an excellent contribution towards steering these changes through its report, *A fair globalization: Creating opportunities for all*. Multilateral institutions, governments, business organizations and trade unions must make a joint effort to turn this into a reality, because at the moment it still exists only on paper. The ILO must become the vital nerve centre of this effort.

We are taking a big gamble because the start of the twenty-first century is full of uncertainties, risks and intolerable situations. Some of them have been caused by continuing hunger, abject poverty and extreme inequality in the distribution of wealth and by the failure to implement effective policies to counter these scourges. Other major risks stem from

the fomenting of intolerance, racism, violence, war and the violation of human rights by those in various parts of the world who seem determined to make crazy prophecies regarding the clash of civilizations come true.

Since, 11 September 2001 when the people of the United States suffered the brutal attacks on New York and Washington, many peoples around the world have also endured barbarous mass and indiscriminate terrorism. On 11 March last, in Madrid, 192 people died and more than 1,500 were wounded as a result of attacks carried out by a group whose ideology is rooted in religious fundamentalism. The victims were workers and students from 20 different countries. The Spanish trade union movement, as well as the vast majority of the Spanish people, has, for decades, been committed to the social struggle against terrorism which used to be local but which is now also global. Multilateral institutions and governments must work closely together in this global fight. Social organizations from different countries can and must help to deprive terrorists of their culture medium by promoting respect, mutual tolerance and exchanges between different cultures and by fighting poverty and discrimination.

With the same energy as that with which we face up to terrorism we denounce the violation of democratic principles, human rights and international laws, including the Geneva Convention, which are committed under the cloak of combating terrorism and, what is much worse, the use of terrorist acts and their victims as a pretext for declaring wars and occupying countries for other, quite different purposes, thereby causing the death of thousands of innocent people, as has happened in Iraq, or for practising state-sponsored violence against a whole people which has been denied its rights as recognized by the United Nations which is what the current Israeli Government is doing to the Palestinian people.

Many unresolved conflicts, in which war and violence destroy the most elementary human rights, beginning with the right to life, naturally, have an adverse affect on work and on labour and trade union rights. This is what has been happening for too long in Palestine, occupied by Israel, where the labour rights of its population are being seriously violated and this is what is happening in Iraq.

Among the many instance, in which a failure to solve conflicts affects workers and their rights, we should mention the Saharawi workers in the Western Sahara.

Fundamental labour rights cannot be separated from other human rights and democratic principles. It is especially serious when the governments of democratic nations, in the name of security, cause such a serious deterioration in human rights, whereas they should help to extend them throughout the world as a means of helping to end terrorism. It is impossible to build democracy by infringing democratic principles and human rights.

Because of our concern over this situation, we strongly support the thrust towards strengthening, reforming and democratizing multilateral political and economic institutions, as proposed by the World Commission on the Social Dimension of Globalization. We call on the Governing Body of the ILO to establish a specific plan to publicize it and to discuss its contents with governments, other multilateral institutions and social organizations.

Lastly, I would like to say a few words about Spain. Since the Spanish trade union movement is independent, we trust that the political change which has just been democratically decided upon by the Spanish people will signify an improvement in the social dialogue in our country in order to tackle the main problems of the labour market, including high levels of unemployment, temporary and precarious labour contracts, and the situation of about 1 million immigrants who do not have residence permits and who are working in the informal economy in unacceptable conditions. We look forward to the comments and conclusions of the Committee on Migrant Workers of this Conference on this question.

We also trust that the new Spanish Government will change some important aspects of previous foreign policy and will endeavour to strengthen the multilateral institutions of the United Nations system.

In our determination to achieve a "fair globalization" we are staking the future, in a century that has begun on a very sombre note, although the technical resource, and available for a just, democratic and peaceful world and its moral and political foundations, have been clearly identified.

Mr. HERCZOG (*Government delegate, Hungary*)

I congratulate the President, on behalf of the Government of Hungary, on his election as President of this session of the Conference.

The Director-General's Report informs us about the work of a properly managed and efficient organization. The ILO has carried out its tasks for this period successfully, which I put down to strategic budgeting and result-oriented leadership. Naturally, the most important question is how these activities have contributed to the goals of the ILO. In what follows I would like to deal briefly with this question.

The greatest value of the ILO lies in the system of international labour standards and the supervisory system designed to verify compliance. My Government fully appreciates the completion of tasks under Strategic objective No. 1. I find it important that the follow-up to the ILO Declaration has by now yielded results, and that the contradiction between an increase in expenditure arising from more tasks and the zero growth budget did not cause tangible tensions.

An effective employment strategy is a critical component of endeavours for full and productive employment. It was in this spirit that we participated in the collaboration related to the ILO *World Employment Report 2004*. A conference on the draft report held in Budapest last month produced important lessons. Research proved the importance of public employment services and concerted economic and employment policies in minimizing regional disparities. We have seen how productivity growth can contribute to reducing poverty, and what policies should be pursued to avoid a trade-off between productivity and employment. The latter is of particular relevance to us since my Government is determined to increase the employment level substantially by exploiting the GDP and productivity growth experienced in Hungary.

We are satisfied with the ILO's activities in Europe. The ILO has made an important contribution to the Stability Pact for South and Eastern Europe. We greatly appreciate the work of the Bu-

dapest-based Subregional Office; we will do our best to provide the necessary conditions for its effective operation. My Government wishes to promote the success of the ILO's policies in Europe by hosting the European Regional Meeting in Budapest in 2005. Although, rather modestly, the Director-General's Report is silent about it, the ILO contributed to the successful enlargement of the European Union, for which I would like to extend my Government's gratitude.

1 May 2004, the day of our accession to the European Union, is a historical date for Hungary. The early 1990s brought our independence and the freedom to choose our own values. The majority of Hungarian society chose European values: democracy and solidarity. By our accession we have become an equal member of a large community, in which at the same time we can preserve our culture and identity.

Hungarian society considers solidarity to be one of the most important values of the EU. This is the reason why we think that the EU has a key role to play in implementing the recommendations of the World Commission on the Social Dimension of Globalization. Our views are confirmed by the policies the EU has been pursuing, as well as by the fact that the EU itself is a key actor in the global space, where, in case of coordinated actions, it has sufficient weight to represent its position.

Related to the debate on the World Commission's report, I attach particular importance to the European Commission's Communication of 18 May. The key sentence of the Communication states that globalization needs to be harnessed in support of the weakest and most vulnerable if it is to be fair and equitable. Of the Commission's recommendations, I stress the importance of ideas urging the improvement of cooperation between multilateral organizations, increased involvement of employers' and workers' organizations, and coordinated action by the EU.

Finally, let me inform the Conference that the Hungarian edition of the International Labour Conventions and Recommendations adopted between 1919 and 2002 was published this spring. We have sent copies of the publication free of charge to employers' and workers' organizations, courts, ministries, members of parliament, as well as major universities. It is with great pleasure that I have the opportunity to hand over a copy of the publication to the library of the ILO. Thank you for your attention.

Mr. PIRLER (*Employers' delegate, Turkey*)

I have great pleasure in extending to you all personally, and on behalf of my delegation of Turkish employers, my best wishes for a very successful session. Also, allow me to congratulate the President on his election to preside over this session of the International Labour Conference.

This year we have a lot of food for thought and discussion. The report, *A fair globalization: Creating opportunities for all*, is a comprehensive study which needs to be discussed at length, and this Conference provides an excellent forum for such a task.

Since one of the Reports of the Director-General is also based on the social dimension of globalization this year, I will take this opportunity to very briefly dwell on this topic and express the Turkish employers' views on various aspects of it.

I am sure that we all agree on such basic values upheld in the Report as the market economy, democracy, the rule of law, respect for the individual and property, human dignity, equality and freedom. We are also satisfied by the recognition that the global market economy has generated many significant benefits and has great productive potential in terms of economic, political and social development.

To cite a relevant example in this connection from our country, Turkey has managed to increase its exports more than 20 times over the last 20 years. Being a global player in today's world is not an easy job, and you have to face many of difficulties and challenges. But, all countries willing to benefit from globalization in terms of increasing welfare and creating decent jobs should be prepared to take risks and initiatives in this direction.

As Turkish employers, we have no difficulty in agreeing with various proposals and recommendations contained in the Report, such as: private capital flows need to be spread more widely; international action on education must be reinforced; better social protection supported by international action and solidarity is needed; international economic policies should promote decent work; and full employment should be a major international goal.

Nevertheless, regarding the recognition of the ILO's core labour standards, we would like to see a distinction made between the ILO member States which have and have not, as yet, ratified them all. Today, there is international consensus that this particular set of core labour standards with universal reach constitutes the minimum rules for labour in the global economy, as was pointed out in the Report.

As employers in a country which has already ratified eight basic ILO Conventions, which are now widely recognized as defining fundamental rights at work, we are forced to make a point in favour of introducing discriminatory measures in international trade against the countries which have not, as yet, adopted them all. On the other hand, in our opinion, the ILO standards should also be revised within the context of the market economy. It is necessary to bring into the ILO system the flexible working methods and new working patterns which form the basis of the economic and social model of our time.

Another concrete development which was highlighted by globalization is social dialogue. During recent years, we have taken important steps towards integrating social dialogue into the legal system and economic and social structure of our country. Within this process, such important legal texts as the Labour Law, the Trades Unions Act, collective agreements, the Strike and Lock-out Act and social security laws are being reviewed and renewed, which means that a new social reform package is coming into being, with the collaboration of the social partners. I would like to take this opportunity to thank our Minister of Labour, His Excellency Murat Başesgioğlu, who directs these developments, as well as the distinguished representatives of our labour union confederations.

This year, Turkey, as a candidate country, expects a firm date to be given by the European Council to be held in December, for the start of entry negotiations to the European Union. As Turkish employers, we believe that this gesture will not only constitute a significant and concrete indication of international solidarity, which is embodied in globalization, but it

will also strengthen the tendencies towards democratization, secularism and modernity in our region. By fixing a date for accession negotiations to be started with Turkey, the European Union will also comply with the rules of equal treatment and non-discrimination of the ILO.

Mr. BASNET (*Workers' delegate, Nepal*)

It is my pleasure to address this session of the Conference. The International Labour Conference holds special meaning for the workers of the world. Much has changed since we met here last year. Discourses on globalization are no longer confined to economy, science and technology; they also include war, terrorism, poverty and social exclusion. We, the workers of Nepal, are saddened by the fact that the world has become much more intolerant and conservative. Workers all around the world are concerned by this change of environment.

Globalization has created an uneven world because of structural inequality and the absence of a level playing field. It is a fact that, despite initial optimism, globalization has created more poverty than ever before. We, the workers of Nepal, like others in the developing world, are facing the hardened attitude of employers and governments at home and an unfriendly environment at the global level.

As in the past nine years, workers in Nepal are facing the growing violence of Maoist insurgents and, at the same time, an even harsher response from the State and Government, which has caused the suspension of the fundamental rights of all people. Violence and terror has badly hampered the prospects of the economy. It is further complicated by the attitude and behaviour of the State and political society, which are very conservative. Every day workers are sacked, factories and plants are being closed. As I speak before you, my Assistant General-Secretary and 20 trade union friends are still in Maoist hands; they were kidnapped last week as I left Nepal for the International Labour Conference.

We, as a responsible democratic trade union, want to solve the problem. We do not want to be seen as the problem. Protecting jobs and ensuring minimum fundamental rights of workers and people is our first concern. We are committed to peaceful solutions and we firmly believe in tripartism. In this regard, we want the Government of Nepal to respect our rights to organize peacefully and to show its commitment by signing the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) immediately. Recognizing workers' rights and dignity in social dialogue among the social partners is the only way to solve the problem.

