



## Fifteenth sitting

Wednesday, 17 June 2009, 10.20 a.m.

*Presidents: Mr Zellhoefer, Mr Hossain*

### ILO SUMMIT ON THE GLOBAL JOBS CRISIS (CONT.)

#### The PRESIDENT (Mr ZELHOFER)

The 15th sitting of the 98th Session of the International Labour Conference is called to order for us to continue and conclude the work of the ILO Summit on the Global Jobs Crisis.

We shall open with interventions from delegates wishing to put forward their views with regard to the Global Jobs Crisis. When we have reached the end of the list of speakers, we will be able to watch a video presentation by the Prime Minister of the People's Republic of Bangladesh, Her Excellency Sheikh Hasina, who is unable to attend in person. Following the video, we shall give some time over to the reflections on the Summit, and I will ask the Officers of the Committee of the Whole and the Director-General to take the floor to give us their impressions of our two-and-a-half days' discussion and how the Summit has led us forward.

Before starting, I would like to give the floor to the Clerk of the Conference for an announcement.

#### RATIFICATION OF CONVENTIONS BY THE DEMOCRATIC REPUBLIC OF TIMOR-LESTE

#### The CLERK OF THE CONFERENCE

It is my pleasure to announce that, on 16 June 2009, the Democratic Republic of Timor-Leste deposited the instruments of ratification of the following four fundamental Conventions: the Forced Labour Convention, 1930 (No. 29); the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); and the Worst Forms of Child Labour Convention, 1999 (No. 182).

#### The PRESIDENT

We express our appreciation to the Government of Timor-Leste for these ratifications.

#### Ms PALLI-PETRALIA (*Minister of Employment and Social Protection, Greece*)

I would like to begin my speech by making a special reference to the Report of the Director-General, in which crucial issues are addressed concerning the management of the global crisis in the labour market and the recovery through policies on decent work.

Indeed, the present situation proves, without a doubt, that decent work is what is at stake and that – at the same time – it is the solution to the challenges presented to us by the crisis.

The newly formulated reality justifies and confirms the choice made by the ILO to promote decent work as an important priority.

Our focus on this priority will send the message to our societies, to our citizens, to the labour world, that we shall not allow them to become the victims of this crisis.

The terms of collective, as well as individual, labour contracts are frequently ignored and workers are forced to accept oppressive working terms.

In order to manage the international economic crisis we must all be on the alert, be decisive and ready to remake our policies. We must all take concerted action. We must have common goals and find common ground.

However, we must primarily adopt feasible goals that will minimize the consequences of the crisis, protect workers and support employment.

It is clear, therefore, that the management of the economic crisis imposes the adoption of a multidimensional approach, which will link: employment policies with policies on the promotion of entrepreneurship; the improvement of competitiveness; and the wide application of workers' rights and international labour standards, as well as the respect due to them.

The Global Jobs Pact, this ambitious and significant initiative that has been launched within the ILO, highlights the fact that employment policies are a crucial part of the solution and should be at the centre of every strategy for the management of the crisis. Employment is a major tool of recovery, as it refuels the growth cycle, while it strengthens social cohesion.

Hence, Greece's position is that we must support employment with all the means at our disposal, in every possible way. This position has been justified through the European Commission initiatives on a "Shared Commitment for employment", which is a strong and coordinated effort to combat unemployment, to promote the creation of jobs and to facilitate the achievement of sustainable growth.

The Pact correctly focuses on specific fields of action. However, I would like particularly to highlight three fields which are also at the core of my country's Action Plan for Employment: maintaining existing jobs and supporting enterprises; creating new jobs, inter alia, by means of exploiting new and dynamic economic sectors, such as the green and the social economies, as well as by means of promoting active employment policies; and supporting the most vulnerable social groups through the implementation of targeted policies.

The Hellenic Government considers that it is necessary to enhance employment, especially in sectors such as small and medium-sized enterprises, which are fiercely hit by the crisis, in order to soften the impact of the crisis.

To this end, we have started taking actions to fund the enterprises, especially the small and medium-sized ones, and to create incentives to maintain jobs.

Furthermore, we are caring for employees, who, due to the crisis, are facing a reduction in their working hours – and that means, of course, also a reduction in their wages – by implementing programmes intended to maintain sustainable employment, combined with training and retraining prospects. In these difficult circumstances, we offer support to enterprises with a view to helping them maintain their sustainability. Today, more than ever, we expect them to show their responsibility both to the employees and to the society.

The enforcement of active employment and training policies is key to both the creation and maintenance of jobs. As far as active employment policies are concerned, I would like to stress that the crisis has intensified inequalities and the fragmentation of the labour market.

Thus, our concern should be to guarantee the accessibility and inclusiveness of the labour market, especially for young people and women.

The Global Jobs Pact initiative confirms that global solutions should be applied to global challenges. It reaffirms the need for a global understanding, collaboration and coordination on the basis of international standards; hence the need for multilateral governance.

The European Union, as the prime example at the global level, can contribute substantially to the achievements of this goal. On the basis of the experience offered to us by the European Union, we can cooperate and learn from each other's experience in order to face up to the common challenge. We can agree on common directions and priorities; but we must always show respect and be ready to adjust to the reality and priorities of each country.

Consequently, we need a flexible framework that will leave room for the necessary adjustments.

The road to recovery will require collaboration with you, the representatives of employees and employers. It means the defence of working and social security rights. I am certain that we shall all show the maturity, the adjustability and the decisiveness that current circumstances demand.

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Mr MDWABA (*Employer, South Africa*)

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Thank you for the opportunity to make a small contribution to this august occasion.

Much has been said about the synchronized global economic crisis that we have been subjected to, by numerous speakers from all walks of life, ranging from academics, business executives and trade unionists to Heads of State and NGOs. I was tempted to speak from the heart, as this is normally my style, and mostly inspired by a few Heads of State who spoke in this fashion, but realized that, unlike them, I have a few minutes to get through my presentation, whereas they had 30 minutes, and I decided to jot down a few lines.

Without exception, everyone has touched, with differing passion and sometimes with justifiable anger, at the source or cause of this crisis. While as an African I can relate to this as being excellent for the soul, that we have had the opportunity to vent

and get this out of our systems, when all has been said and done we need to fix this – and we need to do so as soon as we can. So recovery from the crisis becomes our paramount focus.

In this regard, we need to applaud the G20 countries for mandating the ILO to have its stakeholders engage in social dialogue which has culminated in the Committee of the Whole's crisis response, entitled *Recovering from the crisis: A Global Jobs Pact*.

Before I got into restating and re-emphasizing the parts of the contributions that resonated with me, I thought it best to share a few pointers about how my country was affected or impacted by the crisis, our collective response to same and how I believe we need to proceed in ensuring that we are part of "a world that must do better in a post-crisis environment".

Unlike most countries that were hit by the crisis via the sub prime problem in financial institutions, our country was left completely unscathed by it, at least initially. Indeed, our financial institutions have remained very strong, and we are told that they are ranked in the top 15 in the world. It is our belief that we were cushioned by the following: first, a dogged refusal over the years to do away with exchange controls, resulting in our being referred to as a "banana republic" by countries that felt we were behaving in an unenlightened manner. When the crisis hit, I recall that one of the economic analysts in our country wrote an article entitled *Thank God for bananas – Where would we be without them?*

The second reason was visionary legislation that was passed by our Government, having taken heed of some warnings that there was too much speculation, too much paper being used, and too much casino-related activities by financial institutions, and that therefore, unless something was done quickly, something was bound to give. The National Credit Act was born about two to three years ago. Inter alia, it introduced punitive measures against financial institutions for excessive lending.

The third reason is that through the years of good tax collection we budgeted and kept aside an amount of 787 billion rand (approximately US\$90 billion) for infrastructure expenditure on transport, health, education and other areas, over and above the FIFA 2010 World Cup expenditure, which then helps create decent work over the next three years. By the way, I heard the CNN moderator say that we have among the best roads in Africa. I would like to correct that: they are among the best roads in the world, and I could count numerous other aspects, but we remain a developing, emerging country that is 15 years old – a teenager with lots to learn, and with huge unemployment, at around 23 per cent.

Mother luck has of course played a little bit of a hand as well. When India could not host the Indian Premier League for certain logistical reasons (for those who are uninitiated in the sport of cricket, the equivalent of the football Premier League), which was played over two to three weeks, South Africa was chosen. It was a huge success and a huge money-spinner. This has been followed by the Lions Rugby Tour and the football Confederation Cup (which is almost a dress rehearsal for the World Cup, exactly one year before it), both of which are happening right now as we speak here. It is important to note that we are already one full stadium ahead in terms of our World Cup programme and will have a World Cup second to none. Our sponsors, such as Telkom, MTN, FNB and Coca Cola,

and numerous others, were committed a long time ago.

As our Deputy President mentioned, over the last two days, when the crisis started, we are hearing about it strangling much bigger economies than ours, there was talk of state intervention to save the economy via stimulus packages in these countries, we felt that we should not be complacent just because we had not seen it yet in our economy. A Presidential Joint Working Group to respond to the crisis was set up, consisting of all the partners, in about November 2008. Labour, community, business and Government got together and the social partners were urged to expedite discussion, taking cognizance of the urgency of the situation.

Regular meetings under the watchful eye of the Presidency were held under the auspices of the National Economic Development and Labour Council (NEDLAC), and culminated in a framework document. The latter included the G20 Global Jobs Pact recommendation which, inter alia, provides for assistance and support of sectors that are hit the most by the crisis. As the document was taking shape, it was clear that jobs were starting to be affected by the crisis via the multinational companies we have in our country, the mines and the automobile, clothing and textile sectors. It was agreed that all possible alternatives should be pursued before retrenchments would be considered. Social protection, the creation of jobs and growing the economy were stressed.

