



TWELFTH ITEM ON THE AGENDA

**Report of the Committee on  
Employment and Social Policy**

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1. The Committee on Employment and Social Policy (ESP Committee) met on 15 and 16 March 2010. Mr Amir Shahmir, representative of the Government of the Islamic Republic of Iran, chaired the meeting. Ms Goldberg (Employer) and Ms Burrow (Worker) were the Vice-Chairpersons.

**A. Giving effect to the Global Jobs Pact:  
Interactive discussion with six  
special-assignments coordinators  
(First item on the agenda)**

2. A representative of the Director-General (Mr Egger, Deputy Director, CABINET) reminded the constituents of the purpose of the discussion: to share information regarding what the ILO had done to help constituents apply the Global Jobs Pact. He referred to access to information and analysis, assistance to constituents and capacity building and indicated which policies had yielded good results, where and why, while acknowledging that the crisis itself and policy responses varied vastly across countries.
3. A representative of the Director-General (Mr Salazar-Xirinachs, Executive Director, Employment Sector) introduced the work undertaken under the first assignment outlined in the Director-General's Announcement of 6 November 2009 on special Office arrangements to support ILO constituents to give effect to the Global Jobs Pact. He described the Office-wide effort and strategy to support the two areas of work directly linked to the assignment, namely knowledge mobilization and support to constituents at the national level in giving effect to the Global Jobs Pact. He mentioned that the ongoing work under the assignment included policy inventory updates in collaboration with the World Bank, comprehensive country scans, capacity-building events in collaboration with the International Training Centre of the ILO (Turin Centre) and ACT/EMP, the strengthening of the role of social partners and the development of Decent Work Country Programmes. He stressed that the Office was not seeking to impose the Global Jobs Pact on constituents, but rather that the Pact should act as a framework to be adapted at the national level in the form of national jobs pacts. He referred to the high-level mission to El Salvador, where a comprehensive country scan had taken place. A first draft of the scan document would soon be shared with the Government for comments with a view to including a national jobs pact in the agenda of the social and economic committee.
4. A representative of the Director-General (Ms van Leur, Director, Department of Partnerships and Development Cooperation) presented an update concerning the mobilization of additional resources to strengthen the Office's capacity to support the application of the Global Jobs Pact. She reported that the crisis was affecting official development assistance (ODA) flows and that the Office was monitoring the situation closely. She noted that the Global Jobs Pact had already contributed to more effective coordination with donors, as was evident in initiatives such as the decision on the Global Jobs Pact of the Executive Board of the United Nations Development Programme, the collaboration with the World Bank and the G20 ministerial meetings.
5. A representative of the Director-General (Mr Torres, Director, International Institute for Labour Studies) described two main areas of analytical work: evidence-based analysis of policies supporting the recovery and of policies to promote a fair and sustainable globalization. An important lesson from previous crises was that an economy could recover without a job recovery. That was why the work on the Global Jobs Pact in the light of recovery was essential.