Lastly, I want to thank the ILO, the ICFTU and other international organizations for their help to the workers of Nepal.

Original Spanish: Mr. GALLARDO FLORES (Minister of Labour and Social Welfare, Guatemala)

First, I should like to congratulate the President of the Conference on his election and successful running of the Conference.

We warmly welcome the positive results of the application of the strategic activities of the ILO in connection with the programme on decent work.

Guatemala, like other member States of this Organization, is an example of the vital importance of these programmes, which are implemented in a context of poverty and particularly exclusion from the

opportunities provided by economic and social development.

Almost ten years after signing a peace agreement, the process of strengthening the state of law reveals a clear and inescapable horizon towards which our work is directed, with the aim of achieving proper respect for social justice, which is the only way to ensure universal peace.

Currently, and within this context, Guatemala has begun to participate actively in the consolidation of international trade bodies, for which reason it is of vital importance that this take place with respect for the dignity of work for all persons. This is a prerequisite if we are to achieve, with social harmony, the growth and economic development that every citizen of Guatemala wishes to achieve.

The decision of the ILO Governing Body to programme its activities by country will mean it is possible for the activities of the ILO to be directed on a more appropriate historical and social basis, thus ensuring a better use of specialized knowledge, taking into account the specific situation of Guatemala, which is the greatest asset that our country can bring to the international community. This may be the main challenge to achieving the effect that we hope the ILO will have with regard to decent work.

The perspective of a fairer globalization, of introducing a different way of globalizing the economy, is something that is reflected in Guatemalan society through its specific historical situation, which is highlighted by the need to drive change through the ideological and traditional paradigms that still exist in our society and that favour confrontation, which is the enemy of social dialogue.

Another important liberalization that the ILO has implemented is the need to integrate ILO policies to achieve a better response to the needs of the constituents. Guatemala has seen a huge range of well-intentioned initiatives that tackle different aspects of the problem and that, all in all, respond to the main objectives of the various national and international bodies, which all seem to agree with one another.

It is only through pulling together and pooling our efforts that we will achieve concrete results that demonstrate progress with these action programmes and avoid the institutional weakening of the Guatemalan Government and the social partners themselves, workers and employers, that comes out of the various isolated projects and programmes or the creation of new priorities that lead only to dispersal of efforts.

We agree with the ILO that the international system of standards that govern labour is a positive aspect, as are the different control mechanisms for the application of international standards. These are true opportunities for dialogue and cooperation where Guatemala has an opportunity to demonstrate to ILO member States its firm commitment to apply international labour standards in good faith and in the belief that an integrated world, through common rules and regulations, is necessary to consolidate peace and universal harmony.

However, merely applying international labour standards is not enough to combat poverty around the world, and particularly in Guatemala. To achieve that end, it is necessary for Guatemala: (a) to continue with the programmes that strengthen state institutions, such as the labour inspectorate and, particularly, the jurisdictional bodies that administer and dispense justice; (b) to strengthen social dialogue essentially to promote a new aware-

ness of the basis of, and premise for, economic development and to strengthen the existing awareness of decent work; and (c) to continue the actions that address the four pillars of decent work; the creation of employment and the training and provision of skills for human resources.

The decision of the Guatemalan Government to fulfil, with all seriousness, the objectives to be met with regard to the goals of our common policies reflects the strong commitment of Guatemala to achieve greater respect for decent work, to become a paradigm of economic and social development within the framework of a fairer and more human form of globalization.

Mr. ZINCK (*Government delegate, Fiji*)

It is a great honour for me to address this 92nd Session of the International Labour Conference. Like other distinguished delegates who have spoken before me, I congratulate the President, on behalf of the Fiji delegation, on his election to the high office of President for this session of the Conference.

I am happy to assure you of the cooperation and support of the Fiji delegation in completing the tasks which face all of us here at the Conference.

My country, Fiji, sees the two Conventions, the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and Right to Organise and Collective Bargaining Convention, 1949 (No. 98), as the primary focus on relationships between government and the two social partners as promoted by our Constitution.

When these fundamental rights are observed other equitable issues will automatically fall in place. I am talking about discrimination in the workplace which is a problem whenever labour is involved.

We have ratified both Conventions and are now amending our laws and practice through the Industrial Relations Bill which we will table in Parliament in September this year after consultations with the social partners.

The Industrial Relations Bill promotes effective operation of the principle of good faith in all aspects of individual and collective relationships between employers, workers and unions by codifying relevant case law, clarifying the nature of the duty and providing penalties for certain breaches of duty.

Our Industrial Relations Bill protects against discrimination in the workplace, in particular, sexual harassment. It is our response to the process of globalization and the winds and waves of change that are associated with it.

We in Fiji are very conscious of the effect of globalization, especially the linking of economic and social activities of nations through the advancement of technology.

The Government of Fiji welcomes the first discussion on the work in the fishing sector as it will give us an insight into how the rest of the member States are dealing with the issue and it applauds the decision of the Governing Body to revise the seven existing ILO standards concerning fishing.

A significant number of our workers are engaged in the fishing industry, in particular, foreign seagoing fishing companies from the Republic of Korea and Japan. To this end, my country supports the rationale of the revision, which is to consolidate the standards for seafarers into a comprehensive new standard that will take into account differences in fishing operations, employment arrangements,

methods of remuneration and address other critical issues such as health and safety.

My country welcomes the general discussion based on an integrated approach on migrant workers. Although small in size, a large number of our people are affected each year as they enter new borders for the purpose of acquiring jobs that are not available locally and which fetch them huge payments.

Our workers migrate to countries like Australia, New Zealand, Canada and the United States. Recently our workers have also been employed by international security firms to work in Iraq. A large number of the local workforce has joined the British Army in the last five years and are deployed by the British Army wherever they are engaged.

Accordingly, our Government supports the concept of a new multilateral framework on migrant workers which must be based on preserving and extending the concept of equal treatment and equal opportunity.

The Government of Fiji thanks the Governing Body for calling for the revision of the Human Resources Development Recommendation, 1975 (No. 150). Through ILO assistance we have, through the Integrated Human Resources Development Programme, developed our database to identify much needed skills and their utilization. The programme is now being run by the Ministry of Youth and is successful in training and placing first time employment seekers and those willing to undergo re-training for the purpose of being gainfully employed.

We have always been committed to our responsibility as an ILO member State and this year we have achieved a milestone as all reports on the application of ratified Conventions were submitted on time and we will continue and strive to improve our reporting obligations.

Let us pursue the past we have mapped out for ourselves. Let the ILO and the international community provide us with guidance so that at the end of the day every person in Fiji will enjoy a higher level of social justice.

Finally, I should like to thank you for your attention and hope that the 92nd Session of the Conference is crowned with success.

Original Spanish: Mr. JIMÉNEZ AGUILAR (Employers' technical adviser and substitute delegate, Spain)

First of all I should like to congratulate the President and Vice-Presidents on their election to preside over this session of the International Labour Conference.

The Spanish employers' organizations have always participated actively in the work of this Organization because we believe in its valuable contribution to economic and social development.

We aspire to an ILO that is solid in its tripartite structure, open to cooperation with other United Nations agencies and international financial organizations, attentive to events in our societies and focussed on certain basic objectives.

Themes such as employment, the promotion of the business spirit, the strengthening of tripartism and social dialogue, and the updating of international labour standards and social protection should constitute the daily bread and butter of the ILO's work.

In this regard the World Commission's report on the social dimension of globalization, along with the

Report of the Director-General, provide food for thought and some extremely interesting proposals.

Globalization has revealed a key potential for improving economic and social well-being for our peoples. However, the international situation and the tensions and social inequalities that persist in some parts of the world, very often cast a shadow over the unquestionable achievements of globalization.

For our part we can say that we come to the Conference this year with the satisfaction of having taken major steps towards improving the social environment in which Spanish enterprises must operate. In recent years average Spanish economic growth has topped that of Spain's neighbouring countries and at the same time it has become one of the most open economies in the world, converging increasingly with its European partners.

Social dialogue has been a determining factor in these achievements. More specifically, the trade union and employers' organizations in Spain have been sharing assessments and measures in order to preserve our achievements in terms of increasing employment against a backdrop of economic slowdown.

Therefore for the third consecutive year we have signed an agreement to modernize and promote collective bargaining. This agreement, which is of great importance for the negotiators at different levels, contains joint guidelines linked to aspects such as working time, wage structure and systems for classifying workers.

Equally, in addition to the bilateral agreements signed with the trade union organizations, we have played an active part in designing employment and training policies through a number of different initiatives which the authorities have tabled in the last few months.

Progress in these various fields is leading to change in the nature of work and employment standards. The relationship of conflict which governed most labour relations in the past is now being replaced by one of cooperation in which new attitudes prevail.

Lastly, I should like to reiterate my trust in the important role that the ILO can play and I should also like to encourage it to reaffirm its principles on the basis of the tripartism on which it was founded and which renders its activities so meaningful.

Mr. LLOYD (Government delegate, Australia)

I welcome the opportunity to comment on the several reports prepared for consideration by this plenary session. The Director-General's Report on programme implementation is a useful record of the Organization's achievements over the past two years. I am pleased to note that there has been significant progress in the implementation of results-based management in the Office. We would encourage the Director-General to continue his efforts in this area. This is an area to which Australia attaches a high priority.

The Director-General's Report, *A fair globalization: The role of the ILO*, is an important paper. The results of our discussion on the reports of the World Commission and the Director-General will guide the Governing Body in considering their implications for the ILO and the Organization's priorities for many years to come.

A crucial issue for the Governing Body will be the provision of resources for implementing initia-

tives arising from these reports. The World Commission's report recommends increasing the resources available to the ILO.

The Australian Government supports the appropriate resourcing of the Office and its programmes for the purposes suggested by the World Commission. In this regard, members should bear in mind the recent increases in most member States' contributions and proposals for further adjustments. Also, the recent large surplus which was retained by the Office is relevant.

In my address to the Governing Body on the report of the World Commission in March, I referred to the Australian Government's support for the ILO as the competent body to set and deal with core labour standards. The Australian Government's view is that any dilution of the ILO's authority to supervise the implementation of international labour standards would be a matter of concern. The Director-General commented in his Report *A fair globalization: The role of the ILO* that there is no need to "provoke competition with existing institutions over our respective areas of competence". These comments are encouraging.

The Director-General has also made reference to the World Commission's proposal for a multilateral framework for labour migration. Such proposals need to be examined very carefully. Issues relating to workers' rights in host countries can be addressed effectively without the need for a migration framework. In many cases a bilateral approach is the more effective way of resolving these issues.

Another critical issue is the recognition of the fundamental right of each country to determine who should pass its borders. This is particularly so in these times of heightened security concerns. It is to be hoped that the outcome of the general discussion on labour migration will provide appropriate guidance on the implications of a multilateral framework for labour migration.

The Director-General has also addressed the need to strengthen the international labour standards system. He is to be congratulated on the progress he has made since coming into office in reforming the process for development, adoption and revision of international labour standards. However, we need to keep the reform process going if we are to modernize the Labour Code.

The next step towards making the ILO vision a reality should be to review the basis on which standard-setting items are selected for the Conference agenda. Agenda items should be selected in accordance with several principles.

First, sufficient attention should be given to reviewing existing standards rather than creating new standards.

Second, in reviewing existing standards, priority should be given to rationalising existing instruments. Finally, proposals for the ILC agenda items should have wide support in the Governing Body before they are adopted.

The report of the World Commission and those of the Director-General have important implications for the work of the ILO in the years ahead.