When we get back home we must refine our document where necessary to include the content from the Committee of the Whole.

The world must indeed do better, and the world should look different after the crisis. We must, at the same time though, move away from ideological and rhetorical doubletalk and go into reality mode.

While it is trite that jobs create wealth and not the other way around, it is equally trite that a conducive environment always needs to be cultivated for the creation of entrepreneurs. My country is a very good example, in which we have numerous skills programmes and a huge investment in same, but no entrepreneurship emphasis. There is almost an expectation that the jobs will be created by divine intervention. We are pushing more and more into existing enterprises without creating new ones.

Entrepreneurs concomitantly lead to the creation of enterprises, which in turn leads to sustainable enterprises. This, I am certain, sounds very simplistic and obvious, but needs to be reiterated as many times as is necessary. Without enterprises there are no jobs, period! Without sustainable enterprises there are no sustainable jobs! Without sustainable enterprises we cannot have decent work, or any work. It becomes a pipe dream. And without sustainable enterprises we also do not have sustainable economies and cannot, therefore, talk of a fair globalization.

So, I am excited that we have a Global Jobs Pact which, although focused on the crisis recovery, will remind us and hopefully get us into the habit of going back to the fundamentals of creating jobs and sustaining them, given the Pact's huge enterprise inclusion. There is no doubt in my mind that jobs, green jobs, must be at the core of the better world we want to have in a post-crisis environment, but we must get our ducks in a row to do so.

On a broader point of view, I concur with Ms Alicia Bárcena when she says that we cannot con-

tinue with doubletalk regarding the WTO. Whatever we say here must be consistently and coherently repeated at the WTO (and indeed every other platform), and we cannot continue to have economies that open themselves up to the world and then consequently suffer the most. Emerging economies cannot emerge forever, they need to get to a higher level at some stage, and there is never a better time than now.

At home, we always say you must lift as you rise, to ensure that uneven terrain is removed, lest it lead to an undesirable outcome.

In conclusion, our staffing and recruitment company has been trying to change the international accounting reporting standards to include human capital reporting, namely accounting for human capital and disclosing same in annual financial statements. It is our view that the current international standards are totally inadequate when it comes to this, as all elements relating to the performance, well-being and value of human capital can and should be reported, and this includes the four pillars of decent work. Owing to time constraints, I cannot go into the details, but would be happy to elaborate as our contribution to a different way of doing things for the betterment of the world of work.

To ensure a sustainable, post-crisis, better world, we need to ensure that we do not have knee-jerk, short-term measures that embarrass and cause us regret in the medium to long-term.

Let the spirit of harambe prevail!

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Mr ATWOLI (*Worker, Kenya*)

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It is indeed a pleasure for me to have this chance to speak again at this plenary and I must take this opportunity to thank my colleagues from the African continent who have selected me to make this special speech this morning, particularly with regard to the financial crisis and on behalf of workers in my country, Kenya, and in Africa in general. Let me also take this opportunity to thank the Director-General of the ILO for inviting the Heads of State, who are reading from the same page as the workers with regard to the crisis we are in today.

When the financial chaos first erupted in the United States around the summer of 2007 and then spread to Europe, many so-called economic analysts on the African continent told us that, since Africa's financial sector is weak and somewhat disintegrated from the banks in the North, we shall not be affected. They were wrong, because, just a few weeks along the line, the crisis truly descended on us, posing a big threat to the small gains we had achieved in the last few years. As African workers, we may have missed out on the first direct implications of the financial crisis, but we are truly negatively affected by what is now termed as the second and third waves of the crisis. The crisis came at a time when we were already experiencing difficulties brought about by large increases in food and fuel prices.

What is worrying us now is the assertion by the same analysts that the worst is over. They are merely looking at recent bounces in the stock market, house sales in the United States and the picking up of Chinese exports, and claim that an economic recovery is near at hand. They are quickly forgetting the root causes of the crisis. They are also ignoring the prediction issued by the United Nations on 27 May that the global economy will shrink by

2.6 per cent this year as a result of the world financial crisis – a considerably deeper downturn than the 0.5 per cent contraction forecast in January.

In its mid-year economic projections, the United Nations said developing countries have been disproportionately hard hit by the global economic crisis. Even the World Bank's forecast of last week showed that the world economy is set to contract by more than previously estimated and that poor countries will continue to be hit hard by multiple waves of economic stress.

As workers of Africa, we know that the problems associated with the crisis are not yet over, not by a long stretch. We know it will take many more months to unwind the excesses of the unfair model of globalization that has existed in the past 25 years. The point to be stressed at this Conference is that we will need to work hard to ensure that the world will be different after this crisis. The recovery process must make the world better and not revert to our normal tendencies of doing things.

Rather than focusing on telling us that the crisis is nearing its end, world leaders must address our fears. Trade unions fear that the present crisis will erode and press down on wages and social spending, lay off workers, promote precarious employment, tear up workers' rights, loss of health benefits, disappearance of billions from pension funds, clamp down on workers' concerted actions and intensify the exploitation of the working class.

Brothers and sisters, the world will emerge out of this crisis much better if the recovery processes are based on the principles of a fair and sustainable globalization as expounded in the Declaration on Social Justice for a Fair Globalization. We are calling on the world leaders to support the notion of the Global Jobs Pact. To us, the Global Jobs Pact will constitute a collective and global responsibility to deal with the social crisis. Global recovery must focus on jobs, social protection and workers' rights.

As workers, we want the Pact to be a set of principles to provide an agreed basis for policy responses. It must fulfil the following principles: it must recognize that the causes of the crisis are interconnected (financial, lack of aggregate demand, trade, labour markets), so the solutions should also be interconnected; it must state that the crisis should be looked at from the perspective not only of restoring growth but also of social justice and fair globalization; and it must ensure that employment and social protection constitute the greatest economic stimulus. Furthermore, it must make a commitment to solutions which are local as well as global, coordinated, development oriented, people centred, inclusive and urgent. It must provide a type of fiscal stimulus that is focused on the achievement of productive employment and decent work.

For us in Kenya, we want the Global Jobs Pact to give us the further impetus to continue to work closely with our Government, workers and employers, in the task force established to look into ways of cushioning Kenya's economy from the effects of the global crisis. In Kenya, the task force also comprises the Ministries of Finance and Planning and central bank officials, with the aim of looking into ways of cushioning the economy against the risk of suppression in a turbulent global economic environment.

In this regard, we wish to commend the efforts of the Government for the continued policy guidance. Our Head of State, His Excellency President Mwai

Kibaki, in his speech on 1 June 2009, directed the Ministries of Labour and Finance to work with the Federation of Kenya Employers and my organization, the Central Organization of Trade Unions (Kenya), on the protection and creation of formal employment during this time of economic and social crisis. And again, during the national budget reading on 11 June, the Finance Minister stated that the objective of this year's budget is to stimulate growth and protect jobs, reduce poverty, enhance food security and protect the poor.

The Government put emphasis on developing key infrastructure facilities and public works country-wide to stimulate growth, create employment and reduce poverty. In what, in essence, is the country's fiscal stimulus package, the Honourable Minister injected funds into all our 210 constituencies.

Nevertheless, we want the governments in Africa to do more, especially in the area of extending social protection for all. In times of crisis it is not a question of whether we can afford to support social protection initiatives, rather whether we can afford not to. Thus, crisis measures should form part of a decisive, urgent and systematic effort to develop a broad-based social security system (including social assistance, education, health and unemployment benefits) for all.

At the international level, we are calling for global governance. The crisis presents a real opportunity for reform. It has presented an opportunity to reinforce multilateral governance and we have to press ahead with reforms and support a new model of economic growth and development. As workers, we are hard hit with the crisis and we are saying that enough is enough. We are saying that global governance must ensure that a financial crisis on such a scale can never happen again.

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*Original Lao: Mr FAIPHENGYOA (Vice-Minister of Labour and Social Welfare, Lao People's Democratic Republic)*

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On behalf of the Government of the Lao People's Democratic Republic, I have the great honour and pleasure to address this important 98th Session of the International Labour Conference. I would like to begin by expressing my appreciation of, and strong support for, the Report of Director-General of the ILO.

We commend the ILO for the key role that it plays in promoting labour laws and regulations and in helping workers around the world to protect their fundamental rights. The basic principle of the promotion of social justice, labour rights and equality have offered opportunities to both female and male workers, enabling them to secure stable employment and to enjoy safety and social protection. In this respect, the Lao People's Democratic Republic has always adhered to the fundamental principles and rights at work which are enshrined in the national Constitution and ensured by other national legislation, including labour law, trade union law, laws on the development and protection of women, laws on the protection of the rights and interests of children, and the Prime Minister's decree on the minimum wage. This decree was adopted on the basis of tripartite consultations.

To date, the Lao People's Democratic Republic has already ratified five core ILO Conventions, and is debating other core Conventions for possible ratification in the future.

The 98th Session of the International Labour Conference takes place as the ILO celebrates its 90th

anniversary. But, the Conference is being held in a difficult international environment, where we are suffering from a new strain of flu and the global economic and financial crisis, which is a great threat to all countries, and which has caused a severe economic downturn in many countries around the world, resulting in mass lay-offs, bringing additional hardships to workers, who can no longer meet the basic needs of their daily lives. Workers in my country are not being spared from this serious crisis, and this may indeed compromise years of improvements in their living and working conditions. The Lao Government has therefore been striving to address the problem by adopting various solutions and taking a number of measures to help us cope with the impact of the global crisis on jobs.