6. A representative of the Director-General (Mr Pursey, Director, Policy Integration Department) reported on progress in policy dialogues, partnerships and collaboration with key global and regional multilateral institutions. He emphasized how interaction with the multilateral system to advance the Global Jobs Pact was occurring at various levels, through the United Nations, in policy bodies and United Nations development assistance frameworks (UNDAFs), and through G20 activities, the African Union and the Organisation for Economic Co-operation and Development. He made special mention of a new ILO web portal on the Global Jobs Pact and asked the constituents to submit their own contributions for inclusion on the web site.
7. A representative of the Director-General (Ms Tabatabai, Director, Department of Communication and Public Information) presented the Office's communication strategy for the Global Jobs Pact based on raising awareness at the global level and building capacity for knowledge sharing. She made reference in particular to training field communication staff, providing communication tools and updating ILO staff and constituents on developments through the media, events and the information provided through the Global Job Crisis Observatory.
8. The Worker Vice-Chairperson asked Mr Egger how the ILO could ensure that internal policy coherence was inherent to its actions. She asked what findings on the role of specific crisis response correlated most strongly with stability of gross domestic product (GDP) and employment protection and how that knowledge would be translated into ILO advocacy, advice and recommendations. Finally, she asked Mr Pursey to describe the core messages of the ILO in its advice to G20 labour ministers and the International Monetary Fund (IMF) to ensure that employment and social protection were seen as equivalent risk analysis factors alongside traditional economic indicators.
9. The Employer Vice-Chairperson asked first of all how the ILO would ensure a proper balance in the use of the term "crisis" as opposed to the term "recovery". Second, she asked how the ILO's response to the Global Jobs Pact had resulted in internal organizational changes, regarding resources, recruitment and capacity building. With regard to the G20, she asked for clarification on the key messages to be transmitted by the ILO, and whether or not input was being solicited from representatives of the Workers' and Employers' groups. Her next question related to how the ILO engagement in the multilateral system was being reconciled with the need to emphasize policy coherence at the national level. Finally, she requested additional information regarding experience in engaging with other international organizations, with specifics about any conflicts that had emerged.
10. The representative of the Government of India mentioned its role in pushing for the enhanced presence of the ILO in the G20 framework, a message that it would reiterate at the forthcoming meeting in March 2010. He praised the efforts of the ILO in infiltrating its messages and presence within a multilateral setting and asked whether the ILO had undertaken an assessment of its success along those lines. He mentioned that the ILO might wish to consider convening separate meetings with ministries outside its usual area of partnerships, for example, with finance ministries, as a means of widening the scope of the Global Jobs Pact.
11. The representative of the Government of South Africa asked for clarification concerning policy coherence at the multilateral and national levels and in particular whether such coherence was to take place through the International Labour Office or the International Labour Organization. He questioned whether the social partners were sufficiently consulted on matters relating to G20 inputs and outputs and sought more information regarding how the ILO would deal with that issue in the future, while also ensuring that inputs were taken from non-G20 countries.

12. The representative of the Government of Brazil said that he appreciated the collaborative work of the Office and thanked the six coordinators for their presentations. He raised the question of how the Office would ensure that the four strategic objectives were taken into account when conducting implementation at the national level.
13. The representative of the Government of France welcomed the coherence and methodology of the session and stressed that the format should be used for future reference. He then asked two questions on how to move in the right direction within the multilateral system and how best to cooperate within the universal financial system.
14. The representative of the Government of Nigeria asked how, in fostering policy coherence, the ILO would ensure that the Global Jobs Pact was translated into effective global, national and local frameworks for action, taking into consideration the different stages of the crisis.
15. The representative of the Government of the Bolivarian Republic of Venezuela, speaking on behalf of the Group of Latin American and Caribbean Countries (GRULAC), said that inviting government interventions before interventions by the regional coordinators would create an overlap of messages. He highlighted that, while the ILO was trying to resolve everything within the framework of the Global Jobs Pact, a balanced and interlinked approach between the four strategic objectives should not be lost, as they were equally important. He stressed the importance of highlighting and systematically spreading initiatives to promote a constructive exchange among countries concerning measures taken at the national level, as well as current and future plans to give effect to the Global Jobs Pact. Such an exchange should cover the interregional level. The Office should apply a policy aimed at implementing the Pact that would dedicate the same level of focus to all regions.
16. The representative of the Government of Australia asked whether there was any scope for flexibility in relation to the criteria applied when selecting countries for assistance under the Global Jobs Pact. She expressed concern about the ability of less developed countries most in need of assistance, including countries in the Pacific, to meet the criteria.
17. A representative of the Director-General (Mr Egger, Deputy Director, CABINET) responded to questions concerning policy coherence. He mentioned that the first task was to consolidate what was known, and then work to transcribe that into practical policy advice. For example, he noted that, despite significant lags in the availability of employment data, some initial findings in relation to fiscal stimulus packages and economic recovery could be shared. First, the size of stimulus packages varied considerably from one country to the next, with larger stimulus packages in general leading to faster recovery; recovery also depended, however, on when and how the crisis had hit a country. Second, the composition of the fiscal stimulus package mattered, with additional spending having a greater impact than tax cuts. Lastly, social protection expenditure had in general increased, unlike in the case of the Asian crisis, when spending had been cut. However, he also cautioned that it was too soon to draw definite lessons and warned against generalizations. He also noted that the flow of credit had not fully recovered in several advanced countries. Another lesson was related to the greater need for evidence-based analysis, which called for a strengthening of the Office's capacity to collect and analyse data.
18. A representative of the Director-General (Mr Pursey, Director, Policy Integration Department) noted that, although it was difficult to assess the ILO's impact on the multilateral system, there was, for example, an increasing number of references to decent work and the Global Jobs Pact in United Nations forums. The ILO often found itself having to explain to other multilateral bodies the "texture" of tripartism in ILO terms. He