In November, the Governing Body will have to give careful consideration to how the adoption of the reports' recommendations would influence the priorities and the direction of the Organization. One thing is sure: globalization has already achieved higher living standards and more jobs for many

people throughout the world, and has the potential to achieve much more.

We must be mindful to take a constructive approach. A response involving rigid regulation would fail. A measured response that advances economic growth, facilitates labour market flexibility, encourages innovation and promotes job growth is essential.

We are challenged to work together to ensure that the benefits that flow from globalization can be shared by all members of society in every country. The ILO has an important role to play in advancing this agenda.

Original Arabic: Mr. EL AZALI (Workers' delegate, Egypt)

In the name of God, the Compassionate, the Merciful! Allow me first of all to extend to you the greetings of the workers of Egypt and of the president and members of the governing body of the Federation of Egyptian Trade Unions. It is an honour for me to take the floor before this illustrious assembly of leaders, figures responsible for employment and workers from so many different regions and countries. This is a meeting that takes place on a yearly basis within this venerable organization.

This year we are commemorating the 85th anniversary of the Organization. During these 85 years, the Organization has relentlessly pursued its noble and humanitarian goals. This meeting rekindles people's hope, our hope in this Organization so that we can build together a world that renders life in our countries and on our planet more humane and fairer, and creates a greater degree of solidarity.

Therefore, we very much support the Director-General's words when he says that we should focus at this stage on the work of the Organization, the principles relating to decent work and the objective of using employment as a way out of poverty. We should also focus on fair globalization as a means of achieving international stability.

There is no doubt that the Organization cannot, on its own, accomplish this task. We need to pool national efforts as part of sincere, effective and sustained international cooperation that is supported by the donors, but with the condition that this be done on an equal footing, that the organization does not become dulled, and that the principle of tripartism should not be eclipsed in our discussions, the drawing up of objectives, the drafting of policies, monitoring and assessments. There should be no concession or abandonment of the mandate of this Organization which is to defend social objectives and international labour standards.

There is no doubt that we are currently experiencing a turbulent economic situation and unfair international relations. We have witnessed violence, oppression, intolerance, attempts to impose hegemony and phenomena that arouse our concern, lead to instability, exacerbate poverty and the debt of developing countries, and lead to inequality in terms of development. As a result of this, there is an ever-widening gap between North and South, and there is an increasing lack of trust between the two. Such upheavals and imbalances do not serve either of the two parties. It is an open secret for this august assembly that the Arab region, unfortunately, suffers from the lion's share of all these harmful phenomena. Such problems hamper development.

I could particularly mention the occupation of Palestine, Iraq, and the collective punishment of

Libyan and Sudanese workers, something which is now affecting the people of the Syrian Arab Republic.

The Report of the Director-General, *The situation of workers of the occupied Arab territories*, and his statement during the opening ceremony clearly highlight the deterioration of the living standards of workers and the Palestine people. Therefore, we need to give a wake-up call to the international community in order to deal with these inhumane acts of aggression.

We appreciate the importance given by the Organization to providing these people with assistance and its intervention regarding donors. However, we do not believe that this position absolves the Organization or its Members from their responsibilities as regards what is happening in the region, or allows them to close their eyes to the ongoing occupation. The Organization and its Members must adopt a strong position so as to demand the end of the occupation, which is the very cause of this catastrophic situation, as part of the protection of the objectives and values upon which the Organization is based.

Therefore, it is regrettable that at a time when our Conference is discussing the report, *Towards a fair deal for migrant workers in the global economy*, that no reference has been made to undesirable immigration which is dictated by political choices and results in native people being torn away from their work and their livelihood, turning them into displaced refugees, as is occurring in Palestine. With regard to this report, since we are a country which exports labour, we affirm the necessity of ensuring compliance with the Conventions and international treaties in force. Migrant workers must be granted protection and care because they are a vulnerable and marginalized group and yet they contribute enormously to the development and the economy of their countries of origin as well as their countries of destination. We need to look at migrant workers in a new way in order to mirror an equitable globalization.

Thus, we need to see them as a bridge between cultures and civilizations, in an equitable and non-discriminatory context.

Thank you very much for your attention and I wish every success to this session of the Conference, and hope that you will achieve positive, specific results in the interests of working people.

Mr. BEJTAJ (Minister of Labour and Social Affairs, Albania)

It is a pleasure for me to participate in the work of the 92nd Session of the International Labour Conference. On behalf of the Albanian Government, I would like to congratulate the President, Mr. Ray Guevara, on his election to preside over this session of the Conference.

I would also like to take this opportunity to congratulate Mr. Juan Somavia for his work and achievements as Director-General of the International Labour Office. I am convinced that he will add to these achievements in the future.

Focusing the attention of this session of the Conference on protection of the freedoms and rights of migrant workers and on their economic and social integration bears witness to the ILO's awareness of this issue and its efforts to ensure the application and improvement of international standards on migrant workers. This is occurring in the context of an increasingly open society with increasingly perme-

able borders, where the prevailing tendencies are integration and globalization.

I would like to commend the attention given to migration as an issue that is taking on global dimensions and which needs to be managed in full respect of the principles and fundamental rights of every human being, irrespective of origin, nationality, race, cultural views or political convictions. This is another reason prompting the Albanian Government's concern to enhance cooperation with the ILO, not only in recognizing these principles, but also in discharging the obligations deriving from them.

I would like to take this opportunity to give a brief account of the Albanian Government's efforts to address the phenomenon of migration in Albania. Migration has been, and still is, a major and complex problem affecting post-communist Albania. From being a totally isolated country up to 1990, Albania experienced the highest migration flows in Europe. The opening of its borders and freedom of movement brought with them a great desire by Albanians to migrate to seek employment and a better life in western Europe. The restructuring of the economy, a lengthy transition period and numerous economic and social problems triggered an increase in internal and foreign migration of Albanians.

With a population of more than 3 million inhabitants, Albania currently has 20 per cent of its population abroad, most migrants having gone to Greece and Italy, while the remainder have migrated to the other EU countries, the United States and Canada. By its very nature, the global phenomenon of migration poses problems in all aspects of social, economic and political life. The negative aspect of this phenomenon in the receiving countries consists in violation of the civil, economic and political rights of Albanian immigrants, as well as in the lack of opportunity and ability to integrate. The Albanian Government estimates that legal migration brings with it a positive attitude on the part of the individual and society, not only in the countries of origin, but in the receiving countries as well.

The policy of the Albanian State, in compliance with EU migration policies, is not aimed at stimulating Albanian migration abroad, but is concerned with creating proper conditions for them to work and live inside the country. To this end, our policies are geared to stable economic and social development. The intention is that in the medium term, the incidence of poverty should be reduced to 20 per cent, while in the long term (by the year 2015), poverty should be reduced to 13 per cent. Extreme poverty has to be eliminated through economic development, reduction of unemployment, minimizing the informal economy and fiscal evasion, improving the quality of employment services and vocational training, promotion of business and creation of new jobs, and increasing the number of contributors to the social insurance schemes.

One of the main objectives of the Albanian Government is to bring the legislation into conformity with international standards. I would like to mention here the ratification by Albania of the European Social Charter (Revised), as an essential instrument in the field of economic and social rights. In this context, we plan to ratify the ILO's Migration for Employment Convention (Revised), 1949 (No. 97), and Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147), in the field of migration. In the meantime, we are in the process of examining

other documents of the United Nations and the European Union in this field. We consider it an achievement to have promulgated the Act respecting the migration of Albanian citizens for employment and to have drafted a Bill on foreigners, which is being reviewed and will be approved in the near future.

The Albanian Government, in cooperation with the EU Mission and the International Organization for Migration (IOM) in Tirana, is currently working on the elaboration, within the year 2004, of a National Strategy on Migration, which aims to improve the free movement of citizens, to support and protect migrant's rights, and to create an enabling environment for their integration and reintegration. The realization of these objectives is inconceivable without the active participation of the social partners. Promotion of the development of social dialogue is an important objective in securing stable social peace.

As a Member of the ILO, an organization with an international reputation, and on behalf of the Albanian Government, I would like to voice the desire of Albanian migrants that the contribution of international organizations to respect for migrants rights be in conformity with accepted standards, and increase in step with the excellent relations at the political level between Albania, Italy and Greece.

To conclude, on behalf of the Albanian Government, I would like to convey once again my heartfelt congratulations and to wish the Conference every success in its work.

Mr. BIYAMA (*Minister for Labour and Industrial Relations, Papua New Guinea*)

On behalf of my delegation, the Government of Papua New Guinea and its people, I extend our very sincere and warm tropical greetings to the 92nd Session of the International Labour Conference.

I convey my Government's acknowledgement and support for the reports submitted to the 92nd Session by the Director-General and by the Chairperson of the Governing Body. Our attendance and participation at this 92nd Session of the International Labour Conference reaffirms our commitment and support for the role that the ILO plays in promoting and developing all aspects of human rights.

We acknowledge the report of the World Commission on the Social Dimension of Globalization, and agree that if globalization is to be a positive force for change, then we must be given the opportunity to benefit from the global economy.

We are well aware that successful participation in globalization is dependent upon our national capabilities and policies.

In pursuing the Decent Work Agenda for sustainable growth and development, the Government of Papua New Guinea has adopted the following broad economic policies: good governance; an export-driven economy; efficient service delivery; poverty alleviation through rural development; and development of human resources.

It is hoped that through these broad economic policies Papua New Guinea will improve its economy and so minimize poverty in all sectors, particularly in rural areas.

In addressing the issues of poverty alleviation and the promotion of decent work, the Government of Papua New Guinea, through the Department of La-

bour and Industrial Relations, has conducted several forums to address these very important issues.

Decent work, within the framework of Papua New Guinea, focus on four strategic objectives, namely: the promotion of rights at work; employment creation; social protection; and social dialogue.

In 2002, Papua New Guinea took part in a forum organized by the ILO in Fiji, which addressed some of these issues, particularly on Decent Work and child labour in the Asia-Pacific region. Furthermore, in 2003, we participated in the Tripartite Regional Meeting on Youth Employment in Asia and the Pacific in Bangkok. Some of the issues highlighted in this meeting were a national action plan, based on a thorough analysis of deficiencies and priorities backed up by a high level of commitment.

Papua New Guinea, with the assistance of the ILO, has commenced work to address these policy issues and some of them are now at an advanced stage.

Reforms to Labour Law include overhaul of the industrial relations system; development of occupational health and safety policy with relevant legislation; development and implementation of a National Skills Development Authority; new work permit systems; and development of an employment policy and significant revision of our Employment Act.

The employers and workers, as major economic actors, together with the Government, have made profound statements about the state of the economy and jointly have set about removing impediments, which deter foreign investment and hence employment creation in Papua New Guinea. However, much more work remains to be done and the process of policy development needs to be transparent with the full involvement of interested parties, especially the employers' and workers' organizations.

The total population of Papua New Guinea is approximately 5.1 million with over 85 per cent living in rural areas. At a growth rate of 2.7 per cent per annum, the population will have doubled in 35 years. The population is also very young, with 42 per cent under the age of 15 years. This population growth is placing enormous pressure on the economy as well as on the social fabric of Papua New Guinea society and the provision of essential services.

It is projected that between 1990 and 2020 the economically active population will have doubled from 1.5 million to 3.2 million: approximately 1.7 million people will be added to the labour force over this period, assuming that current participation rates remain stable, and that mortality and fertility decline as projected. Thus, the annual net addition to the labour force will increase from 46,000 during the 1995-2000 period to 66,000 during the 2010-15 period. This projection may be low given the results of the 2000 census; nevertheless a major problem of labour absorption lies head for Papua New Guinea.