In this difficult environment, we sincerely hope that the ILO will continue to support ILO members States by providing funding and technical assistance and advice on sound policies and measures to address the impact of this global crisis on jobs.

On this occasion, on behalf of the Lao Government, I would like to congratulate the ILO on the significant achievements it has accomplished over the past 90 years. May I wish the 98th Session of the International Labour Conference every success. I hope that it will be able to achieve its stated objectives.

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Mr CALLEARY (*Minister for Labour Affairs, Ireland*)

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Mr President, distinguished delegates, I would first of all like to thank the Director-General for his very valuable and important Report, *Tackling the global jobs crisis: Recovery through decent work policies*. The Report is timely and pertinent given the unprecedented challenges facing member countries of our Organization arising from the biggest economic global downturn since the Great Depression of the 1930s.

The current financial and economic crisis is characterized by lower economic growth rates or, in some cases, contraction in the economies of ILO member States, by sharply reduced international and domestic product demand and by liquidity difficulties in financial markets. A consequence of this rapid deterioration in the world economy is that many countries are now witnessing a substantial loss of productive capacity, growing unemployment and growing economic uncertainty. These negative outcomes can often further exacerbate existing social imbalances and contribute to greater apprehension about the future. These developments are giving rise to deep anger and resentment where people have lost their livelihoods, where their pensions have been substantially eroded, and where assets that they have accumulated over a lifetime appear to be dramatically eroded over a very short time. A failure to address the overall lack of confidence will seriously inhibit a recovery.

The Director-General's Report has provided the catalyst for a valuable examination, analysis and consideration of how the ILO and its constituents can respond to the current crisis, meet the substantial and unprecedented challenges ahead and forge a response leading to an equitable and fair pathway to recovery.

Since its inception, the ILO has been a staunch enabler and witness to the world of labour and social progress. The labour codes and labour standards established by the ILO have made an enormous contribution to the development of employment

rights, social policy and equal opportunities. The core message emanating from this Conference must be that the Organization and its constituents, each with their own unique contribution, will indeed face up to these challenges and propose a pathway towards a recovery which is fair and balanced. Let there be no doubt about it, societies are going to have to prove very adaptable and flexible if they are to participate effectively in any general recovery. This is the challenge that is facing us all, both developed and developing countries.

The Global Jobs Pact represents the consensus outcome of this Conference from the representatives of governments, employers and workers.

It provides a platform for policy actions and a pathway to recovery out of the current crisis. It is rooted in the ILO's Decent Work Agenda with its four strategic pillars of enhanced employment, social protection, respect for core labour standards and social dialogue. Most importantly, it comprises specific actions to be taken and pursued by the ILO.

In Ireland, we fully support this approach which promotes an equitable and fair recovery based on coherent and coordinated strategic responses at the national and international levels.

We are fully alert in Ireland to the substantial and significant economic and employment challenges ahead, and we are taking determined action. In January of this year, the Government and our social partners agreed a framework for a pact for stabilization, social solidarity and economic renewal. Within this framework, we and the social partners agreed on the importance of a shared response through social dialogue and partnership as part of an integrated policy response to address the current crisis.

In particular, it was agreed that urgent and radical action was required to restore stability to our public finances, to maximize economic activity and employment and to restore competitiveness across all our sectors and finally to set out a broad framework, within which all of those actions would be pursued in a way which wider society will consider to be fair and equitable.

We, the social partners, have reaffirmed our view that the best chance of laying the foundations for a sustainable economic recovery lies in an integrated response agreed through the partnership process, not only addressing the current economic crisis but also laying the groundwork for a framework of taxation and public expenditure that can command public support as being both fair and sustainable.

In our circumstances, there is a pressing need to accept that painful short-term measures are essential to lay the foundations for future economic recovery and social progress.

In conclusion, let me say this is not the first time that the ILO has had to face up to a severe global crisis. Indeed, this Organization survived during the Second World War under the leadership of an Irishman, Edward Phelan, who was the originator of the tripartite concept. I am confident that, in the face of the current economic dislocation and social uncertainty, the ILO and its constituents, on the basis of the Global Jobs Pact, can continue to demonstrate its resilience, adaptability and creativity and play a major role in identifying the actions needed to ensure an international recovery which is both fair and sustainable.

Over the last few weeks, this Conference has been discussing the jobs crisis in some detail.

We have heard from a wide variety of experts and advocates about the cause of the crisis and its impacts.

Our Global Jobs Pact will be the ILO's contribution and response to that debate.

As spokesperson for the Employers during the drafting committee stages of the Pact, I am perhaps a little closer to the process than many and I want to take this occasion to say a few thanks and to make a few points.

I should note that we had these discussions over the last few weeks because the Employers proposed it. We saw the possibilities of a new relevance of the ILO to the world of work and to constituents. I am pleased that the Conference has been a successful catalyst for that.

Taking that into account, I would like to thank the Workers on the Drafting Committee, who were, in my view, highly constructive and worked with a real sense of shared purpose throughout.

Having seen through the birth of our shared document, can I make a few points about its relevance, at least as far as I am concerned.

First, it should be a forward-looking document. We certainly tried to draft it that way. It should give us some concrete ideas about the way ahead and our role on that pathway.

Second, the document is short on paradigms and high-flown language and long on ideas and practical policy approaches. It is supposed to be a resource for constituents. Yes, it speaks to the world and that is important; but the people we listened to here, over the last few weeks, wanted to know how they should respond in their own national contexts, and the Pact will hopefully help them to do that.

Third, it calls for more engagement between this house and other organizations. But, I hasten to add that, at least from our perspective, it is important that the ILO works out very clearly what it and what we bring to the table. It would be very unhelpful for us to arrogantly tell the rest of the world how to run their affairs. Instead, we should actively and openly bring our expertise to the table and add that to the greater whole. We should, above all, listen a lot and contribute constructively when we have something to say. And we do have something to say. It is in the Pact.

Fourth, we should recognize that workers and the enterprises that employ them have been damaged by what has gone on, some of them very seriously. And it is our job, all of our jobs, to ensure that they are bought back to health and prosperity as soon as possible. That suggests that we need to put enterprises at the heart of our response. Workers are employed by enterprises. And sustainable enterprises are those from the private sector whose wealth creation is critical, not only to workers but also to communities and to the greater good. Enterprise creation and growth, as well as entrepreneurship that enables people from all backgrounds to start enterprises and to employ others, is critical for getting people back in work and keeping them there, respecting their rights and enabling them to meet their potential.

So I appeal to all here to think about jobs as a key issue in the growth story that we must help write for the future. But ask yourselves how those jobs are created: it is only through enterprise and entrepre-

neurship. Our Pact makes that point and I am pleased that it does.

Fifth, the Employers are very pleased that, through this Conference, we assisted in bringing a new immediacy and relevance to the work of this house. Now, it is over to the ILO. Our Pact gives it some ideas and guidance but it will be over to the leaders and staff of the Office to take it forward. I hope that they will do so in the spirit of the conversation: constructive, practical and aimed at ensuring the success of constituents. The speeches will soon be over ; now let the work begin.

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*Original Russian: Mr SHMAKOV (Worker, Russian Federation)*

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The global financial and economic crisis has not spared the Russian Federation. Indeed it has had a significant effect on its economy. Falls in investment volumes, production, consumption and trade have resulted in job cuts and an increase in unemployment, including hidden unemployment.

In that situation, the importance of real social dialogue is greater than ever. As the Director-General of the ILO has rightly pointed out in his Report, we are now all living through a time when the viability of social dialogue and corporate social responsibility are being put to the test.

The system of social partnership in our country has withstood the test of its strength. Not only have we not allowed our past achievements to be eroded, we have significantly extended the collaboration between trade unions, employers and the Government. The situation on the labour market in the Russian Federation today is constantly being monitored by the Russian Federation Tripartite Commission on the Regulation of Social and Labour Relations and its affiliate bodies.

The trade unions conduct their own monitoring of the situation on the labour market on a weekly basis. The monitoring by the trade unions is the only monitoring in the country in which the information comes from workers and their representatives. Up to date information is made available on the situation in enterprises which have encountered difficulties at this time of crisis. This helps us to develop ways to overcome those problems as quickly as possible, taking into account the interests of workers. As part of this monitoring, we track lay-offs as a result of enterprises being shut down or staffing levels being cut, along with part-time work, wage arrears, wage cuts and instances of pressure being put on trade union activists or violations of trade union rights.

The discussion at this Conference has shown that some representatives of the business community harbour illusions as to the possibility of economic recovery without decent work. And, that is despite the fact that the crisis is in fact the outcome of policies that involved wage freezes, curtailment of social protection systems, disregard for the rights of workers, and greater reliance on non-standard work – in other words, the ideology of the unrestrained financial market. The development of the crisis has shown that economic recovery without decent work is impossible in this day and age. Any imbalance in the relationship between labour and capital creates the preconditions for further economic upheavals in the future.

For that reason, the Russian Federation trade unions support the idea of developing a draft Global Jobs Pact, for discussion with the social partners at global level. The Global Jobs Pact has to be at the heart of global efforts to promote economic recovery.

ery in order to ensure that appropriate decisions are taken by national and supra-national bodies.

In his Report, the Director-General puts forward a number of key elements which must be included in a Global Jobs Pact. I support these in general, but would like to make the following points.

There are a number of problems that might hamper our ability to find integrated solutions to our current problems. This is the lack of horizontal integration between national and international power structures – a kind of corporate, departmental and national self-centredness. At the same time, the significance of centralized regulation is increasing, within individual countries and at regional and international levels.