mentioned the Decent Work Toolkit, which had proved useful when working with partner agencies. He mentioned the added value of working across the four pillars of decent work and how that offered the ILO a means of offering a unique “package approach”. He summarized the core messages arising from the ILO crisis response: the jobs crisis continued despite economic recovery; there was a need to operationalize the concept of the centrality of jobs to policy responses; there was a need for a better understanding of the linkages between macroeconomic theory and labour market impacts; there was a need to rebalance the “real” economy with the financial economy; and there was a need for a better understanding of how to balance wages and social protection as drivers of growth. Lastly, he drew attention to the Director-General’s speech to the Brookings Institution in Washington, DC, as posted on the Global Jobs Pact web site.

- 19.** The Employer Vice-Chairperson stressed the importance of enterprises, particularly small and medium-sized enterprises, for job creation in the face of the crisis, and asked for details regarding the ILO’s work to support the development of sustainable enterprises. She also requested more explicit information regarding how the Office aimed to ensure that countries were able to express their own priorities for ILO assistance and how that could be shaped through consultation with the social partners. She asked for more details on the nature of the research on financial issues and questioned whether the ILO would need to develop greater expertise on that subject. She asked whether there was an ILO viewpoint on fiscal and macroeconomic issues. Noting that there was great complexity in the matter of unravelling the interconnection and the relative weights of determining factors of the crisis, she wondered how the ILO could take up the challenge. She brought up the question of data integrity and wondered if the Office had made an attempt to evaluate its data quality. She referred to the Global Wage Report, among other flagship publications, and asked whether efforts were being made to raise the confidence that could be placed in that report.
- 20.** The Worker Vice-Chairperson sought assurance regarding how the Office aimed to ensure that the Global Jobs Pact would be taken up at the country level as an integrated package, as opposed to something from which individual selections could be made using a piecemeal approach, and how the Office could ensure that the Global Jobs Pact was used as a deeper framework for moving forward. Second, she wondered how a strong tripartite structure could be guaranteed for engagement in the pilot countries. Third, she raised the issue of capacity and questioned whether the ILO was relying too heavily on the work of consultants in its crisis response. She reminded the Office of the need to build capacity at the global level as well as the national level, in order to ensure that the multidisciplinary teams had the necessary expertise. With regard to research, she praised the ongoing work of the International Institute for Labour Studies and asked how its work could be better integrated into research at the country level.
- 21.** The representative of the Government of Singapore, speaking on behalf of the Association of Southeast Asian Nations (ASEAN) countries, appreciated the pragmatic approach taken by the Office and the focus in the Global Jobs Pact on support for national implementation. She asked how the Office planned to expand the Global Jobs Pact methodology to other countries, how the targets were decided, how many countries should be supported, and how benchmarking and success measures were applied. She raised the question of whether different research topics had been chosen after the introduction of the Global Jobs Pact.
- 22.** The representative of the Government of Italy raised a question with regard to whether the partnership with the World Bank would go beyond the current inventory, and with regard to collaboration on policy inventory updates.
- 23.** The representative of the Government of Nigeria said that Nigeria was currently midway between a Decent Work Country Programme and an outcome-based workplan and

questioned how Nigeria could move forward with ILO support. He asked how the Global Jobs Pact could act as a practical model for implementation and support in the area of enterprise development and ongoing reform on wage structure without harming enterprise creation. Finally, he emphasized the importance of making fiscal goals consistent with employment goals for Nigeria and asked for guidance with regard to further steps to support that process.