We appreciate the Director-General's introductory remarks on the *ILO programme and implementation 2002-03* which states that the implementation side has moved towards country-based programmes, developed over 2002-03 to take effect over 2004-05.

We also hope that the establishment of the World Commission on the Social Dimension of Globalization will influence the role of the ILO towards having a much wider and more direct impact on developing countries such as Papua New Guinea. We look forward to the use of available resources on the

key objectives and programme priorities highlighted in the Director-General's Report, to support the reforms we have undertaken.

Finally, Papua New Guinea is committed and stands united with other member States that have ratified the eight fundamental Conventions as the standards in ensuring a fair and democratic working environment whereby the benefits of globalization may be realized.

Ms. CHAO (*Secretary of Labor, United States*)

Let me join previous speakers in congratulating Milton Ray Guevara, Minister of Labour of the Dominican Republic, on his election as President of this session of the Conference. Minister Guevara and the United States Department of Labor have worked together on many projects over the years.

I would like to note that the Report of the Director-General on the World Commission on the Social Dimension of Globalization raises many important issues about the increasing interdependence of global economies. I have had very productive discussions with the Director-General about a number of concerns that we had with some of the Report's recommendations and conclusions. Nevertheless, I commend him for his commitment to improving the lives of workers around the world.

The United States' perspective on the issue of globalization has been summed up by our President, George W. Bush. In his remarks on global development on 12 March 2002, he stated that, "We cannot leave behind half of humanity as we seek a better future for ourselves. We cannot accept permanent poverty in a world of progress. There are no second-class citizens in the human race."

The World Commission correctly concluded that efforts to achieve lasting benefits for the world's workers must begin at home, in each sovereign nation. Good national governance, democracy, respect for fundamental human rights and sound economic policies are the essential building blocks of sustainable development and brighter futures for workers and their families.

When these building blocks are in place, international cooperation can contribute to economic development and the alleviation of poverty. Here, the Director-General's decent work initiative has made just such a contribution.

But the creation of new international institutions, new international bureaucracies and new international instruments is not in itself a formula to achieve decent work and poverty reduction. Individual Governments must and can step up to the responsibilities to address the root causes of these conditions in their own nations and within the framework of their own cultures.

I saw this for myself when I visited West Africa in December of last year to launch United States-backed child labour projects in the Congo, Benin and Ghana. In each of these countries, the United States and the ILO are working together with local governments to rescue, rehabilitate and reintegrate children who have been trafficked or conscripted into militias. As recent ILO analysis has shown, exploitative child labour does not alleviate poverty; it contributes to it.

Since 1995, the United States, through the Department of Labor alone, has provided more than US\$285 million to combat the worst forms of child labour in these and some 60 other countries around the globe. This year, we will provide an additional

US\$120 million to provide exploited children with an opportunity to attend school and to help their families generate alternative forms of income.

During my December trip to West Africa, I also launched a project to address HIV/AIDS in the workplace, which is another tragedy devastating workers today. I am proud that the United States, under the leadership of President George W. Bush, has launched an unprecedented US\$15 billion effort to turn the tide against HIV/AIDS in the most afflicted nations of Africa and the Caribbean.

Consistent with the ideas expressed in the Report of the World Commission, the United States is also promoting adherence to international labour standards through bilateral free trade agreements. In the past two years, we have negotiated free trade agreements with more than ten countries. Negotiations are under way or about to begin with another nine. In these agreements, we affirm with our trading partners our shared commitment to establishing and enforcing core labour standards. Furthermore, we are implementing these agreements with technical assistance that helps our partners build the capacity of their labour ministries to develop effective laws and to enforce them as well.

In the area of capacity building, I also commend the work of the ILO in providing technical assistance to workers' and employers' organizations and to the Ministry of Labour in the West Bank and Gaza. We encourage the ILO to continue and expand these efforts.

Through projects such as these, the United States is helping governments meet their responsibilities to adhere to core labour standards and build brighter futures for workers and their families.

In closing, I look forward to continuing to work with the Director-General and the ILO to help the most vulnerable and to strengthen our cooperative efforts to achieve economic opportunity and prosperity around the globe.

Original French: Mr. RANJIVASON (Minister of Public Services, Labour and Social Legislation, Madagascar)

On behalf of the delegation of Madagascar which I am heading, I would like to congratulate the President of the 92nd Session of the International Labour Conference and the Officers of the Conference on their election and I would like to congratulate Mr. Juan Somavia, on the faultless organization of this session and for having the brilliant idea of inviting the Co-Chairs of the World Commission on the Social Dimension of Globalization.

I would like to express the joy we feel seeing this august gathering of personalities who have come from all parts of the world to make their modest contribution to the fight against poverty and the promotion of social justice in the context of a tripartite partnership.

The Report of the Director-General enables the members which are present here to appreciate the true value of the efforts made by the international community. It is in keeping with the realities experienced by all the member States of the Organization and the problems that have arisen. Madagascar sees this report from the viewpoint of a country that is emerging from a major political crisis which has had a considerable impact on labour and employment, but whose end enables us to look to the future more optimistically, more serenely and with greater clarity of vision.

My country, Madagascar, is striving to achieve more social justice by adopting a tool, the Strategy for the Reduction of Poverty (DSRP), which aims to reduce poverty by 50 per cent within ten years. This document, which was drafted in an exercise in participatory methodology in 2003, naturally covers employment, but it does so implicitly. It will do so more explicitly in the forthcoming version of the document, which is currently forming the subject of a second round of national consultations. The same is true of the struggle to end child labour in Madagascar.

Madagascar is therefore paying great heed to the actions envisaged by the International Labour Office concerning the ILO Declaration on Fundamental Principles and Rights at Work and the follow-up thereto. In this respect, we have initiated schemes with the active support of the ILO, with a view to implementing the various cooperation programmes that have been agreed upon:

– For first of all, the elimination of forced or compulsory labour. The national stocktaking has been completed and its findings will soon be confirmed by a national tripartite workshop. It must be accompanied by a national implementation plan, after which the ratification of the Abolition of Forced Labour Convention, 1957 (No. 105), will be feasible;

– For the fight against child labour, especially its worst forms Regional consultations and a national strategic planning workshop, to draw up the national programme and set deadlines, have been held with the support of IPEC/ILO. A national workshop to conform their findings is scheduled in the very near future. The updated cooperation memorandum has been signed at this session.

– For the programme to strengthen, social dialogue in French-speaking Africa. A national tripartite workshop on this subject produced a national action plan which has already been submitted for approval to the National Labour Council. The updated stocktaking is in the pipeline. The National Labour Institute will be mainly in charge of this programme.

– For employment as a means of securing decent work. The framework for a national employment policy has been drafted. It has received Cabinet approval and will be forwarded to both chambers of Parliament. Madagascar thus has a national vision of job creation and the fight against poverty. We are actively preparing for our participation in the African Summit for Employment and Poverty Alleviation, which is to be held in September 2004 in Ougadougou.

Without further ado, we have started to implement the first labour instrument, to wit the Madagascan Employment and In-service Business Training Observatory (OMEF). This observatory will set up the databases on employment and will identify at regional level, the trades and sectors promising employment, with a view to offering the requisite vocational training for micro-, small- and medium-sized enterprises through a financing system that has yet to be established.

The programme to extend social protection to self-employed workers in rural areas and in the informal sector is well under way and forms part of the fight against poverty. At the same time, the strengthening of the current system in the formal

sector is continuing. All this is being done through a participatory mechanism involving a public-private partnership in which our rural communes are associated.

The Director-General's Report constitutes, in the opinion of my delegation, a genuine framework for action to promote a fair globalization, especially for developing countries such as Madagascar. May its message be heard and understood by all decision-makers everywhere and by all national and international partners. We are appealing above all to the international community.

In conclusion, we hope that the synergies, which have prevailed up to now between governments and the International Labour Organization, through its regional representatives and its specialized departments, may continue and go from strength to strength. The ILO is 85 years old. This is both a long and a short time, because many problems are still awaiting solutions, but as we say in Madagascar: "Gentle rains make for big rivers." May all be plain sailing for the ILO.

Original Russian: Mr. STOYAN (Workers' delegate, Ukraine)

Let me first of all congratulate the President on his election to this esteemed office and wish him every success in conducting the work of this Session of the Conference. We believe the experience gained in implementing the ILO programmes will provide a sound basis for the achievement of long-term goals and the definition of future activities. I should like to emphasize that this experience is equally important for the social partners of ILO member States, including Ukraine, which has embarked on the path of market reform.

I have, on more than one occasion, had to speak from this very podium of the significant problems in the area of labour organization and wages which rose as a result of poor governance on the part of past governments. With the advent of the coalition Government of Viktor Yanukovych, Ukraine has managed to accelerate economic growth. Most importantly, real wages have grown at twice the pace of GDP. Economic growth has allowed the social partners to aim at the creation of specific measures for the gradual improvement of living standards of workers, as stipulated in the General Agreement for 2004-05. The agreement first of all lays down annual wage increases of no less than 25 per cent. The reference point for this figure is a proposal from the trade unions supported by the President of Ukraine to double average wages in coming years. Secondly, the Government and employers agreed with the trade unions on gradually bringing minimum wages up to the minimum subsistence figure. A corresponding draft law provides for this measure to be implemented in 2007.

What is more, the Government and trade unions have addressed the issue of payment of wage arrears, which had grown in recent years in the manufacturing sector. It should be noted that in the public sector, all wage arrears have been paid. The International Labour Organization played an important role in this process. The Government reported four times to the ILO on this issue. However, the problem of the payment of arrears of wages is not yet fully solved. More than US\$320 million of arrears remain unpaid, one-third of this being owed to coalminers.

On the initiative and with the participation of trade unions, the Government has developed a draft law in which priority is to be accorded to payment

of wages in the event of employers' being declared bankrupt. According to the draft Labour Code of Ukraine, which was adopted by the Supreme Soviet on its first reading, wages must be paid as a first priority. What is more, the (...) provides for the ratification by Ukraine of ILO Convention No. 173 and the protection of workers' claims in the event of insolvency of employers.

The trade unions support the position of the Government of Ukraine, which has been set out at this rostrum in the hope of obtaining technical assistance from the International Labour Organization. The situation on the labour market remains strained. The level of unemployment, according to ILO parameters, is approximately 9 per cent of the active population, and the official level of persons registered unemployed is 3.8 per cent. Today, for every vacancy there are seven applicants. What is more, 5 million Ukrainians are forced to work outside the borders of Ukraine. In this connection, despite the inclusion in the new Labour Code of Ukraine of the core ILO principles, the trade unions have unfortunately had to fight to avoid erosions of their rights. In conclusion, I trust that the discussion of the Report by the Director-General at this present session will not only encourage increased attention to the needs of workers around the world but also serve to increase their social protection.

Original Korean: Mr. LEE (Workers' delegate, Republic of Korea)

I would like to express my deep solidarity with all the participants from all over the world who have come to this session of this important Conference to share the fundamental goal of improving working life for all workers. At this moment in the Republic of Korea, the workers' struggle against this neoliberal globalization is continuing, as hospital workers and metal workers are about to go on strike. Although I am physically far away from them, in order to address you, my heart and mind are with them. On behalf of the KCTU (Korean Confederation of Trade Unions) members, I would like first to congratulate the ILO for its efforts concerning the Report on the Social Dimensions of Globalization. I recall that, until recently, globalization was perceived as an uncontrollable current which is often embodied by the dismal protest that there is no alternative. Any serious resistance to globalization was condemned as archaic or irresponsible. But, in the wake of the IMF restructuring process, we Korean workers have painfully witnessed how destructive blind globalization is. Therefore, we welcome the ILO report which recognizes the suffering of workers all over the world and the need for fair globalization.