We believe that a discussion is also needed on broadening the mandate of the International Labour Organization to tackle a broader spectrum of economic and political issues. The ILO must become a full participant in decision-making processes at the global level. This is particularly important because, today, we are facing the question of the possibility and, indeed, the necessity of changing the global development model.

My third point is the fact that, as a result of many years of oppression of labour as a factor in production, we have lost the idea of what is acceptable and what is not. Instead, we think about what is “reality”. This affects wage levels, social protection guarantees and many other areas. We therefore need to strive to ensure that every country adopts its own decent work programme. The ILO should undertake comprehensive comparative analysis, in order to enable countries to understand how they can move towards the goal of decent work. Even the experience of many economically less-developed countries has shown that, where there is the political will, socially responsible policy is perfectly achievable.

Finally, there are questions about the quality of the work done by trade unions and trade union associations themselves. We need fewer slogans and rallying cries and more day-to-day practical work to save jobs and maintain realistic income levels for workers. That is the task facing Russian Federation trade unions today.

Measures of every kind to promote the formation and enhancement of partnership-based labour relations, the growth of a climate of confidence, mutual responsibility borne by the tripartite parties on the basis of a compromise of interests and a fair distribution of the income generated – only such an ideology can give us the direct inspiration to transform the risks with which this crisis is fraught into new opportunities.

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Mr CHAUMIERE (*Minister of Labour, Industrial Relations and Employment, Mauritius*)

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This august assembly is meeting at a time of profound economic and social upheaval. We are in the grip of the worst global financial and jobs crisis the world has known since the Great Depression of the 1930s. No country, rich or poor, developed or developing, is spared. For most of us here, the crisis is fast eroding decades of painstakingly acquired development gains, undermining economies and destabilizing societies.

Faithful to the spirit of its Constitution, which requires its intervention in times when the peace and harmony of the world are imperilled, the ILO is once again at the forefront, assisting member States

in finding ways to ride out the crisis and prepare for sustainable recovery.

I take the opportunity to congratulate the Director-General on his insightful Report entitled *Tackling the global jobs crisis: Recovery through decent work policies*.

The Report of the Director-General refers to a Global Jobs Pact, which aims to place employment creation and social protection at the centre of recovery policies. We welcome the proposed Global Jobs Pact, which, we earnestly hope, will help mitigate the impact of the crisis on workers and their families.

Export-driven economies, like that of Mauritius, will no doubt be among the more severely affected as the volume of world trade is expected to decline by over 10 per cent because of a contraction in demand. The Government of Mauritius has, over the last 12 months, been putting in place a series of measures to protect enterprises and workers from the adverse effects of this downturn in the global economy. A stimulus package and an additional stimulus package, totalling some 5.1 per cent of the gross domestic product (GDP), have been introduced to shore up economic performance. The measures being implemented range from tax policies to transitional support for enterprises and the training and redeployment of workers whose jobs cannot be saved. The implementation of public infrastructure projects is being accelerated.

Mauritius is a welfare state, where citizens enjoy, inter alia, free education, free health care and social security benefits, including a non-contributory old age pension. These social safety nets are being reinforced to provide better protection to Mauritian families in these difficult times. These measures have been made possible because the wide-ranging reforms undertaken by the Government over the last three years have provided the necessary fiscal space.

The Mauritian Parliament has just voted on a six-month budget, whose prime objective is to save jobs, protect people and prepare for recovery. A Saving Jobs and Recovery Fund is being set up to finance a number of schemes, including a Mauritius Business Growth Scheme, an Emergency Export Credit Insurance Scheme and schemes to keep workers in jobs. One such scheme is the Work and Training Scheme whereby workers who are working a shorter week are provided with training on the days when they are not working. The cost of the training and the basic salary of the workers on the training days will be met using Government funds.

Moreover, profit-making enterprises are also being requested to align their corporate social responsibility projects with Government action to save jobs and protect people by focusing, inter alia, on social housing, training and the promotion of micro-enterprises.

We have reformed our labour laws with the assistance of the ILO. The new laws, the Employment Rights Act and the Employment Relations Act, have been proclaimed and came into force in February this year. One important measure, introduced in the new Employment Rights Act, is a flexicurity scheme, the Workfare Programme, which provides assistance to laid off workers through the payment of a transitional unemployment benefit and through active support, either to find a new job, receive training to increase employability, or start a small business. Such assistance is provided for a period of



12 months during which the pension contributions of the workers are made under the Workfare Programme. This Programme is proving to be extremely helpful in these challenging times for the effective protection of workers.

Notwithstanding the ongoing crisis, we should not lose sight of the fact that this year marks the 90th anniversary of the International Labour Organization. In Mauritius, a series of activities have been organized, ranging from tripartite workshops on social dialogue and collective bargaining, to the elaboration of our first Decent Work Country Programme.

The Decent Work Country Programme will address, inter alia, the issue of HIV/AIDS, which is undoubtedly the single most important and daunting health problem facing the world. It is also a major threat to the world of work as it affects the productive segment of the labour force, and imposes a huge cost on enterprises through declining productivity and loss of skills and experience. Though HIV/AIDS prevalence remains low in Mauritius, the Government has taken strong measures to check the spread of this disease.

I would like to inform this august assembly that Mauritius is currently engaged in the elaboration of its national occupational safety and health profile. The draft profile has been discussed and agreed on by all stakeholders and is being finalized. Mauritius is making increasing efforts to give effect to the provisions of the Occupational Safety and Health Convention, 1981 (No. 155), pending its ratification.

Coming back to the global and economic job crisis, I would like to take this opportunity to commend the ILO for having instituted a Committee of the Whole on Crisis Responses to discuss the issue. Although each country has its own specificities, and there may not be a one-size-fits-all policy prescription to steer us out of this crisis, it is clear that a truly global conscience is emerging, sensitive to the negative effects of the crisis on the social and economic fabric of our societies. We are not responsible for the crisis, and our efforts to mitigate the effects cannot be overstretched. Given its global magnitude we require global, comprehensive and inclusive responses, which also take into account specific concerns of small and vulnerable economies. It is therefore gratifying that there is a strong determination on the part of all parties to find both global and country-specific solutions. The sine qua non for any durable solution remains, however, broad-based dialogue among all stakeholders. In that, the ILO must continue to guide the way.

*(Mr Hossain takes the Chair.)*

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

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First, allow me to congratulate all participants in the Conference on the 90th anniversary of the ILO. During the years of its existence, it has made a priceless contribution to supporting the principles of social justice and developing international labour policy.

Today, the entire global community is suffering the complex effects of the global economic crisis, which have not passed our country by, as evidenced by the deterioration in our basic labour market indicators, rising unemployment and the number of

companies that have restricted their working time or stopped working altogether.

Kazakhstan has therefore taken a number of measures to counteract the global crisis. We have a clear understanding that the crisis is not only a time to defend the economy, but also a time of new possibilities, of looking for more effective pathways for our country's development, preparing and pursuing innovative approaches, and formulating new ideas in all areas, so as to work through the crisis towards renewal and development.

Overall, the country's economy has seen US\$18 billion, or 14 per cent of GDP, spent on anti-crisis measures. In terms of Kazakhstan's economy, this amount of financial resources will make it possible not only to maintain current levels, but also to lay foundations for the future. Using social dialogue to define measures to stimulate the economy, an anti-crisis programme has been developed.

To this end, in 2009 the Government approved a strategy on employment and retraining, which includes a range of steps to promote employment. First, the creation of new and additional jobs will be possible thanks to a programme of modernizing the economy and developing basic infrastructure, including the overhaul and development of the housing maintenance system. These projects will have long-felt, positive repercussions and will support the population in working through the crisis. Second, in order to support employment in the different regions, we have been carrying out a major public repairs programme. Third, in order to further develop our transport infrastructure, additional funds are being allocated for repairing and building roads. All goods, labour and services needed to undertake these activities will be obtained from national suppliers.

Fourth, through the mechanism of state co-financing, we are extending the community jobs programme and apprenticeships for young people. Fifth, we have increased the maximum period for payment of unemployment benefit from four to six months. Sixth, based on the potential of social partnership, we have organized training and retraining activities, taking into account the needs of the labour market. Training and retraining is set to reach more than 150,000 people. Overall, our employment strategy will provide work for at least 350,000 people in the country.

Agreed measures to overcome the crisis, based on decent and productive work, are provided for in the General Agreement signed between the Government and workers' and employers' associations for 2009–11. Within the framework of this General Agreement, steps are being taken to develop decent work, promote gender equality in the world of work, abolish forced and child labour, combat HIV/AIDS and support the principles of the United Nations Global Compact.

In conclusion, I would like to say that ILO cooperation remains vital to our work. We support the proposals of the ILO regarding the Global Jobs Pact, which will help to boost the effectiveness of national anti-crisis measures agreed with the social partners.

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*Ms AMARELLO-WILLIAMS (Minister of Labour, Technological Development and Environment, Suriname)*

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With great interest, we have examined the comprehensive Report of the Director-General which



presents a holistic approach for recovering from the global jobs crisis through decent work policies.

It has become evident that the global financial crisis we are facing has not spared the economies of the world, whether developed, emerging or developing. Thus, this crisis has not spared Suriname either. As in many other countries, the global financial crisis has put great constraints on some of the essential income-generating sectors, namely bauxite, crude oil and gold, which are responsible for at least 3 per cent of employment in Suriname and more than 80 per cent of the total export earnings of the country.