24. The representative of the Government of Australia, speaking on behalf of the Asia–Pacific group, emphasized that the Global Jobs Pact was a successful strategy. He stressed the importance of practical implementation and of sharing Office records and lessons learned. He mentioned the current meeting in Vanuatu as an example of a good knowledge-sharing event and stressed the importance of good communication as a way forward for the Office. He noted the proposal from that meeting to adopt the Global Jobs Pact as a possible model to be applied in other regions and subregions.
25. A representative of the Director-General (Mr Salazar-Xirinachs, Executive Director, Employment Sector), indicated that the financial constraints imposed by the crisis did pose a problem and added that the diagnosis document being prepared identified that issue. Concerning the methodology of reviewing issues with a checklist, he emphasized that such an approach did not imply that all issues would be addressed; the goal was to produce a diagnosis providing a comprehensive assessment based on specific country needs. He added that the scan document was intended as a full review of policies, noting the measures that had been implemented and whether an impact assessment had been undertaken and providing information on the support that countries had received from international institutions, including the ILO. Once that assessment had been produced, the next steps could include tripartite discussions and social dialogue with activities based on the decisions taken in each country. He provided details on the country selection, which was based on an established methodology currently targeting two countries in each of the five regions. He stated that the Office would need to evaluate carefully the addition of other countries due to resource limitations, noting that one alternative could be that countries would do the exercise themselves. In relation to the question of the work with the World Bank, he explained that there were many areas of collaboration at both the global and the national levels, including with regard to research, the inventory of policy responses in the face of the crisis and modelling.
26. A representative of the Director-General (Mr Torres, Director, International Institute for Labour Studies), indicated that the reform of the financial system was an important area of work and that the experience from the last Asian crisis provided interesting lessons. He gave the example of the Republic of Korea, which had provided very effective support to small and medium-sized enterprises. At times, inaction could result in high costs. He stressed the importance of fiscal policy and noted that even the IMF was dealing with the fiscal impact on employment. He noted that the problem was not only data quality but also the time lag with which data were obtained. He mentioned cross-referencing as a means of checking data consistency. A peer review process with external experts was another way of ensuring the quality of the Office’s research results. He gave the example of Brazil, which had managed to increase real wages without harming employment. In response to the question of how ILO research would have been different without the crisis, he said that the crisis had again highlighted the interdependency of economies and the importance of policy coordination.
27. The Worker Vice-Chairperson reminded the Office of the dangers of focusing on supply-side measures only and questioned how the Global Jobs Pact model could be pushed forward without touching more on the demand-side paradigm. She then asked how the Office could enhance capacity at the global and regional levels as well as the capacity of constituents, and whether there was a way of directing funds to boost economic knowledge

at the local and regional levels. She also asked whether money would be directed towards establishing benchmarking against which programmes could be mapped. Finally, she praised the efforts of the Office in raising awareness of the Global Jobs Pact and expressed the need for the economic stories to be strengthened through personal stories that added a human dimension to the crisis response.

- 28.** The Employer Vice-Chairperson asked for further information about the Social Protection Floor Initiative. She also asked what the Office was doing to raise awareness at the country level of the need to attract private capital as a supplement to ODA. She sought clarification regarding the question of earmarked funds and regularly available funds, wondering what would happen to regular ILO activities when crisis-specific funds began to dwindle. She wondered if partner organizations had expressed concern over the ILO's tripartism and, if so, how that had been addressed. Regarding communications, she noted that the efforts at the global level had been impressive, but wondered whether efforts to communicate the Global Jobs Pact had also been customized at the country level. She asked for information on the techniques that the ILO had used to measure its success in getting its messages out.
- 29.** The representative of the Government of Belgium expressed concern regarding the decrease in voluntary contributions. He questioned the risks in the short term with regard to the Global Jobs Pact and the role that constituents could play in convincing others to maintain their contributions.
- 30.** The representative of the Government of Portugal asked whether the ILO could provide details of any research on how to increase the rate of job creation.
- 31.** The representative of the Government of South Africa pointed out that the focus of the presentation on resource mobilization had taken only an external viewpoint with its emphasis on ODA. He suggested that national fiscal resources could also be raised to create jobs, as was the case with stimulus packages, and that that might be an area that the ILO might wish to revisit.
- 32.** A representative of the Director-General (Ms van Leur, Director, Department of Partnership and Development Cooperation) noted with appreciation that constituents seemed to be pressing the World Bank to enhance its collaboration with the ILO. She provided clarification about the Social Protection Floor Initiative, which was one of the United Nations joint crisis initiatives, which the ILO was leading together with the World Health Organization (WHO).
- 33.** She stressed how the capacity building of tripartite constituents remained a top priority for the ILO. Extending public-private partnerships helped to diversify the donor base and could make the ILO less dependent on governments. She said that the Global Jobs Pact was a package that could be adopted into the framework for outcome-based work planning and the Decent Work Country Programmes. She stressed that so far the ILO had fared relatively well compared to other UN organizations due to the Global Jobs Pact and the relevance of the Decent Work Agenda. There was a slight concern about lower approvals for 2009 but the general prospects remained positive for 2010.
- 34.** A representative of the Director-General (Ms Tabatabai, Director, Department of Communication and Public Information) noted that an important element of the communication strategy was to tell stories of how the crisis was affecting people and how that provided a tangible illustration of the effects of the crisis. Many of those human stories were available on the crisis web site. Concerning the question of measuring the effectiveness of the communications strategy, it was a complicated issue but various methods, such as reviewing the number of web visits, could be used. She praised the fact