The principles in the report are important and helpful. But what matters more is to take a small, but nonetheless precious, concrete step towards this goal. I would therefore call for the ILO to proceed with concrete actions toward fair globalization, which I believe will better, if not perfectly, address the anxiety, concerns and needs of workers.

The importance of the migration issue, which is taken up at this year's session of the Conference, cannot be underestimated. In the Republic of Korea there are about 400,000 migrant workers and they are desperate to attain basic labour rights so that they can be recognized properly as workers. The KCTU has been actively involved in struggles to organize and attain basic labour rights for migrant

workers. It is our sincere hope that the general discussion on migration at this Conference will serve as turning point for the full protection of migrant workers' rights around the world.

The ILO has played a big role in resolving labour issues in the Republic of Korea. However, the number of international standards that the Korean Government has ratified is far behind the international average, and many key Conventions, such as freedom of association and forced labour have yet to be ratified. In addition, many domestic laws have not been revised to address the objectives of those Conventions that have already been ratified. The Korean Government has yet to honour its promise given when it officially joined the ILO in 1996 that it would revise domestic laws according to the international standards and has failed to improve on the five core grounds regarding basic labour rights which the OECD selected as a subject for its monitoring process.

As I mentioned earlier, hospital workers in the Republic of Korea are currently preparing for strike action which can be considered as illegal under the current regulations concerning essential public services. Unless these regulations are revised, their struggle would be suppressed and numerous arrests will ensue. This is exactly what happened in the Republic of Korea last year. The Korean Professors' Union and the Korean Government Employees Union are also faced with oppression and key KGEU leaders are now in jail simply because they expressed their political views before the general elections last April. The Korean Government has made countless promises in the past and recently presented the industrial relations reform plan. However, progress has been surprisingly slow and some of them have never materialized. The new administration led by President Roh has already arrested 213 workers since his inauguration in February 2004. The KCTU has filed about 2,400 requests at the Ministry of Justice to secure pardons or restoration of rights for workers. I believe that this is evidence of the Government's aggressive attitude to workers.

Along with this, conditions for Korean workers have continued to deteriorate in the context of neo-liberal globalization. Around 4 million people are now either unemployed or trapped in credit insolvency, while over 50 per cent of workers have no other option but to take contingent or temporary work and experience low wages and job insecurity.

Even more serious is the fact that because employers have begun to use provisional seizures and damage claims as new means to oppress trade union activities and struggles, the association of basic labour rights is being severely restricted. As a result, this has led to dozens of workers resisting through self-immolation. Neo-liberal globalization is threatening to destroy the achievements that trade union movements have gained through their struggle. We are indeed facing an immense challenge. The only hope of addressing this unprecedented challenge is undoubtedly workers' solidarity around the world. In doing so, it is very important to make sure that the monitoring and supervisory capabilities of the ILO are strengthened so that international standards are respected and workers' rights are expanded in each country.

In the general elections in April in the Republic of Korea we were able to see the possibility of progressive politics being established in the Republic

of Korea as ten members of the National Assembly were elected from the Democratic Labour Party.

Once again, I send my warm greetings of solidarity and the KCTU shall continue to fight for the rights of workers in the Republic of Korea and in other parts of the world as well.

Mr. FARRUGIA (*Employers' delegate, Malta*)

On behalf of the Maltese employers' delegation for this Conference, I congratulate the Director-General on his Report, which provides an overview of the progress made by the ILO in the implementation of the Decent Work Agenda. The principle of decent work becomes more pronounced with increased globalization, and one can understand the need to work towards ensuring a better distribution of the benefits of globalization to make the world a better place. As the Report rightly states, globalization has to be judged by what it delivers, by its impact on the social and economic fabric of different regions in the world.

Malta is a small nation that has always survived on trade long before the term globalization was used. Our society has always been subject to influence by external forces that have left an impact on our economy and cultural identity. However, Maltese employers are aware of the increasing volatility of international markets, resulting from faster mobility of resources, which can increase a sense of uncertainty and serve as a threat to investment, employment and the general standard of living of our employees. Malta is passing through a phase of rapid restructuring to keep up with these global developments. On 1 May this year we became part of an enlarged European Union, and the implementation of European Union standards and regulations in themselves offer a commitment by social partners to live up to the ideals of the Decent Work Agenda. The run-up to European Union membership has entailed an improvement in working conditions for Maltese employees through an overhaul of our labour legislation, the introduction of occupational health and safety regulations, together with other conditions of employment that have harmonized Maltese standards with those of the European Union.

Maltese employers have supported these measures not simply because they are a necessary condition of European Union membership, but also because they run parallel with the ILO's objective of providing decent work to a larger section of the labour force. However, there also exist areas of concern regarding the extent to which Malta can generate sufficient jobs to ensure that these benefits are shared by all society. The social partners cannot afford to lose sight of economic realities if the current standard of living is to be sustained and improved. Among these harsh realities one cannot overlook lack of foreign direct investment in recent years; the extent of the fiscal deficit – running at more than 9 per cent of GDP in 2003; and an unsustainable welfare system that crying out for reform.

Employers have been insisting that the only way to overcome these problems is through the creation of productive employment. For employers, the term "productive employment" implies the creation of jobs that generate wealth through their productivity. Unfortunately, our economy is burdened with too many artificial jobs, notably in the public sector, that only serve to disguise unemployment and drain resources that can be reallocated to better uses.

We are appealing to the other social partners to come to terms with the economic situation in order to focus our collective efforts on setting a strategic direction for the country, to keep it on a competitive path in order to sustain and improve the quality of life of its citizens. This is the time to put tripartism to the test, by being humble enough to accept that contemporary issues cannot be approached by seeking sectoral interests.

Government will stand a better chance of improving the state of its finances or implementing the necessary welfare reforms if it has the support of unions and employers. Costs of labour have to be pegged to productivity in order to safeguard competitiveness. Employers stress that only by generating productive employment can the country move forward. This can be achieved by upgrading the skills of the labour force and the technological capabilities of our industry, and by promoting innovation. One negative aspect of globalization that is adversely affecting our economy is that many of our companies are competing with others operating from countries that do not have the same standards of decent work.

Maltese employers are actively supporting any initiatives that might lead to the formulation of a social pact. This will be an exercise in maturity, and will surely contribute to Malta's ability to face the challenges of globalization. The main objective of the social pact will be that of generating productive employment, which is very much in line with the vision of the ILO's Decent Work Agenda.

In Malta, the infrastructure for constructive social dialogue exists in the form of the Malta Council for Economic and Social Development. This is the opportune time for this tripartite forum to enhance its role from one that is predominantly based on exchange of views and consultation between social partners, to a more proactive one where negotiations can take place to set the course for the country's economic and social future. Given the rapid pace at which the international scenario is changing, this may not be a matter of choice.

The ILO's focus on the creation of employment as a central route out of poverty is one which Maltese employers strongly endorse. This is why, at national level, we call for the ongoing development of the appropriate environment for job creation, through the promotion of an entrepreneurial culture. This should be the commitment of all social partners.

Mr. RACHMAN (*Employers' delegate, Indonesia*)

Allow me, on behalf of APINDO, the Employers' Association of Indonesia, to congratulate the President on his election to chair this 92nd Session of the International Labour Conference. I would also like to express our appreciation of the excellent work of his supporting team.

The message contained in the Director-General's Report, namely that fair globalization, job creation as a means of reducing poverty and promoting development through decent work are the foundations of global stability, is something that the Indonesian employer and business community must take as a positive challenge.

Since 2003, many things have happened in Indonesia. A new Labour Law was approved on 25 March 2003 (otherwise known as Act No. 13/2003). Furthermore a new Law on Industrial Relations Dispute Settlement was approved on 14 January 2004 and will enter into force on 15 January 2005.

We are currently getting ready to train ad hoc judges to represent employers in the industrial relations courts.

It is also worth mentioning that our Association, APINDO, played an important role in the process of formulating the new national Labour Law and its implementation guidelines.

Furthermore, our national legislative elections were held on 5 April 2004. Subsequently Indonesia will hold its first ever direct presidential elections on 5 July 2004. We hope that all of these new developments and their resulting stability, predictability and democracy, will help to create an even more attractive environment for investment in Indonesia.

We recognize the need to continue education and capacity-building efforts in order to develop many aspects of our human resources. In the field of human resources capacity building, we have received assistance from the ILO Office in Jakarta. Together we have developed several joint programmes, such as training on negotiation skills, collective labour agreements, industrial relations, HIV/AIDS, small and medium-sized enterprises and women entrepreneurs, the training of trainers, and many others.

In the past, a senior ILO specialist on employer activities was based in Jakarta, but since the person left, the position has been left open. We hope that another senior ILO officer will be assigned to assist the Employers' group in Jakarta. We believe that the appointment of such an officer will further strengthen the existing good cooperation between Indonesian employers and the ILO.

We would also like to take this opportunity to inform you that our Association's members do not use child labour. Nevertheless, it is still a fact, as in so many developing countries, that children help their parents in the informal sector. For instance, children work in their families' small kiosks or home industries.

In order to discuss industrial relations issues, we recently set up a joint secretariat known as FKKBN (the National Bipartite Communication and Consultation Forum) where a bipartite group, composed of unions and employers, meets on a monthly basis or whenever necessary. Together we discuss industrial relations issues and seek out solutions to problems. We also discuss the implications of the new Labour Law.

One of the challenges we are facing is the fact that the number of labour unions has increased dramatically. At present, we have around 87 labour unions at the national level, compared to just one in 1997, and thousands more at the plant or company level. In several cases, such a situation has a negative impact on business in general and on entrepreneurship in particular, especially with respect to the efficiency of running a business.

Another challenge is that we are facing an annual increase in the minimum wage. Every year, we have to negotiate to determine the minimum wage, and this takes a lot of time and effort. The result is that many employers have found it hard to maintain the competitiveness of their businesses and many prospective workers remain unemployed. We hope that, in the future, the minimum wage will be discussed and negotiated only among the bipartite parties at the plant level.

Finally, in facing these challenges and problems, we hope to make tripartite group communication even better in the years to come, with a view to ad-

dressing issues in a manner that is more effective and satisfactory to all parties concerned.

Original French: Mr. AKOUETE (representative, Democratic Organization of African Workers' Trade Union)

On behalf of the Democratic Organization of African Workers' Trade Union, I would like first and foremost to thank the Director-General of the ILO for the various Reports submitted to this session of the Conference. The discussion of these Reports is particularly interesting this year because it takes place in the context of the publication of the Report of the World Commission on the Social Dimension of Globalization, of wars in various regions of the world and in Africa, and of the precarious and volatile situation in Palestine.

The conclusions of the World Commission have not disappointed us, insofar as for once, we have a document which points out both the failings and the advantages of globalization. The Report of the World Commission reveals to the world what we African workers have been saying all along, that globalization only benefits a minority, who continue to get richer while the others get poorer.

The Commission has made many recommendations but we shall focus on those concerning relations between the ILO, the international financial institutions and other organizations within the multilateral system.

As Africans, this point is one of the most important for us, and we could not tackle this discussion without stressing the harmful, indelible consequences of a compartmentalized approach on African workers, particularly through programmes for structural adjustment without a human face, which have decimated all social services because they have been drawn up without any real knowledge of the needs of populations and workers. We must therefore make sure that the international financial institutions, the other organizations in the multinational system of the United Nations and the ILO are not isolated from one another, so that there can be more effective resolution of global problems.

That is why we agree with the idea of "integrated thinking" as defined by the Director-General of the ILO. This "integrated thinking" we hope, could involve the ILO in those global economic decisions which affect the social dimension, to allow it to achieve its commendable objectives.