The multinationals operating in the mining sector have been forced, due to the global crisis, to take drastic measures in order to safeguard their enterprises. One of the multinationals has claimed that, due to scarce investment capital and declining prices of alumina on the world market, it may be compelled to end its activities by 2010 and this might lead to the loss of at least 1,100 jobs. The other multinational has suspended all future investment plans and introduced a reconstruction programme, and this might also lead to the loss of at least 315 jobs.

In the light of the above, it can therefore be stated that the holistic approach of the Director-General for facing the global crisis has the unwavering support of Suriname, since some specific aspects of this approach have already been implemented in some of our national policies. In this regard, we can mention the efforts being made to enhance the quality of the existing labour legislation through a complete revision in compliance with the Decent Work Agenda, ILO standards and Caribbean Community (CARICOM) model laws, as well as the introduction of new labour laws, such as laws on minimum wages and employment agencies.

Within the context of facing the challenges of the global crisis, the Government fully understands the importance of finding solutions to this crisis, based on employment promotion as well as social protection, both of which can be gained by promoting social dialogue on both the national level and the grass-roots level. Therefore, the Government of Suriname recognizes the solutions proposed by the Global Jobs Pact, which enables countries to recover from the financial crisis they are facing.

In order to establish a solution to the crisis, it is therefore essential that all constituents should be aware of the role they will have to play in this process. Governments should raise awareness among workers of the importance of productivity in order to enhance the competitiveness of the enterprises they work for. At the same time, employers also need to be aware of their corporate social responsibility and the fact that, based on the principles of decent work as well as economic sustainable growth, it is necessary to improve the skills of workers as well as create modalities for workers within the enterprises. In this regard, we also appreciate the fact that the ILO has placed HIV/AIDS and the world of work, and gender equality at the heart of decent work as items on the agenda for this year's discussions. These discussions will lead to improvement of working conditions for men and women. In the light of the above, it can also be stated that, in Suriname, a project on the implementation of HIV/AIDS policies in the workplace, financed by the ILO-IPEC, has been implemented and ends in July of this year.

The Government should take action to protect workers and employers from the impact of this crisis, including through the introduction of sound labour-market policies which are focused on sustaining employment, and should take the lead in the promotion of social dialogue. In this regard, it is worth mentioning the Social Economic Council, which was recently established by law in Suriname and which consists of representatives of the social partners. The main objective of this Council coincides with the objective of the Global Jobs Pact as proposed in the Report of the Director-General. The Council is tasked with advising the Government on economic and social issues. At the same time, it is intended that the Council will be used as a platform to stimulate constructive communication between workers' and employers' organizations in order to improve relations between these partners.

The Decent Work Agenda is considered to be an effective means to mitigate the impact of the global financial crisis. In this regard, the Ministry of Labour of Suriname has implemented several measures to ensure the above, including modernizing the country's labour legislation, as mentioned above, and hosting a labour market fair for jobseekers in collaboration with the social partners in February of this year. In March of this year, a seminar was held by the tripartite constituents concerning the introduction of a minimum wage system in Suriname. Furthermore, the Ministry is now in the process of establishing a skills development centre with assistance from the Heart Trust in Jamaica and in close collaboration with the social partners and other ministries within Suriname.

Although the financial crisis has put some constraints on employment in the mining sector of Suriname, it has also led to the creation of employment in another sector, namely the information and communication technology sector. Due to the crisis, Suriname has become an attractive country for off-shore activities as well as for outsourcing through the transfer of call centre activities to Suriname by Dutch-speaking enterprises in the Netherlands and Belgium. This clearly emphasizes why it is important that we should be flexible yet inventive, and proactive enough to look at the opportunities this crisis is creating, whilst at the same time facing the financial crisis.

Due to the status of small vulnerable economies, we are being forced to be flexible to adapt to new developments, yet we are obliged to focus on decent work policies, social justice, fair globalization, skills improvement and the creation of labour market policies with long-term perspectives towards sustainable development. With the assistance of the ILO and the collaboration of governments, workers and employers in countries at the national, regional and international levels, the world of work as a whole will be able to overcome and handle this financial crisis we are in.

In conclusion, I would like to convey my sincere appreciation for the guidance and assistance provided by ILO headquarters and the ILO Subregional Office for the Caribbean through its programmes and services.

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Mr HAYAT (*Vice-Minister of Labour and Manpower and Overseas Pakistanis, Pakistan*)

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Please allow me at the outset to thank the ILO for constituting this Committee. So far, we have discussed the various aspects and impacts of the crisis

on the real economy and the jobs market. No country, whether developed, developing or least developed, is spared; nonetheless, the impact differs greatly from one country to another.

The bursting of the so-called housing bubble, financial institutions entering in a rather big way into high-risk areas, hitherto unknown in terms of proportions and extent of risk factors involved, etc., are important factors to be considered. However, we should not be overlooking the rising socioeconomic imbalances that the global growth pattern has created during the last two decades.

As spelt out in the 2008 Report, *World of Work*, the growing realities are none other than rising income disparities as manifested by the worsening Gini coefficient; declining real wages for the average worker; cuts in taxation on high incomes; and limited welfare policies even in the face of accumulated surpluses in the bigger economies.

The international community needs to focus more on fiscal stimulus measures along with social protection. Traditional support packages by the IMF are not adapted to the situation, and these may be developed, while keeping the fact in view that the current crisis is not limited to a single country, rather it is a global crisis.

We support the ILO's perspective that a new mechanism like the Global Jobs Pact should be created, which may coexist with the IMF's rescue packages. The ILO's Decent Work Agenda, encompassing employment promotion, social protection, tripartism and fundamental principles and rights at work, and the 2008 Declaration are fully relevant in the current scenario and can be used as a policy package to respond to the current economic crisis. We also support the creation of anti-cyclical global mechanisms like the Global Jobs Fund. Such steps, when taken through social dialogue, will bring about much needed social cohesion during the times of crisis.

Let me now apprise you of the situation in Pakistan; indeed, it is no different from other developing countries. We are experiencing a decline in exports and significantly reduced foreign investment inflows. Capital outflows have already created a serious situation in the country.

The labour market consequences are raising unemployment and vulnerable employment situations. An adverse effect is being experienced in our industries, especially in those having largely export-oriented products and those thriving on workers' remittances. At the same time, Pakistan, being a strategic ally and a frontline State in the current global war against terrorism, is facing the spillover effects of the war. The peaceful northern areas of Swat and Buner, which are prime locations of the tourism industry of Pakistan, have turned into a land of turmoil, resulting in thousands of people becoming unemployed. The direct and indirect cost of the war on terror to Pakistan stands at around US\$5 billion for the year 2008 alone.

Thus, Pakistan is faced with multifaceted crises that involve a vicious cycle arising from the lethal combination of a security breakdown and an economic downturn. Both these negative factors are mutually reinforcing and are adversely affecting the country and employment.

The global war on terrorism has taken its toll in the form of the huge dislocation of population from areas where law enforcement operations are continuing against extremist and terrorist elements. The

number of displaced persons has reached almost 3 million. These people have lost their jobs, their crops, their livelihoods and their homes, resulting in a huge human catastrophe.

The Government of Pakistan has taken a number of steps to manage the large numbers of displaced persons. The international community and international organizations are also expected to play an active role in assisting Pakistan during this time of need. Any further increase in the dislocations, or even continuation of the present situation for long, has all the potential to turn into a humanitarian problem and crisis, and it needs an unprecedented response from the international community.

The Ministry of Labour and Manpower has prepared the National Employment Policy, as well as the National Immigration Policy. While the former provides a framework for generating significant productive employment opportunities within the country, the latter points out how we manage international migration, i.e. promoting safe migration, protecting the rights of migrants, remittances facilitation and use, and programmes for the effective reintegration of returning migrants.

Similarly, the Poverty Reduction Strategy Phase II has been developed. This programme strategy is a three-programme strategy: first, social protection of those families who live below the poverty line, by direct cash transfers in various forms. Second, the generation of additional employment in various sectors of the economy by increased government spending on infrastructure development projects. The third element is the revision of the levels of human resource development by increased spending and opening new facilities in education and technical training and national internship programmes for unemployed graduates in the government sector.

Pakistan believes that measures to combat this crisis are best implemented through social dialogue and, to this effect, the Pakistan Tripartite Labour Conference was held earlier this year. The Conference vowed to rationalize and reform all labour laws in accordance with ILO Conventions ratified by Pakistan, in cooperation with the ILO's national office in Islamabad. In consultation with the social partners, a strategy is being worked out to overcome the present unemployment crisis in the jobs market.

I would say that the enormity of the global economic crisis is such that collaborative efforts, both at the global as well as the regional levels, are a must. We in Pakistan have also lost a lot of jobs/livelihoods due to the war on terror; hence we once again reiterate our support for the creation of the Global Jobs Pact and the Global Jobs Fund in order to counter this crisis.

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The PRESIDENT (Mr HOSSAIN)

That concludes our list of speakers wishing to participate in the discussion on the Global Jobs Crisis. I shall now ask the Secretary-General of the Conference to say a few words of introduction to Her Excellency Sheikh Hasina, the Prime Minister of Bangladesh.

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The SECRETARY-GENERAL OF THE CONFERENCE

As with any other Head of State and Government who addresses us, I want to introduce the Prime Minister of Bangladesh, who was to have attended in person, but is unable to do so. In general, our speakers appear in person but we are making an exception, given that Bangladesh is exercising the

presidency of this session of the Conference. The Prime Minister wanted to be here to pass on in person a very important message at this important time for all of us.