that media already had been reporting the ILO as a specific institution and not just as a generic UN agency.

**B. Recurrent item report on social security (2011) – First discussion on content and structure**  
(Second item on the agenda)

35. A representative of the Director-General (Mr Diop, Executive Director, Social Protection Sector) stated that the Committee was the appropriate ILO organ to assist the Office in preparing a report and a discussion that would have substantial influence on the way the Office conducted its business in supporting its constituents. A major analysis and the formulation of proposals for future direction of the Office's work could not be undertaken without having heard the Committee's opinion. He referred to the Office report as the result of years of intense consultation on the ILO's policies and strategies in social protection, during which the performance of the ILO's campaign to extend social security coverage had been reviewed by the Committee in November 2008 and strategic positions had been discussed in a number of regional tripartite meetings. He further noted that the emerging general two-dimensional extension strategy had been endorsed by a tripartite expert meeting in September 2009, the results of which had been discussed at the Governing Body in November 2009. He emphasized that the report would reflect the guidance obtained from the Committee discussions, the report of the ongoing independent review of the ILO's strategy to extend the coverage of social security, as well as further informal consultations. A representative of the Director General (Mr Cichon, Director, Social Security Department), then presented the Office paper on the recurrent item report on social security (2011).<sup>1</sup>
36. The Employer Vice-Chairperson stressed the importance of avoiding attempts to predetermine outcomes in the 2011 recurrent item report. The report was a governance instrument that should address what the Office had been asked to do, what it had done, what the impact of its action was, what had worked or not, what the gaps in the Office activities were and how to do better. She stressed that the report should not be an advocacy document. Conclusions were for the Conference Committee to determine and could only arise from discussions. Paragraphs 9–34 provided a useful summary of the planned approach to the report. Further integration of the objectives of the Social Justice Declaration would be desirable; the Declaration text could be harnessed to specifically structure the report chapters. Other concepts from the Declaration should be addressed: material mentioned in paragraph 24 would be useful in addressing policy coherence and effectively working with other international organizations. She welcomed that the report would incorporate some elements of the ongoing independent external review. Generally, the Employers agreed with the logic of the five-part structure outlined in paragraph 8 and with the proposed length. Specifically, with regard to standards, she emphasized that they were one option amongst others to respond to Members' needs and that the Employers would be interested in exploring all means at the Organization's disposal. Thus, paragraph 38 was premature, and the Employers supported an open discussion on what, if any, mechanisms and approaches were required. She welcomed the discussion on the challenges of fiscal space in paragraph 17, a pressing constituent concern with implications for ILO work. Experiences of progressive implementation, phasing and prioritization might usefully be outlined in the report to assist discussions. She questioned the reference in paragraph 27 to employment guarantees as an essential social security guarantee. Further information on those schemes was needed. Lastly, she stressed the importance of

<sup>1</sup> GB.307/ESP/2/2.

further consultations during the drafting process. The Social Justice Declaration required an open discussion, which would take place in the context of previous decisions and policy guidance, but which must be flexible enough to address Members' needs and priorities.