Also, even though we agree to a certain extent with the content of the report of the World Commission, we have some questions about its follow-up, and whether it will actually have an effect on everyone. The whole value of this document lies, in fact, in how the recommendations will be applied by the various parties.

The revision of the standards and the strengthening of the standard-setting activities of the ILO are very important issues for the African workers. For my organization, the revision of standards and the strengthening of the standard-setting system to adapt them to the requirements of the day must be done without allowing them to lose their substance. Standards must serve as a spearhead for all the actions and activities of the ILO.

Now is a good time to call to mind that universal ratification in itself would not ensure effective viability of the standards, they must be effectively applied in our various countries.

This year is still marked by the war in Iraq, the situation in Palestine and violence in various places

around the world. Violence, reprisals and *ex talionis* are part of day-to-day life for these populations, with countless deaths of men, women and children. Workers in the countries afflicted by these conflicts pay a heavy price.

This must be the place where we again call to mind the fact that these conflicts, although they may appear remote geographically, have insidious consequences for all of us and, if we are not careful, whole regions may be affected.

The situation of workers in these regions is most precarious and their fundamental rights are being violated. Poverty sets in and any chance of a durable solution, a sustainable solution, is compromised by renewed violence.

As African workers, we must remind you that negotiation and consensus, both domestically and, within the framework of the United Nations, internationally, must be used to resolve these conflicts. A huge effort is required, and we have confidence that the willing on both sides will step up. In view of the 60th anniversary of D-Day at which the enemies of yesterday joined hands to achieve sustainable peace, we have confidence that this can be achieved.

To conclude, we must bear in mind the Declaration of Philadelphia which says that, "poverty anywhere constitutes a danger to prosperity everywhere". Eradicating it is therefore a means of achieving social peace.

Mr. BOBROWSKI (*Employers' delegate, Poland*)

Since distances are no longer difficult to cover, today's world seems to be so small. One can easily travel between the continents, and we are no longer surprised that everything seems to be just the same as it is at home. The globalization process, accompanied and supported by the integration of markets and the reduction of trade barriers, is not to be stopped, and it should not be stopped. What we have to consider now, what we have to emphasize, is the social dimension of this process. Human beings should always be treated as the object, not as the subject, of those changes. Politicians should always keep in mind that market integration should never be the goal in itself. It should lead to the improvement of efficiency, economic growth and, what is more important, the welfare of societies.

On 1 May, Poland and nine other countries of Central and Eastern Europe joined the European Union. I am extremely happy that our generation, after so many years of constant battles for freedom and independence, has arrived at this historical moment.

It is now the responsibility of Polish employers and Polish employees to make the most of this enlargement, and social dialogue will be the prerequisite for success.

Poland's last recession was used for the restructuring of its state-owned companies. The restructuring brought with it certain costs – mainly social. Restructuring meant reduction of employment. It was necessary, however, to prepare Poland for favourable economic development, and I believe that this difficult decision has given rise to an environment that offers opportunity, growth and prosperity.

In 1981, the Tripartite Commission on Social Dialogue was established. Since then, we have learned to talk to each other. We have understood that only strong employee and employer organizations will result in the achievement of our common goals –

that is, economic growth accompanied by social peace and well-being.

To continue the progress, it is necessary for governments to form new partnerships with business and to mobilize the support various social groups. Indeed, our social partners play a crucial part in discussing changes and negotiating new procedures. I would like to applaud the Polish example – in adopting the changes regarding the flexibility of the labour market introduced after 2002, employers and the Government consulted with the social partners.

Today, more than ever, we are aware that employment growth and the reduction of unemployment are essential from a political, as well as a social, point of view, and not only in Poland. Older members of the European Union face the same challenge. The problem, however, does not only lie in the amount of new jobs that Europe can create in the short term, but also how Europe can raise its economic potential, transforming it into sustainable employment and productivity growth in the medium and longer term. In other words, Europe needs more people working, and working more productively.

One of the conditions for creating a friendly environment for business and creating more jobs, however, is the introduction of more flexible regulations in the labour market. But while policies can no longer remain solely protective of the social security of workers, employers must consult with their social partners: the trade unions and the government.

Perhaps the Polish experience can become a model for other countries. Recently, a broad set of initiatives was undertaken regarding the labour market. The main aim of the legislative initiatives, approved by the members of Parliament (at least by most of them), was the lowering of labour costs and the introduction of more flexible labour relations.

Here are some of the changes already introduced: reduction in the costs of compensation for a period of illness by decreasing the period of sickness benefit paid by the employer; allowance for reduction of the costs tied to remuneration for overtime work; reduction of the right to paid days off to search for new employment, solely in the case when the employment contract is terminated by the employer; reduction of the cases which oblige the employer to pay the employee cash compensation due to unused vacation days.

The regulations regarding the flexibility of labour relations may be of special interest to you. These are as follows: introduction of the possibility to sign a temporary employment contract for the purpose of replacing an absent employee; more freedom for employers in managing working time; removing the obligation to consult with a trade union on the intention to terminate an employment contract.

The most difficult situation is linked to bureaucratic requirements. The Government and Parliament have come up with a few solutions, such as relieving part of the employers from the duty to set the annual plan of vacations. Yet, this is still too little.

The Polish economy is developing, but the 5 per cent economic growth, which makes us almost a European tiger, still has no impact on the reduction of the extremely high unemployment rate. We do believe that soon both employers and employees will notice the boom. We need time and we need patience; but, in a society that who was told to wait

and to look forward to a better future for so many years, there is not much patience left.

In my country there is still much to do. We need to fight corruption, we need to fight the withdrawal of the average citizen from the public life. The Confederation of Polish Employers aims to change this state of affairs. I know that our country has great potential. I know that together we can achieve much more, especially as we are looking in the same direction. This is the year 2010, the year when, in accordance with the Lisbon Agenda, Europe is to become the most competitive economy in the world. Together we can achieve it!

Original Portuguese: Mr. SILVA (Workers' delegate, Cape Verde)

First and foremost, I would like to congratulate the President of this 92nd Session of the International Labour Conference on his election and I would also like to wish him every success in piloting the work of this Conference.

We also congratulate the Director-General for the excellent Report that he has submitted to the Conference, which tackles some extremely important subjects, such as globalization, emigration, freedom of association and collective bargaining.

Today, Cape Verde has a GNP of about US\$1,330 per capita. Its human development index, estimated in 2003, is 0.727, which puts it in third place in Africa. Its average annual growth rate is 7.5 per cent, while average annual inflation is 2 per cent.

These indicators which have already made it doubtful whether Cape Verde should remain in the group of least developed countries and are catapulting it towards the MDCs, do not, however, disguise the truth, nor allow us to forget the real situation of the country which is, indeed, one of extreme vulnerability.

Poverty, for instance, which is a structural phenomenon, is all too visible. The last survey of spending and family income, conducted in 2002 by the INE indicates that 37 per cent of the population is poor and 20 per cent is very poor. Unemployment, according to data from the Observatory of Migration and Employment, referring to the first quarter of 2003, was around 16.7 per cent. But know the position at the moment is quite different and this percentage is much higher.

We must therefore analyse these socio-economic indicators with caution, particularly as the country continues to be heavily dependent on the outside world, particularly on official development aid and the remittances of its emigrants.

When talking about emigration, one of the subjects to be discussed at this Conference, it must be pointed out that Cape Verde is a country of emigration par excellence.

We estimate that there is a diaspora of about 600,000 Cape Verdeans, in other words more people than actually residing in the country.

But Cape Verde has recently become a country of immigration. There are many immigrants in our country, most of whom come from the African continent, particularly from ECOWAS countries.

The Government, which has declared 2004 the Year of the Emigrant, will have to take action to ensure not only that Cape Verdean emigrants become better integrated in the host country as a means of defending their rights but also that immigrant workers who are in Cape Verde fully become integrated.

The follow-up to the ILO Declaration on Fundamental Principles and Rights at Work particularly stresses freedom of association and the effective recognition of the right to collective bargaining by member States.

On this subject we must say that Cape Verde has already ratified 12 international conventions, seven of which are among the fundamental Conventions of the ILO. The only one which has yet to be ratified is the Minimum Age Convention, 1973 (No. 138). We would urge our Government to ratify Convention No. 138 forthwith.

As far as freedom of association is concerned, admittedly there has been a fairly positive trend in the country since 2001 following a change in government. Strikes and demonstrations by our workers take place today quite normally, without the violations which we denounced on many occasions from this very podium.

As far as collective bargaining is concerned, apart from some agreements covering specific firms, it may be said that now there is just one single collective bargaining agreement in the sector of private security firms which has been violated on numerous occasions by the companies which signed it.

From our point of view this situation is due to various factors, ranging from lack of a tradition of collective bargaining in the country to a poor awareness on the part of the state bodies responsible for promoting collective bargaining.

We recognize the positive aspects of globalization but we must recognize that there are also negative aspects.

In Cape Verde, and in the framework of the globalization process, there are various reform projects under way, namely the initial draft of the Labour Code and the draft reform of the Social Security Code. With regard to these two draft legislative texts our trade union confederation submitted its views at the appropriate time and with the support of the ILO, and is currently waiting for these texts to be analysed in the context of social consultations.

As far as the initial draft of the Labour Code is concerned, our trade union confederation welcomes the fact that the Government has immediately proposed putting limits on fixed-term contracts which, under current legislation, are without limits and can be established for a worker's entire working life.

We cannot say the same thing with regard to compensation on collective lay-offs without just cause, a matter on which we totally disagree with the Government's proposal.

We must stress the fact that the initial draft of the Labour Code submitted by the Government omits an important aspect which is the fixing of a national minimum wage, although our trade union confederation made a proposal in this respect.

Concerning the social security reform, we think it should go beyond a few individual changes to the legislation currently in force and also encompassing the revision of the basic laws on social protection in order to allow, among other things, the trade unions to participate in the management of the National Social Security Institute.

The reduction of the age of retirement, notably in certain sectors of activity in which wear and tear is particularly great, or the possibility for insured workers to draw their pensions before reaching retirement age, are aspects which are not contained in the Government's proposals but that we feel should have been included.

Original French: Mr. CALIXTE (Minister of Social Affairs, Haiti)

At the beginning of my address, I would like to sincerely congratulate the President of the Conference on behalf of the Government of the Republic of Haiti and on behalf of the tripartite delegation which I head, on his election.

It would be remiss of me not to compliment the Director-General on the relevance of his Report and on the choice of the topic for this session the Conference which demonstrates once again the concerns of the International Labour Organization. The aim is, indeed, to place human beings at the centre of the debate in order to determine, after in-depth reflection, the best way of adjusting the challenges of globalization to harmonious development of the interests of the various social partners – States, employers and trade unions.

With these goals in mind, the objectives of the new Government of Haiti, which, more than ever, is grappling with the fight against social inequalities and the deterioration in income of the poorest people, are aligned with the objectives of this Conference, with a view to ushering in an age of social justice. The task is proving to be difficult, given the specific conditions which currently prevail in Haiti. The country has to be rebuilt.

I remain convinced that, nobody is unaware that, following the recent political and social crises which have shaken the country, more than 50,000 direct jobs have been destroyed during the ransacking of the industrial estates, the ports and most of the country. This severe bleeding of our labour force has caused the loss of nearly 200,000 jobs in the informal sector. Unfortunately, these thousands of unemployed people are not covered by any insurance and cannot call on any temporary support while waiting to be reclassified. This situation is a matter of grave concern to the Ministry of Social Affairs and Labour, which I have the honour to head.

We salute the Haitian employers, present at this, the 92nd Session of the International Labour Conference. We greatly appreciate their courage and determination to assist the new Government in creating thousands of jobs despite the losses that they have suffered.