Let me just say that Sheikh Hasina, the Prime Minister of Bangladesh, is the eldest daughter of Sheikh Mujibur Rahman, the Father of the Nation. Following his assassination, she was obliged to go into exile. Following her return from exile in 1981, she dedicated her life to the fight against authoritarianism and authoritarian rule and the building of a secular, liberal and democratic Bangladesh.

She was elected Prime Minister by popular vote in 1996. This was the period when many of the innovative ILO programmes against child labour were launched in Bangladesh and on which I had the honour of working closely with her.

Later on, in opposition again, she continued her work for the establishment of democracy and to safeguard the rights of people. At the end of a seven-year struggle to establish the rule of law and democracy, her party, the Awami League, was returned to power in a landslide victory in the general elections held in December 2008, and she then became Prime Minister for the second time.

Sheikh Hasina has been a tireless champion of gender equality, children's rights, social protection for the poor and education for all. She is deeply attached to the workers' causes and is a strong advocate of social justice. In the context of our discussions these days, she has embarked on an extensive social protection programme for the vulnerable with the aim of ensuring at least one job for each household.

So, dear friends, I think that we are all glad to receive her message.

*(There followed a showing of a video recording of the address by the Prime Minister of Bangladesh.)*

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Ms SHEIKH HASINA (Prime Minister, People's Republic of Bangladesh)

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On behalf of the Government and the people of Bangladesh, I would like to thank you all – governments, workers and employers – for electing Bangladesh to the presidency of the 2009 session of the International Labour Conference.

We are witnessing the biggest global economic downturn since the Great Depression. The crisis started in the advanced industrialized countries, and the contagion shortly spread across the world.

Liberalization of trade brought economic benefit by raising world output and trade, though less equitably to the developing countries.

The present crisis brings out the flipside of globalization, the vulnerabilities of the low-income countries and the LDCs in particular.

The trend needs to be reversed soon in order to avoid further adverse impact on poverty. The Millennium Development Goals, the dream to end poverty in our lifetime, will remain unfulfilled if we fail.

I welcome the G20 Summit decision to create a US\$1.1 trillion fund to provide much needed support for trade, investment and development in the poor countries.

However, the objectives can be achieved only by expeditious disbursement of resources. It is important that there be adequate space for participation of the LDCs in the decision process.

Bangladesh has already been affected by the global economic downturn, though the impact has been moderated by our pro-poor development policies.

Our economic policies aim at rapid growth, equitable social development, creation of jobs and expansion of the social safety net. Our social safety net programme includes transfer payments to widows and destitute women, working mothers with low income, orphans, old persons and other vulnerable groups.

These are a continuation of the programmes introduced during my previous term (1996–2001), expanded and deepened now. The efforts are modest relative to our needs.

I am pleased to know that the ILO has estimated the cost of a basic social security package for some low-income countries. We welcome the Office's joining us in developing cost-effective social safety packages for Bangladesh.

Currently, migrant workers are returning in large numbers to their home countries. This puts an extra burden on the domestic labour market and exacerbates the effect of the downturn.

We are taking measures to scale up training for workers to improve their productivity. We have decided also to set up an expatriates' bank which will provide loans for meeting the cost of migration and for entering new businesses or occupations when they return. We expect these measures to contribute to the quality and flexibility of the international labour market.

We share with the other labour-sending countries, many of them in Asia, the concern for the rights and welfare of our migrant workers, including those of women migrant workers. We have to work in solidarity to ensure the rights and welfare of migrant workers.

To this end, I would like to propose bringing together the labour ministries of the two sets of countries to a common platform to resolve problems specific to migrant labour.

The ILO's Decent Work Agenda and the initiative to develop a job-based global agenda, through consensus with the tripartite constituents, deserve our support. Their efforts will remain incomplete if they do not address the specific constraints of the LDCs.

I hope you will agree that the way out of the present crisis, indeed to avoid such crises, is through an employment-centred approach to development. This is embedded in our Constitution.

Work is a right, a duty and a matter of honour. There is a right to a reasonable wage, and the State has to try to create conditions in which human labour is conducive to the expression of the human personality (articles 15 and 20 of our Constitution). These provisions attest to our faith that human beings are the beneficiaries of social organization and enterprise, not the instruments.

Much will depend on our collective response to the most acute global challenge of our time. We must design our policies and partnerships so as to guide the process of globalization along the path – and to the ultimate goal – of fairness and justice.

At this Summit on the Global Jobs Crisis and on the occasion of the 90th anniversary of the ILO, let us renew our commitment to create together a just and fair world.

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## The PRESIDENT

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On behalf of the Officers of the Conference and the Conference itself, I extend our gratitude to Her Excellency, Sheikh Hasina, for her message to the Conference and for her valuable insight into the economic and social crisis.

As we have now reached the final session of the ILO Summit on the Global Jobs Crisis, I propose that we begin our brief reflection on what we have heard.

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Mr RAPACKI (*Government Poland; Chairperson of the Committee of the Whole on Crisis Responses*)

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This has been a remarkable two-and-a-half days, packed with valuable insights from a very wide range of perspectives. Strong leadership was on full display and inspired us to rise to the challenge.

The main message, I take from the Summit, is one of strong endorsement of the approach we have developed. The presidents, deputy presidents and prime ministers all expressed their appreciation of what we are trying to do. Several went even further and pledged their support for the Global Jobs Pact when they return home and their participation in other international gatherings.

They also gave great encouragement to our Organization. They said that we were right to try to correct the direction of globalization that was on the wrong course. As President Sarkozy said, the only thing wrong with the ILO was being right too early. In addition to the depth and breadth of our analysis and policy directions, the speakers from the floor likewise often spoke very forcefully of the importance of the ILO global response to their own national actions.

So I think we now need to focus on how to make this happen. We are talking about the months and years ahead, but we should not forget that, as an Organization, we have not been sitting on our hands waiting for this Conference. We heard from many speakers about measures already introduced, often along the lines of those proposed in the Global Jobs Pact. The Office has already stepped up support to constituents, but we will have to do more because the challenge is huge.

One of the qualities of the Global Jobs Pact, I think, is that it takes what we know is effective and focuses it on the crisis. We need to scale up dramatically, and to do it together, in a coordinated and mutually supportive way.

Speaking as a Government representative, let me say that this is a major challenge. We will have to take the Global Jobs Pact back home and talk to our colleagues in different ministries to organize a coordinated government strategy to place jobs and social protection at the heart of recovery measures.

It is also a major challenge at the regional and global levels. We will have to make sure that our representatives in other international organizations are fully aware of the importance of backing the Global Jobs Pact. We, as the ILO, have a lot to do and we cannot do it alone. The Summit added important emphasis to our response to the development dimensions of the crisis. The crisis started in the developed world, but is rapidly reaching the formal and informal economies of the developing world. This is where women and men struggle to survive on small-scale farms and often depend on remittances from family members working in for-

eign countries. Life was hard before and the crisis has made it even tougher.

I, for one, am much more aware of how this crisis is impacting different parts of the world in different ways. However, I have been confirmed in the view that, the unifying feature of the global crisis is that it is hitting jobs worldwide, and we have to turn back that tide. That unity of purpose should translate into genuine global solidarity in which better placed countries assist those having most difficulty in countering the effect of the crisis.

Our focus on jobs is correct not only from an analytical perspective but also from a straightforward political point of view. The outcome of this June Conference of the ILO will set the tone for the many important international and national gatherings on the crisis for the rest of this year and into next year.

The Committee of the Whole will meet this afternoon and approve some adjustments to the draft we prepared at the weekend. The Conference will receive our final report and final draft for adoption on Friday morning. I trust we will find that it meets your expectations.

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Mr FUNES DE RIOJA (*Employer, Argentina; Employer Vice-Chairperson, Committee of the Whole on Crisis Responses*)

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It is a pleasure to speak again at the end of this Summit, with the benefit of the debates and the conclusions of the Committee of the Whole.

Let me now say a few words in Spanish, as I wish to thank many of the people who participated in this debate.

*(The speaker continues in Spanish.)*

I wish to thank the governments and especially the eminent personalities who joined us for having contributed to our analysis with their views, their guidance and their vision and, in particular, I would like to thank Ambassador Rapacki, Chairperson of the Committee of the Whole and of the Governing Body.

I would also like to express my own appreciation for my counterpart, Mr Roy Trotman, who I have been fortunate enough to work shoulder to shoulder with once again. I also have to extend my thanks to the Workers' group and to the two champions we had in the drafting group, Ms Sharan Burrow and my colleague Mr Phil O'Reilly. I believe that the support of both groups and the consensus achieved with the Government group were key.

I also have to acknowledge the work performed by the Office, which was ongoing and constructive and never interfered with our work; in fact, it helped achieve the consensus that we needed. It was clear that it would not be straightforward to hold the thematic debates, hear the views of the chairpersons and the panels and complete the specific task before us, which is why I would really like to move a strong vote of thanks.

*(The speaker continues in English.)*

As the Director-General pointed out in his opening remarks, at the Governing Body meeting in March, we all agreed on a number of things.

First, we agreed to place the current financial and jobs crisis at the centre of the work of this session of the Conference, which is what we did.

Second, when we agreed to address the most pressing global issue of our time, which is having a negative impact on the real economy in all coun-

tries, in all regions and at all stages of development, we all – employers, workers, governments and the ILO – accepted a challenge.

This challenge was threefold: to make a real contribution to addressing a current global crisis and to take action in real time; to have the ILO operate as a part of a coordinated global effort by a wide range of actors, many with an economic, rather than an employment, focus; and, in doing so, to have the ILO operate differently and not adopt a “business as usual” approach.

The G20 entrusted the ILO with just such a role at its London meeting in early April. We are pleased to stand here with an outcome document that responds to these challenges. It is not perfect, but it is based on the collective wisdom of the participants in this Organization, building consensus at this critical, historic juncture.