- 37.** The Worker Vice-Chairperson emphasized that there was consensus on the importance of social protection as a key element of the Decent Work Agenda and on the need to extend social security to all. She stressed that the recurrent item report would be a contribution to achieving that objective by providing related ideas, visions, policies and implementation strategies showing also the role of the ILO and that of its constituents, especially in the UN context. She appreciated the integration of the ILO social security activities into the larger UN system and encouraged the ILO to play a key role in promoting social security throughout the UN system and in the World Bank.
- 38.** She welcomed the outline of the report and its format and structure as useful for linking the key ILO roles as a standard-setting organization, as a forum for policy, knowledge and research development, and as a technical assistance provider, with the needs and challenges of constituents in the area of social security. She emphasized that the report was consistent with the approach called for by the Social Justice Declaration. She suggested that the report should also inform about the synergies between social security and the other three strategic objectives.
- 39.** She stressed that it was very important that the report integrated a standard dimension, particularly as expressed in paragraph 30 and in view of the findings of the article 19 General Survey on ILO social security mechanisms. Rather than predetermining the outcomes, the consideration of a standard in the report would inform the related ongoing discussion. She said that she believed an ILO standard would be important to have strong guidance on extending social security but also because a standard drew respect from the UN family and would make the ILO a more credible actor in the campaign for the extension of social security.
- 40.** She stated that there was consensus on the two-dimensional strategy for the extension of social security as described in the summary of the Tripartite Meeting of Experts in September 2009, which was adopted by the Governing Body in November 2009. Recent ratifications of the Social Security (Minimum Standards) Convention, 1952 (No. 102), as well as innovative experiences in countries like Brazil, China, India and South Africa, illustrated the importance of the vertical and horizontal dimensions respectively. Extension along the horizontal dimension resulted in remarkable progress in poverty reduction, the achievement of the Millennium Development Goals (MDGs) and in enhancing economic stability.
- 41.** She welcomed section 4 of the report on policy orientation for the Organization since that would provide valuable guidance for constituents in their debate in June, bearing in mind of course that the final decisions would have to be taken by constituents at the Conference.
- 42.** The representative of the Government of France, speaking on behalf of the industrialized market economy countries (IMEC), said that the report could be a decisive contribution to a successful recurrent discussion on social protection in 2011 and to achieve the goals of the Social Justice Declaration. He urged that the report should provide a thorough review of the realities and needs of ILO Members and of the Office's work to allow the Committee to identify gaps and make recommendations. IMEC considered the extension of social security coverage crucial in achieving the objectives of a fair globalization and, in view of the current gaps in coverage, building adequate social protection for all was important. The "One UN" initiative on the global social floor as a country-led and determined initiative had the potential to contribute greatly to improvements in the global coverage of social protection, by constituting a fundamental layer in the construction of a

more complete social security, especially for those in the informal economy. Ratification of Convention No. 102 could be an important goal, but it was equally important to analyse effectiveness in implementation. In the short run, progress could be made by building targeted programmes self-sustained by countries and through development assistance. IMEC accepted that a new mechanism could be considered by the Conference Committee to provide guidance and help promote social protection.

43. Referring to the economic crisis he acknowledged the important role of social security systems as stabilizers. IMEC acknowledged that long-term sustainability was a serious challenge for social security systems. He stressed the importance of the relationship between social security and the transition from the informal to the formal, which needed to be taken into account in promoting policies. IMEC fully supported ILO work on the extension of social security.
44. The representative of the Government of Spain, speaking on behalf of the European Union as well as a number of other countries,<sup>2</sup> congratulated the Office on the outline of the report. She emphasized the importance of improved governance and management of legal regimes, funding that was commensurate with levels of economic development, the goal of universal coverage, as well as the need for strong social security institutions.
45. Emphasis should be placed on the long-term sustainability of social security systems. The focus on the crisis was welcome but should not distract from the long-term need for coverage of the unprotected. She stressed the European Union's support for the social protection floor as a UN crisis response and welcomed its prominent place in the Global Jobs Pact. She emphasized the importance of the relationship between demographic change and the design of protection systems, of coordination of social security and labour market policies as well as of the social activation of vulnerable groups. The report should stress that social security systems were a prerequisite for economic development, their role in enhancing employability as well as in facilitating the transition from informal to formal economic activities, and their role in addressing the needs of the unemployed, the working poor and those unable to work.
46. She underlined that the social protection floor would help to promote social standards and would support the extension of the ratification and implementation of ILO Conventions, in particular Convention No. 102. She requested that the ILO collaborate closely with the European Union, the UN system, including the World Bank, the WHO and others.
47. She recommended that the fourth and fifth sections of the report should consider the role of Decent Work Country Programmes in extending social security and should draw lessons from existing experiences for the future extension of social security. Special attention should be given to the gender dimension, changes in family structure, occupational safety and health, working conditions, equality and non-discrimination – especially for women in precarious and unstable jobs, the informal sector, women with family responsibilities, and young adults in transition from education to work and in the first years of labour market participation.
48. The representative of the Government of the Bolivarian Republic of Venezuela, on behalf of GRULAC, thanked the Office for its paper. He noted that the GRULAC region had significant experience in implementing the types of measures contained in the Global Jobs Pact, especially the basic social protection floor, which had the support of GRULAC governments. Generally agreeing with the proposals of the Office paper, the recurrent item