I ask you to support these Haitian entrepreneurs in their bid to modernize and revitalize their businesses.

I would like the International Labour Office to assist Haitian trade unionists in their efforts to organize. In view, therefore, of the urgency of quickly redressing the current situation, it is important that Haiti should be able to count on the support and understanding of the international community in the context of an extensive job-creation programme, as well as with regard to the updating of its labour legislation in order to adopt it to the new requirements of a fast-changing world.

I would like to take advantage of this rostrum to call for the solidarity of all sister nations to assist Haiti along the road to regeneration and progress.

I greatly appreciate the efforts of the International Labour Office, which this year is accentuating its progress towards "a fair globalization" and I hope that the results of this Conference will be of benefit to the entire world.

First of all I would like to join the previous speakers in congratulating the President on his election to preside over this session of the Conference. I wish him every success in his task and hope that the Conference will pave the way and lay the necessary groundwork for securing decent work for all.

Globalization has been a source of anxiety for men and women at all levels and ages, in both North and South, between countries and within them, among workers, within families and throughout enterprises. Worldwide, many are convinced that the rights of capital are better protected than the rights of workers.

In fact, our problems began when our Government started showing an inclination towards globalization. This resulted in flotation of the base of the monetary system of our country and a tremendous decrease in the purchasing power of the lower class, especially the workers. Ultimately, the results of these programmes will provoke upheavals in the countries concerned.

In relation to our country's labour report, the legislation concerning the exemption of carpet weaving units from labour and social security laws was promulgated in 2002. This legislation is in contradiction with Chapter 20 and Section 9 of Chapter 3 of the Constitution of the Islamic Republic of Iran. We submitted a complaint to the ILO in this connection, and the matter is under consideration in the competent department.

Last year, Parliament approved the comprehensive social security system under which the Ministry of Welfare and Social Security would be formed. It intends to merge 28 different organizations and foundations, including the Social Security Organization (SSO), currently providing social services.

The labour community is of the opinion that the SSO, with more than 6 million titular members, provides services to more than 26 million people. With the approval of this Bill, the property accumulated by the labour community over half a century under the SSO would be at the disposal of the Government.

The labour community suffered another blow last year when, under section 94 of the Trade Association System Act, social security inspectors were prevented from entering small workshops except at the request of the workers. This Bill has made the workers in this sector more vulnerable, depriving them of social security benefits.

Thousands of workers participated in this year's May Day demonstrations held in Tehran. The main theme of the May Day was the Fourth Development Plan, contract labour and privatization. Although the Development Plan refers to strengthening tripartism, decent work and freedom of association, subsection (d) of section 83 and subsection 5 of section 158 amount to annihilation of workers' rights. In a resolution, the workers also demanded legislation for the right to strike.

In the past few years, seeking real wages has been one of our challenges vis-à-vis the Government. Taking 1980 wages as the base index, real wages have decreased from 100 to 61. Similarly, the index of the average wage has decreased to 41 in the same period. On the other hand, the productivity index has increased from 100 to 275 in the same period. During the minimum wage negotiations, the work-

ers' organization, after extensive negotiation, reached an agreement with the Ministry of Labour and succeeded in compensating this gap in the purchasing power of the workers. The Supreme Labour Council, a tripartite body, agreed to compensate this gap over the next four years in the minimum wage, starting from this year.

The temporary labour contract has played havoc with workers' lives. In a study conducted in 1,000 large industrial establishments, 43.8 per cent of the workers are employed under the contract labour system. Experts are of the opinion that if this pattern continues, after three years 90 per cent of the workers will be working in contract labour. Before the end of the sixth term of Parliament, a Bill was presented to Parliament to amend note 2 of section 7 of the Labour Law, which would have safeguarded the rights of temporary labour contract workers working in permanent jobs. The Bill, which was put forward by the labour activists from the Workers' House, was unfortunately defeated by a narrow margin.

The labour community, especially the temporary labour contract workers, suffered a devastating blow when, upon a complaint by the Social Security Organization, the General Councils of the Administrative Court of Justice issued a ruling that temporary labour contract workers are not entitled to receive unemployment benefit. This will result in further deterioration of the already deplorable conditions of contract labourers.

The entry of the coalition forces and the occupation of Iraq by the United States, the United Kingdom and their allies has resulted in vagrancy, unemployment, loss of job security and delays in the payment of wages. It is not clear why the ILO is not taking a definite stand. We express our deepest concern regarding the undue occupation of Iraq. In Palestine, the aggravation of operations and the destruction of workers' houses, especially in Rafah city, are considered as an inhuman act perpetrated against the workers and they condemn it.

Long live labour solidarity and unity against globalization!

Mr. SUKOMAL SEN (*representative, Trade Unions International of Public and Allied Employees*)

At the outset, I congratulate the President on his election and express my gratitude for this opportunity to address the 92nd Session of the International Labour Conference, which is taking place at a time when the world is going through an unprecedentedly difficult phase. Never before have the jobs of workers and employees been so jeopardized and the workers been rendered so completely insecure in respect of their jobs, their economic benefits, social security and trade union rights.

We have raised this point repeatedly in the forum of the ILO. Hopefully, this year's Director-General's Report on the World Commission on Globalization has to a great extent vindicated our point.

The 92nd Session of the ILC is also taking place against the background of the gross violation of international law and the United Nations Charter. As seen the United States and British invasion of Iraq, in wanton defiance of world public opinion and the international opposition of the world trade union movement, and in the most inhuman and immoral acts of torture committed by the invading forces against the prisoners of war in Iraq, which is caus-

ing deep revulsion in civilized society in all countries.

The World Bank and IMF-dictated neo-liberal economy, after about one and half decades of implementation, has proved to be decidedly anti-worker. Trade Unions International is concerned primarily with the public service and allied employees, who in either developing countries or in developed countries, have become direct victims of this neo-liberal economic regime.

Public sector industries, including the financial sector, are being closed down or privatized and employees are hit hard. Privatization and even closure of direct government departments and functions are also taking place in various countries. Infrastructure services like telecoms, postal and railway services are being privatized. Casualization of staff, introduction of a contract system of employment instead of a regular system, an increase in home-based workers and the steady reduction of regular and permanent employment in the public and allied service are the order of the day in all developing and developed countries.

Social security, pension benefits and other financial gains are now being reversed, putting the working class in grave insecurity. Hundreds of thousands of workers are losing their jobs, and unemployment has assumed formidable dimensions and poverty increased, which the reports of the ILO itself confirm.

Hopefully, this year's Director-General's Report confirms our contention that for many people the benefits of globalization are today a mirage. The World Commission on the Social Dimension of Globalization has vindicated our stance against globalization when it says in its report that, "world-wide, many are convinced that the rights of capital are better protected than the rights of workers."

The ILO reports paint a dismal employment picture, estimating that global unemployment hit a record of 185 million last year, or 6.2 per cent of the world's workforce. This figure includes only those in the formal economy. Unemployment is highest among younger workers, the ILO reports. The Director-General's Report rightly mentions that global unemployment continues to grow and that the informal economy is growing.

Thus, all our concerns about ongoing globalization have been substantiated by the World Commission and by the Director-General's Report on it. The World Commission has vouched for a fair globalization and the Director-General's Report has also vouched for a fair globalization for decent work. We are sorry that we are unable to understand this point. Looking at the bitter experience of current globalization, we are unable to make out how globalization, which has for the last 15 to 16 years benefited only the profit craze of the big and multinational capitalist companies, mercilessly to the cost of labour, can be converted to a fair globalization leading to realization of decent work.

The Director-General's Report has also rightly mentioned the necessity of proper respect for international labour standards and fundamental principles of rights at work; the Report has mentioned its absence in certain countries. Trades Union International has also complained to the ILO about the flagrant violation of international labour standards in India, as evidenced particularly by the case of the

government employees' strike in June 2003 in the State of Tamil Nadu.

Trades Union International recognizes the important role played by the ILO at the present time and desires further strengthening of its role in the formulation and implementation of international labour standards despite financial, political and other forms of pressure by the dominant economic powers and neo-liberal forces who seek to impose their economic and military hegemony.

Finally, on behalf of the Trade Unions International of Public and Allied Employees, representing 20 million public employees of different countries, we strongly feel that there should be more consensus-based and non-discriminatory functioning and decision-making of the ILO with the involvement of all segments of the trade union movement, so that the ILO, through its Governing Body and the Bureau of Workers' Activities (ACTRAV), are able to properly deal with the fast developing situation that the world is witnessing today.

Mr. ROMCHATTHONG (*Employers' delegate, Thailand*)

Let me first congratulate the President for having the honour to preside over this gathering and I wish to convey to the President, and to all of you, the good wishes of the employers of Thailand.

First, allow me to say that in the world of employment, some have already dropped by the wayside. This is a harsh reminder of what we need to tackle, with the help of all here. We need to ensure good labour practices at the same time as we ensure the flow of business.

As globalization makes our world smaller and breaks down borders, the existence of interdependency among the global communities – a result of the three key advances which include communication, information technology and transportation – together with the rise of the free trade areas, means that employers' organizations are confronting tougher challenges and demands to keep up with globalization in the fast-changing business environment. On the dark side, globalization simultaneously intensifies the magnitude and the spread of drugs, crime, terrorism, disease, uncontrolled migration and unfair labour practices. Globalization is a threat to the unprepared. Failure to prepare will mean that tripartism and similar matters are under threat.

Tripartite efforts are called for to establish a surveillance system in the business world to enforce labour standards at all levels; for instance, with regard to migrant workers, minimum wages, social security, and occupational safety and health need to be enforced at each business unit or compound, regardless of the workforce origin.

Employers' organizations fully support the ILO initiative to strengthen labour market information systems. We are fully aware of the need for well-designed methods and mechanisms to provide reliable and up-to-date information regarding the new facet of labour indicators, which lead on to the development initiatives of decent work.

To realize the goal, employers' organizations need to address the following issues:

First, emerging needs for globalization education for governments, employers and workers. It is necessary that those involved in global trade remain up-to-date and in tune with the new restrictions and benefits that globalization has ushered in. We must ensure that governments provide services and infra-

structure to facilitate effective global business interaction, including reallocation and re-skilling of the workforce for new work demands.

Second, increased mobility of production and flexible human resources. Increased mobility of production demands more flexible labour management. If influxes of migrant workers are not controlled, their greater numbers may be inundated and lead to their being voluntarily exploited.

Third, comparable practices, increasing powers of negotiation and codes of business ethics. Manufacturing employers must handle labour disputes effectively. It will be costly to delay settlements as customers will soon learn of the disputes through the network of trade unions and NGOs.

Much has been said about migrant and forced labour. Let us not overlook the need to promote equal employment for people with disabilities and opportunities for women's employment. Regional employers will always join hands with the social partners and the ILO to ensure that equal employment and labour standards exist in each national context.

What then is the contribution that we require from the ILO? We need support to provide up-to-date skills to our workers. We need capacity-building for employers' and workers' organizations, so that they can be self-sufficient in terms of providing the services that are required by their constituents.

In conclusion, along with increasing productivity and profitability, employment does not exist to harvest from but rather to invest in the world of work and the human capital pool of the nation.

We express our sincere appreciation to the ILO for this productive meeting and we look forward to continuing to work together to develop decent work that will benefit each and everyone of us.

Mr. MONAHENG (*Employers' adviser and substitute delegate, Lesotho*)

Let me from the outset add to the congratulations extended to you by those who spoke before me. We pledge ourselves to work with you to make this 92nd Session of the International Labour Conference another success story in the history of this Organization.