However, our work on this document also has a wider context, which includes the 2008 Declaration on Social Justice for a Fair Globalization, the Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998, and, in particular, the 2007 resolution concerning the promotion of sustainable enterprises.

So, where have we reached and what contribution has the ILO, through this unprecedented process, made to meeting the foremost challenge of our times? From our point of view, the Pact that we will formally approve in a few hours’ time sets out the principles for effective action to combat this crisis and bring it to an end. These principles are based on promoting sustainable enterprises, open markets and free initiative, by ensuring the effective regulation of financial markets and an efficient regulatory environment which enables enterprise creation and promotes freely chosen and productive employment.

In addition, the Pact will promote more open trade, without the protectionism that is so damaging, and respect for core labour standards and measures to protect workers against breaches of these principles during this difficult time. There is a clear commitment in this regard from the Employers themselves.

Other principles include: active labour market policies, skills development and social protection, focusing on maintaining skills and human resources development and giving special attention to social protection needs with improving efficiency; continued support for social dialogue, working together for an effective, sustained and productive recovery; and coordinating ILO activities at the global, regional and national levels with those of other multi-lateral organizations.

Only with coordinated efforts can we be effective in addressing the crisis. Policy coherence needs to be at the heart of such activity.

Therefore, the Employers strongly support the conclusions of the Committee of the Whole and the document *Recovering from the crisis: A Global Jobs Pact*. This Global Jobs Pact presents us with a challenge, which will have to be taken up at the national level. After we finish our work here, the spirit and contents of the Pact will need to be applied, taking into account national circumstances. But it is also up to the ILO to get the most out of what has been agreed here and to address the economic crisis in real time, in the context of the G20 mandate and in the framework of the 2008 Declaration.

On the basis of revised financial regulation, fair markets and ongoing environmental improvements, the way forward is to be found in a number of areas. First, in excellence and relevance in the various activities identified in the resolution, including employment policy, human resources development, labour market regulation and social dialogue. Continuous monitoring and improvement are also critical. Second, in a better information base and, in particular, the active promotion of measures at whatever level which actually work and may be relevant to other countries. Third, in reorienting ILO work by prioritizing technical assistance and targeted relevant responses which make a difference on the ground. Fourth, in providing practical and rapid assistance which offers practical solutions such as helpdesk contact points, reviewing and revising Decent Work Country Programmes and reflecting the change of focus in the ILO’s operational budgeting. And finally, in proper resourcing of ILO efforts and proper use of partnerships and synergies with other organizations.

The next step in this process should be to get a clear indication of how the ILO intends to adjust budgets, priorities and workplans, to ensure that progress is made in implementing the initiatives agreed on within this Conference.

We look forward to rapid progress on this issue, which should include budgetary and operational proposals for discussion at the November session of the Governing Body.

Again, and finally, we fully support the proposed resolution – the Global Jobs Pact – and we look forward to ensuring that it becomes a realistic and useful contribution to meeting the pressing global challenge of our times. Now, we can say that we are very proud to see the ILO with such a timely and targeted response.

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Ms BURROW (*Worker Australia; Worker Vice-Chairperson, Committee of the Whole on Crisis Responses*)

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The world must change. The crisis was a disaster waiting to happen. Although the fault lines were obvious to all, corporate greed and self interest co-opted not just the boardrooms but the political will of too many of our powerful governments.

The harsh reality is that we already had a crisis in too many nations, driven by inequality, poverty, unemployment and global imbalances in trade and development. The collapse of the financial system has deepened the devastation and a return to the pre-crisis status quo will not satisfy the workers of the world.

We are angry and we need fundamental change. We are angry that: tens of millions of workers will lose their jobs and join those who are already unable to get work; some 200 million more people will be forced into extreme poverty, joining the 1.2 billion of our sisters and brothers who are already desperately trying to live on less than US\$2 a day; migrant workers are again being made scapegoats despite the economic and cultural richness they bring to their adopted countries and the solidarity of investment they contribute to their country of origin through remittances; women are again the invisible victims of the erosion of work, often precarious in the first place; and the rights of our children and grandchildren to a secure job and a safe planet are at risk because of a history of lack of political will to expose the corruption and moral deficit of an economic system that was always set to end in tears.

They want, we all want, a better world, where people, their jobs, their rights and their environment come first.

President Lula challenged the unions to organize and indeed we cannot and will not sit back and watch the world paper over the cracks again. The anger of people around the world is more than understandable as more and more of the world's people realise that their jobs, their houses and the value of their pension funds have been stripped away by a crisis caused by greed and incompetence in the financial sector.

The message is loud and clear from the workers and their unions – the party is over. There can be no business as usual. But it is heartening that we are not alone. Unemployment is purely a social issue. It will only become a political issue when you begin to take action, for it is unthinkable that we could end the twenty-first century in the same way that we ended the twentieth.

These are not our words, they are the words of President Lula and he follows them with others that we are also relieved to hear:

“These times call for a tougher attitude from employers, workers and governments. We cannot go on living with tax havens; we cannot live with a financial system that creates paper mountains of speculation without creating a single job, without manufacturing a single nail, a single shoe, a shirt or a tie. We cannot go on ignoring the fact that more than 1 billion people still face a struggle to eat at least once a day.

Now is the time for us to draw up a new proposal which needs to be heard by the G20 leaders, heard within each country and heard by every political leader and included in debates in the UN general assembly.”

Thank you, President Lula, for your wisdom and your courage, and for the single act of solidarity with our migrant brothers and sisters, defying xenophobia and raising the possibility of a common humanity by legalizing all undocumented workers in Brazil. President Lula, you embody a better world and you have our heart.

The rampant free market must be buried, replaced with a regulatory environment that works, where global governance is serious and enabling of decent work and development. There must be strong role for government, for effective synergies between the state and the market, for universal social protection, quality public services, job security and workers' rights. The transition to a low carbon future is imperative and trade must be based on a floor of rights and environmental standards with policy space to realize development and decent work, with no excuses, and no more exploitation from trade imbalances.

It is no longer just the workers who are saying this. President Sarkozy says, “It is up to me, the President of the French Republic, to ask you a question. Are we going to learn the lessons of history? Can we afford to wait? Given the extreme poverty, hunger and degrading conditions throughout the world do we have the right to wait? In the face of the threat of global warming and the threat it poses to global stability and to the survival of part of humanity, do we have the right to wait? Have we not waited long enough to regulate globalization, which alongside the wealth and abundance it creates also increases pockets of poverty and frustration? There will be no more tolerance,” he says, “for conduct

that fails to respect decent conditions, decent work. Either we have reasonable protection or we will have protectionism.”

The workers stand ready to sign up to the President's revolution that calls on the WTO to put their work to the standards test: a globalization where the ILO, the WTO and the IMF, along with the environmental authority that we hope to see post-Copenhagen, can intervene in trade disputes where fundamental rights and standards are threatened. Policy coherence demands, decent work demands, that the WTO frames a sustainable global trade framework where exploitation and environmental destruction can no longer be justified.

The Global Jobs Pact must sit at the heart of a new economic model. This was underscored by President Christina Fernández who emphasized the need to have an economic model that is also a political model. She says that if the individual is at the heart of the economy, of society and of politics, then work will continue to be the main source of wealth creation.

Secretary Solis seconded these ambitions with her clear message that recovery equals jobs. The Global Jobs Pact must now be taken up at all levels, and set the benchmarks for the realization of decent work and development. It has received support from governments all over the world, right here, this week, and we now urge the multilateral system to adopt it and act on the basis of solidarity to respect the principles of the Pact and to see them as a moral compass for action, to recognize the expertise of the ILO and ensure that the vital tools of international labour standards, that contribute to both crisis response and development, are respected and used. We know that policy options work. In our own countries we know what works and what does not work. The ILO can assist nations, with the multilateral system behind it, to make the difference. We want to see that solidarity work with nations to develop and, when necessary, fund actions to realize decent work and development. The power of tripartism and multilateral solidarity should be used to build and fund, urgently, a social protection floor for people of the poorest nations, and to respect and safeguard international labour standards, avoid wage deflation, build minimum wage mechanisms in many more countries, formalize the informal sector for sustainable recovery and growth, and build the partnership with the 50 least developed countries to support the necessary fiscal and policy space to realize decent work and chart their own course to development.

The world must look different after the crisis and our response, based on the Global Jobs Pact, must help realize the Millennium Development Goals, build a fair globalization and a greener economy and development that ensures jobs and quality public services, respects workers' rights, guarantees universal social protection and realizes gender equality. We can do it. It requires global action, global coordination and global solidarity, but it is absolutely possible.

Congratulations are absolutely deserved by our Director-General, Juan Somavia, for his vision in driving the Global Jobs Summit, encouraging our negotiations for a Global Jobs Pact. His emphasis that the strength of tripartism makes it possible to lead implementation of change is much valued and provides us with a valuable motivation to make it happen.

Let me conclude with another quote from President Sarkozy and a challenge to him to work with unions and employers both within his own nation and around the world to walk the talk. He said, "There are two kinds of globalization, one that favours external growth, in which has by whatever means to grab jobs and markets from others, and the other that favours domestic growth, which is a development model in which each produces more, consumes more and contributes more to the development of all. The first is conflicted, the second based on cooperation. The first sets economic progress against social progress, the second, quite the opposite, binds them together. So, what is at stake today is to ensure that globalization takes us from the first model to the second."