<sup>2</sup> Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Croatia, Georgia, Iceland, Liechtenstein, Republic of Moldova, Montenegro, Norway, Serbia, Switzerland, The former Yugoslav Republic of Macedonia, Turkey and Ukraine.

report should lead to discussions that would allow the exchange of experiences about different structures for economic growth so as to allow poor countries to take on more social protection despite their budgets and limitations. Regarding paragraph 16 of the paper, he stressed that studies were needed on the means that could be used by the poorest countries to strengthen their tax regimes in order to promote social policies. Furthermore, ways to promote economic growth as a tool for social protection should be examined. Concerning the structure and the formal aspects, he noted that the proposed division was logical and coherent. He remarked that the Office should not limit itself to the content, scope and Chairperson's summary of the Tripartite Meeting of Experts of September 2009 as its messages had not yet been officially approved.

49. Regarding paragraph 8 of the document, he suggested that the contributions and positions of constituents expressed in various tripartite meetings and reports on national practices should be taken into account. Finally, he considered that cooperation strategies should be developed, with the objective of helping those countries where social security coverage could be improved and that could adopt policy objectives to extend social security.
50. The representative of the Government of Australia, on behalf of the Asia–Pacific group, welcomed the proposed structure and content for the report and suggested that the Office should take into account the experience of the first recurrent discussion on employment. He emphasized that governments, social partners, the ILO and other international organizations needed to work together for a global social protection floor to lay the foundations for a fair society. He noted that, in addition to ratification of ILO Conventions, the report should analyse further variables and challenges for governments to promote social security systems, especially the development of active and flexible labour market policies. The discussion should also benefit from collaboration with UN agencies and other agencies, such as the World Bank and the IMF, as well as from country experiences – both successes and challenges.
51. The representative of the Government of Japan endorsed the statements by IMEC and the Asia–Pacific group. He noted that in the context of the crisis income support for the unemployed had become increasingly important. The importance of social security was also increasing, due to population ageing in developed countries. Social security must therefore be recognized not as a cost but as a necessity for economic growth and as an investment in the future. The Government of Japan thus positioned medical and nursing care services as areas where growth and generation of employment were expected, and would create a model for growth in those areas.
52. The representative of the Government of Brazil reiterated Brazil's support for the two-dimensional approach to extending social security and to the social protection floor as an essential element of international social protection policy efforts.
53. While Brazil supported the idea of the social protection floor, he suggested allowing more time to study in greater detail the ways in which it could be realized and to elaborate a related international standard, preferably in the form of a Convention.
54. The Brazilian experience of implementing a series of basic non-contributory benefits had shown that the majority of families could be lifted above national poverty levels. The Brazilian social programmes – at the cost of a few percentage points of GDP – had not impeded economic growth and development, but had rather served to stabilize demand and maintain a dynamic economy, even during the recent crisis.
55. He underlined that the social protection floor constituted a particularly appropriate strategy for the extension of coverage in a context of high informality, unemployment and poverty. In those contexts, non-contributory benefit systems were essential to guarantee access to

social protection for those who were excluded. He emphasized the need for hybrid social protection systems to avoid unequal treatment of different classes of workers and the exclusion of the most vulnerable groups of workers.