The world of work is evolving very rapidly to catch up with the changes that are taking place due to many factors including the now famous globalization. Unfortunately, the social dimension of globalization has not been matched by an increase in jobs, particularly in the small developing countries. It is our firm belief that job creation is at the core of poverty alleviation and this is the position which has been emphasized and re-emphasized by the Employers' group within the Governing Body and at previous sessions of the International Labour Conference. It is also gratifying to note that this same issue has been given prominence in the World Commission Report.

We have a huge unemployment problem in my country which has aggravated an already serious poverty problem. Effort at attracting foreign direct investment by the Government has not yielded enough jobs, nor has it had an impact on the poverty problems of my country. We are gratified to note though that there is an emerging consensus in this house that job creation is at the heart of poverty alleviation. We are however not so sure that the ILO is focusing enough on promotion of employment and job creation as a sure way of tackling poverty. We are consequently looking forward to the Sep-

tember 2004 African Regional Meeting of the ILO in Burkina Faso that will deal with employment and job creation. As employers we do support the principles of decent work championed by the ILO, but to us it is of utmost importance that we secure jobs before we go into the qualities of such jobs. Associated with this is an area where the ILO seems to have reneged in its responsibility, namely the environment or atmosphere within member countries that enables the private sector as engineers of growth to develop the economy and to create much needed jobs. We would like to see the ILO take a more active interest in this area and encourage governments to reduce unnecessary bureaucratic hurdles which make it more difficult, if not impossible, to do business and create jobs in our respective countries.

In conclusion, let me to express our concern and worry at what we perceive as a reduction in technical cooperation or assistance to developing countries. We urge the ILO and the more developed countries to consider this matter very seriously and to assist the employers' organizations and workers' organizations to enhance their capacities to meaningfully contribute towards the aforementioned creation of favourable environment, which can lead to the creation of more jobs and, consequently, poverty alleviation. What is sad and unfortunate is that, without technical assistance or cooperation particularly to the two social partners, it is unlikely that the least developed of the developing countries will be at a more advanced development stage in the foreseeable future. In other words, we would like to see this particular area restored to being part of the technical cooperation priorities of the International Labour Office. The ILO should move to the centre of the consideration of economic conditions in our respective countries that are essential for the promotion and creation of jobs and employment.

Original Spanish: Mr. ECHAVARRÍA SALDARRIAGA (Employers' adviser and substitute delegate, Colombia)

Like other delegates, I would like to congratulate the President upon his election to preside over this session of the Conference. Similarly, I am pleased to inform you that Mr. Rafael Albuquerque, a current member of the ILO Committee of Experts on the Application of Conventions and Recommendations, has recently been elected Vice-President of his country.

The Report, *A fair globalization: The role of the ILO*, provides an excellent opportunity to promote employment and to benefit from the advantages provided by the internationalization of our economy. This requires a constructive attitude from various social actors. The challenge lies in creating a system that generates economic, political and social change in order to improve the living standards of humanity in general. The ILO undoubtedly has an important role to play in this regard. Without ignoring the labour problems that exist in the world, I believe that this Organization should, in all of its future documents, present the different aspects of work as a challenge to be met rather than as a complaint about the lack of due attention on the part of States.

If times are changing, then the way the ILO works should also be changing. Today, more than ever, before the ILO has the opportunity to focus its efforts on assisting different branches of the public sector and social partners in dialogues that lead to

improving employment and labour relations. In this role, the traditional standard-setting role of the ILO ceases to be at the forefront of activities, as it has been up until now.

In the report of the World Commission on the Social Dimension of Globalization, a number of activities are proposed which go beyond the labour-related mandate carried out by this Organization within the United Nations system. This report should be examined carefully by the Governing Body because it raises issues that are not relevant to this Organization. For example, the ideas set out with regard to global production systems, largely relating to multinational enterprises, industrial free zones and supply chains, have never been discussed at length in the ILO and do not enjoy the support of the Employers' group. Nevertheless, I should like to highlight two basic issues that are developed in the report and that the ILO should emphasize at all times. These are the advantages of democracy and the market economy as factors that encourage stable investment and new jobs, which no doubt contribute in turn to economic and social benefits.

On the other hand, I would like to make special mention of the technical cooperation programme which is being implemented in Colombia. The assistance of the ILO has contributed to improving standards of living and social dialogue in Colombia, as illustrated by statistics on violence reduction in all sectors of society, and particularly among trade union and human rights leaders and activists.

Furthermore, the Regional Office in Lima has lent its ongoing support to efforts to organize numerous seminars for Government, employers' and workers' groups, not only within each of those groups but also for their joint participation.

I would like to draw particular attention to the seminars arranged by the Office of the Vice-President of the Republic in seven regions of the country, which focused on the promotion and protection of the human rights of workers. Three seminars were held on promoting social dialogue and productivity and four were held on promoting alternative methods of labour dispute resolution.

Furthermore, the National Association of Colombian Industrialists (ANDI) has been implementing a relatively successful workplan within the cooperation programme, aimed at the eradication of child labour in the northern part of the Department of Cauca. This plan has met with some success.

Contrary to what some believe, since last year, there have been some political steps towards greater openness to democracy in our country. This has been demonstrated in several ways: for instance people went to the polls to vote in a referendum organized by the Government. The results were not in the Government's favour, despite the fact that the Government enjoys high levels of popularity according to opinion polls. This openness to democracy was also demonstrated in the election of governors and mayors from popular sectors, and the election of trade unionists to two of the most important public offices in Colombia. We have also seen many different expressions of national opinion in the votes for the departmental assemblies and municipal councils. Nowadays, there is clearly a much greater respect for diversity of opinion and vision with regard to state management in Colombia.

All of these facts, and many more that time constraints will not allow me to mention, lead to an environment of building trust which has been driven

by Colombians themselves and, finally, to increased production of goods and services. This has, in turn, generated greater employment. Indicators have shown high economic growth and wealth generation. All of this enables us to build trust between businesses so that we can again invest.

The business sector has committed to the development of the country and has supported structural and institutional reform required by Colombian society, despite the fact that these reforms include problems with tax breaks and increased income tax rates which go beyond levels elsewhere in Latin America. The employers have contributed ideas and economic resources to help achieve peace, improvements in education, child health and labour capacity beyond the relevant legal requirements.

We are pleased to be able to communicate to you that at the last annual ordinary assembly of the members of the ANDI they were able to propose resolutions supporting the Global Compact and decent work and the world responsibility of businesses, the last of these themes highlighting the voluntary use of the methodology of the ILO for social balance.

The ILO can be proud of its positive contribution to well-being in Colombia. The encouraging, but not sufficient, results that I have just mentioned show that we are on the right path towards promoting links between donors and the cooperation programme so that we continue, through the process of technical assistance, to obtain results that urge the armed and illegal players to become aware of the fact that Colombian society is looking for a political solution to the conflict through social dialogue.

*Original Spanish: Mr. BARRENECHEA CALDERÓN
(Employers' delegate, Peru)*

On behalf of the National Confederation of Private Employers' Institutions (CONFIEP), I would like to congratulate the President and his Vice-Presidents on their election to lead the work of this Conference, and to congratulate the Director-General on his second term of office and for his important Report, *ILO programme implementation 2002-03*, as well as for his Report on the implications for the ILO of the conclusions drawn by the World Commission on the Social Dimension of Globalization (*A fair globalization: The role of the ILO*). The employers of Peru affiliated to the CONFIEP welcome the ILO's appeal for an improvement of policy coherence throughout the international system. In this respect, we feel that the Governing Body Working Party on the Social Dimension of Globalization has proved to be a useful forum for dialogue between the ILO and the multilateral system.

We also consider that any response by the ILO should endeavour to highlight the advantages of democracy and the market economy. It should note that in its report, the World Commission recognized that globalization has yielded notable benefits and, what is even more important, has enormous productive potential in terms of economic, political and social development. We should also recognize the responsibility borne by all the social actors when it comes to contributing to enhancing this potential.

Our delegation feels that a fair and creative globalization should generate more opportunities than threats, and that shared responsibility will enable us to ensure that those benefits reach more people, especially those who are less well off. To this end, we

must prioritize certain issues which call for support from international organizations such as the ILO.

These issues include the following: creating a national and international environment conducive to better and greater economic integration; promoting and developing a national environment which fosters job creation, and in particular, promotes an entrepreneurial spirit and the development of small and medium-sized enterprises in the formal sector, whilst providing the informal sector with the means of moving into the formal economy; developing government structures which are transparent, free from corruption, democratic and above all, which truly serve the public interest; improving the dissemination of democratic values and the principles of good governance; and mobilizing the private sector for poverty alleviation. The poorest regions of my country are in fact those where there is only an embryonic business sector, or none at all. This is why we need to provide these regions with the means to encourage investment, both by local people and by foreign investors, and the creation of enterprises, which in turn will generate employment

and incomes for the benefit of the local populations, whose hopes will be rekindled. We need to recognize the key role that can be played by employers' organizations in the public interest, when it comes to creating an enabling environment for job generation and national economic development.

These and other related tasks need to be tackled as soon as possible and will not be easy, as it requires a constant effort and positive action. We trust that the Organization will stand by us and assist us in meeting these commitments, with its widely recognized moral authority based on the values and principles it has preserved throughout the first 85 years of its existence, and which it is now passionately reaffirming.

Before concluding, I would like to congratulate the ILO on behalf of CONFIEP on the construction of its new Regional Office for the Americas in Lima. Among its many functions, this new office can help us monitor our progress in social dialogue and consensus building, as well as ensuring respect for the consensus reached, so as to create decent and productive jobs to overcome poverty through work.

(The Conference adjourned at 7.15 p.m.)

CONTENTS

Page

Fourth sitting

Reports of the Chairperson of the Governing Body and of the Director-General:	
Discussion (<i>cont.</i>).....	1
<i>Speakers:</i> Mr. Mogami, Mr. Aoun, Ms. Filatov, Mr. Potter, Mr. Lublin, Mr. Majali, Mr. Wang, Mr. Abascal, Mr. De Meireles V. de Castro, Mr. Kim, Mr. Galea, Mr. Nordmann, Mr. Mwakwere, Mr. De, Mr. Thys, Mr. Biltgen, Mr. Trogrlic, Mr. Fong, Mr. Lee, Mr. Guider, Mr. Morales Cartaya, Mr. Papiev, Mr. Iversen, Mr. Hamadeh, Mr. Xu, Mr. Caldera Sanchez-Capitan, Mr. Boti, Mr. Nkili	

Fifth sitting

Reports of the Chairperson of the Governing Body and of the Director-General:	
Discussion (<i>cont.</i>).....	24
<i>Speakers:</i> Mr. Negron Tejada, Mr. Gomes Proença, Mr. Mansouri, Mr. Mdladlana Mr. Andreoli, Mgr. Tomasi, Mr. Monteiro, Ms. Sasso Mazzufferi, Villavicencio Rios, Mr. Pérez del Castillo, Mr. Andres, Mr. Markotic, Mr. Doz, Mr. Herczog, Mr. Pirlner, Mr. Basnet, Mr. Gallardo Flores, Mr. Zinck Mr. Jiménez Aguilar, Mr. Lloyd, Mr. El Azali, Mr. Bejtaj, Mr. Biyama, Mrs. Chao, Mr. Ranjivason, Mr. Stoyan, Mr. Lee, Mr. Farrugia, Mr. Rachman, Mr. Akouété, Mr. Bobrowski, Mr. Silva, Mr. Calixte, Mr. Salimian, Mr. Sukomal Sen, Mrs. Romchatthong, Mr. Monaheng, Mr. Echavarría Saldarriaga, Mr. Barrenechea Calderón.	