The Workers are angry. We are not so forgiving that we believe those that those who unleashed toxic financial products onto the world's economies should not be in jail. We are not so forgiving that we will lift our efforts to use our right to collectively bargain to take back the value of productivity growth of workers that was ripped off by greedy employers through low wages, and we do not forgive the inequities and exclusion of too many people as a result of the Washington Consensus pushed by the Bretton Woods institutions and thoughtless political leaders. We will, however, channel that anger into action: tripartite, collaborative action, union action and whatever it takes to move from the first to the second model of globalization. Action that is based on fair globalization, which we have described right here in the ILO, and decent work based on the framework of the ILO Social Justice Declaration.

The strength of cooperative endeavour can be recognized in the Global Jobs Pact, a document that embodies a tripartite commitment. Now we must all be held accountable for its implementation in a world in which we can respect ourselves, in a spirit of solidarity.

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The PRESIDENT

I now give the floor to the Secretary-General of the Conference, who will make some concluding remarks on this Summit on the Global Jobs Crisis.

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The SECRETARY-GENERAL OF THE CONFERENCE

Mr President, I would like to thank you and the Officers of the Conference for all the time and energy that you have given to the Summit.

I also want to thank the Officers of the Committee of the Whole, and I want to highlight President Rapacki, Chairperson of the Governing Body. Let me say that he has not only had an enormous influence in ensuring that we got to where we are today, but has been systematically leading the Governing Body in such a way that this is also one of the most successful years for the Governing Body, because you have to know that the Global Jobs Pact was not invented here. It is the product of a process that began in November, and I want to thank him very much for the work he and the other Officers have done.

My thanks also go to Phil O'Reilly and Sharan Burrow, for their work with the governments in the drafting group, which was so important.

I also want to thank the staff of the Office. You know these things do not just suddenly happen. So in terms of the Committee of the Whole, I want to highlight the importance of the role of José-Manuel

Salazar-Xirinachs who is here with us, of Stephen Pursey, of Raymond Torres, and all of the teams behind them, servicing the Committee of the Whole, being at their disposal.

I want to thank also, very particularly Michael Henriques, who put the Summit together. That, as you can well understand, is not an easy operation. It implies an enormous amount of practical detail. Things change all the time, one speaker wants to speak at the same time as another. It is an enormous task. Michael and his team did it, with enormous peace of mind, which is an essential element in dealing with all of this.

I also want to thank Terry Powell, our Head of Protocol. Protocol in dealing with Heads of State or Government is extremely important. Things were extremely swift, things got done on time, and on most occasions a Head of State was able to speak at the planned time. So the timing of this whole thing was excellent, and this, of course, is also due to President of the Conference, because he made sure that things were going well. Excuse me for referring to these very practical operational things, but I know that if those things had not happened I would not be able to be here saying how happy we are with the successful summit. So, I want the people who have succeeded in making this happen to have due recognition.

Let me also say something which I think, from an organizational point of view, is very important. In September of last year, when we could see that the crisis was coming, there was not a single line in any document of the ILO as to what the ILO had to do in case there was a financial crisis, not one word, not one line. That is why I was highlighting President Rapacki from the Office and from the Governing Body to be up to the task, to be ready even in November, to give an opinion of what the Director-General felt were six points under which we had to address the crisis. We had a first discussion of a global jobs pact in March, which gave me a feeling of what the general approach to the issue was, and we are now delivering a Global Jobs Pact. What I want to highlight is the management capacity to adapt to this situation from the point of view of the Office and the leadership capacity from the Governing Body to take the issue and to run it through the governance system of the ILO.

Part of this is the fact that, in March, the Governing Body took the decision to hold a summit. Now that decision was taken on 26 March and in a period of eight weeks we were able to put this Summit together. So, again, I want to highlight the fact that the whole ILO system has delivered for you, the constituents, who come every year and have a right to know how things are going. Not every one of you is in the Governing Body. So, I think that this is an example that shows that this institution has a governance structure which delivers and an Office that was on top of the issue at the moment in which it was necessary to understand that a response was going to be necessary.

So, thank you so much for the support you have given on all of that.

I have heard so many positive words. The vibes around this Summit have been quite extraordinary. Nine leaders and five vice-presidents have addressed the Conference. In terms of the content of what was being said, the passion with which it was said, on the articulation of the ideas and looking towards the future, I think that we can all come out



of it with the sense that this Summit was a mission accomplished. Four panels with prestigious members, ministers of labour, workers and employers from all over the world, putting substance on the table which hopefully we will be putting into the work of the ILO.

Press coverage of the Summit has been substantial, widespread, and we have reached practically every corner of the world. So, my first conclusion: I inaugurated the Summit with the word “leadership” and I went through the different areas of leadership that would be necessary if we wanted to move forward with the decisions that we would take in this Conference, the Global Jobs Pact. And, we have certainly had leadership, political leadership, very clearly. But let me also say something else that is very important. I think that we also had intellectual leadership. We had presidents who were thinking about the future, who were saying, “I have the responsibility not just to find the six, or seven, or eight key things to get out of the mess we are in. I also have the responsibility to know where I want to lead my country, and I want to share with you, the ILO, my thoughts about how we have to move towards the future.” And I think that is a very important message. We were told, “You are going in the right direction in terms of the Global Jobs Pact, but we want you to be thinking also of how we get into a direction, the reasons for which we wound up with this crisis.” And all our distinguished guest speakers were extremely clear on that perspective.

We also had massive support for our main message, to give central attention to employment and social protection in this crisis, the need for immediate responses, to put people first, to care about trying to keep people in employment. This was a point made very strongly and eloquently by the President of Argentina.

So, there were a lot of comments that we have to protect people, but every one of them made that comment in the context of the need for a productive solution and a way of getting out of this crisis. And one of the things that I found most interesting is that here you have these presidents coming to the ILO and acknowledging that it is you, the real economy, that will take us out of this crisis, because, of course, the fundamental problem concerns companies and workers. We tend to focus on workers because workers are people with families and communities, and obviously this is an institution that will care, above all, about them. But at the same time, it is an institution which knows that without enterprises, you are not going to get out of this crisis, so we need to look on the other side as well. So, we have to protect people and ensure that you have a protective way out.

The image in my head was, here you have world leaders telling us about the major changes that we have to be thinking about here in the ILO and, at the same time, connecting with the real economy. Telling us that the way out is through a productive vision that protects people but generates the type of investment and growth that will permit us to get over the crisis now, but also to ensure a stable future. From my point of view, that was certainly a very, very important development.

We have heard different references to globalization. If I had to summarize them, I would say all of them were in the context of saying that we do not have to scrap globalization as such. But we certainly have to make it better. To make it better, we

really have to think how to do so, but the synthesis, to express it in a few words, would be that we probably need something fairer and greener and more sustainable.

But President Lula of Brazil gave us a mandate also. He said that, at a time when so many paradigms are disintegrating, the ILO represents a reserve in political, ethical and moral terms. We must think about what comes afterwards, about how we structure towards the future. He said that the ILO is the right place for seeking coordinated solutions to the impact of the crisis that affects us all. So, yes, we have to think, we have to act, and we have to act together with others.

Balance was another word that came through. We need to recover balance, we need to find a way of balancing things back into ways in which the interests of all are respected. Of course, balance is the essence of tripartism.

We cannot go back to business as usual. As President Sarkozy said, (*The speaker continues in French*) “it is totally irresponsible today to believe that the crisis is merely a temporary hitch and that, once it is over, everything can go back to normal.”

(*The speaker continues in English*)

This brings us to the fact that all of this was calculated in his strong support to the Global Jobs Pact. I am not going to refer to the substance of it. The Officers have done this. But what is clear is that we have in our hands an enormous responsibility to the future.

I think the responsibility of the Office, in the first place, is enormous. We will have to wait to see the different ways in which we organize ourselves to respond to the evident needs that are going to emerge. This is our responsibility and we will certainly address it.

But, I also think that moving forward depends on all of us. We need to give life to the commitments and the ideas and the proposals that are going to come out of this Summit.

Yes, we need action now, and many have explained what action is being taken and we can amplify this.

But this is a collective responsibility. Each and every one of us has acquired, I think, new responsibilities here, and together we can make good on a common aspiration. When I spoke about leadership at the beginning, I meant the leadership that you will have to have at home, the manner in which you use the product at home, the manner in which you decide to have social dialogue at home. But I think that we will also have to exercise leadership in our explanations and our promotion of the Global Jobs Pact, nationally and internationally. I would invite all of you, when we meet again, at the Governing Body in November, to ask what it is that we have all done. Obviously in the Office, we explain the actions that we have taken. But it would be good to hear from the ITUC and from the IOE and from others saying what they have done, what they have been promoting and how.

Every one of us has to have an action and every one of us, I think, is now accountable. Everyone is accountable for what we are doing and what influence we can have in bringing this forward.

I will conclude with a beautiful word we heard during one of the panels. The Swahili word “harambe” contains the idea of “everyone pulling

together” in harmony, as a community. Let us be guided by this idea, as we come out of this Summit on the Global Jobs Crisis and strive to put into practice what we have learned here.

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The PRESIDENT

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Many thanks, Mr Somavia, for those words and also for the organization of the ILO Summit on the Global Job Crisis.

I think that we all can agree that we have had an extraordinarily rewarding and enriching two-and-a-half days of discussion. The level of the debate has been very high, and it is now up to the Committee

of the Whole to make the best use of the ideas produced to shape really strong and useful outcome documents.

I should add that the response received to the Director-General’s call for participation in the ILO Summit, from presidents, prime ministers, and vice-presidents who came to address us, is a tribute both to him and to the Organization of which he is the head.

*(The Conference adjourned at 12.45 p.m.)*

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