56. He noted that the social protection floor was congruent with the objectives of the MDGs, particularly on poverty reduction and social indicators, and the direct relationship between Brazil's social protection programmes and progress on the MDGs had been amply documented.
57. The representative of the Government of the United Republic of Tanzania, on behalf of the Africa group, expressed appreciation for the efforts of the ILO in ensuring that social security became a matter of necessity for social progress and economic development. Referring to the challenges slowing down social security development and extension of coverage in Africa, he stressed the role of governments in creating an enabling environment by involving all stakeholders. There was a need to strengthen existing social protection schemes and put in place comprehensive social protection systems to ensure coverage of a large proportion of the population. The ILO should continue supporting constituents in policy development, technical cooperation, management and capacity enhancement and knowledge sharing. He urged member States to incorporate elements of the social protection floor approach in their Decent Work Country Programmes, social protection strategies and social development plans, and to allocate sufficient financial resources for the purpose. He expressed support for the content and structure of the document.
58. The representative of the Government of Cuba supported the proposal before the Committee. She emphasized the importance of addressing risks that had more recently emerged, such as climate change and pandemics, as well as underlying structural conditions that were already negatively influencing social security systems before the onset of the crisis. She depicted the Cuban experience of a country with relatively low GDP but a well-developed social security system that covered the whole population and was based on the principles of high employment, universal access to health care and education, and social protection of groups with special needs, in order to avoid poverty. She stated that, while current responses to the crisis were important short-term measures, long-term strategies were needed to resolve underlying structural problems that lay at the heart of the extension of social security coverage.
59. The ILO mandate in the area of social justice had been strengthened through the Global Jobs Pact and the Social Justice Declaration so that it could now act on the horizontal dimension of extending social security, as detailed in paragraph 27, emphasizing complementary policies for employment as a key element for social justice. She considered paragraph 38 to be appropriate to pave the way for the social protection floor through a new mechanism that would contribute to realizing a minimum social protection level for all.
60. The representative of the Government of Singapore expressed support for the suggestion, in section 1, to focus on the successes of a number of developing and emerging countries during the first decade of the twenty-first century. He felt it would be useful if the report could showcase a range of successful models from different regions and identify common factors leading to their success. Singapore would be happy to share its experience. He underlined that policy perspectives needed to give due recognition to the diverse needs of developed and developing countries and therefore the report should propose policy options instead of advocating a one-size-fits-all approach. He expressed support for the general structure of the report.

- 61.** The representative of the Government of India noted his general agreement with the proposed structure of the report and observed on section 1 that the sharing of success stories on innovative social security schemes was welcome. Regarding paragraph 16, he stressed the importance of fiscal affordability and sustainability and suggested that existing coverage should be measured, gaps identified, and sources and patterns of expenditure assessed to allow for future planning and a proper management of resources. He observed that resource constraints were at the heart of the reluctance by many countries to ratify ILO Conventions. On section 4, he noted that basic guarantees formed an effective starting point to fulfil the objectives of the Global Campaign on Social Security and Coverage for All. He also recognized the importance of country-tailored solutions.
- 62.** On paragraphs 36–38, he stated that India would support the development of a new stand-alone social security instrument in the form of a Recommendation but that the instrument should provide for a progressive extension of social security protection. He pointed out that a separate instrument in the form of a Recommendation would be more appealing to constituents than a promotional ratification strategy alone.
- 63.** The representative of the Government of Egypt referred to the relation between social security and the world crisis. The increase in unemployed persons requiring social security coverage increased the State’s burden. He then presented the extent of social security and assistance measures in Egypt, emphasizing those measures targeting the poor and persons with limited income. He also emphasized the support provided by Egypt for the protection of all categories of society, especially the weakest, to achieve stability and continuous development.
- 64.** The representative of the Government of China expressed his support for the efforts undertaken in the context of the recurrent item report, the social protection floor and the two-dimensional strategy to extend social security. He pointed out that countries with different levels of development would have different focuses for the development of their social security systems. The development of social security systems, especially in the least developed countries, was a gradual process and could not happen overnight. Countries would need to establish such systems, expand them and upgrade them progressively.
- 65.** He noted that China was prioritizing social security and aimed to build a social security system that covered the whole rural and urban population by 2020. He supported the ratification campaign and called for an increase in technical cooperation support to enable States to meet the conditions of ILO standards. He further requested strong collaboration with the United Nations, notably for the mobilization of resources.
- 66.** The representative of the Government of Mexico expressed support for the GRULAC statement. With regard to the report, he noted that paragraph 38 raised the possibility of carefully examining the elements of a new mechanism that would help to prioritize effectively the implementation of minimum social protection systems. That approach should be contemplated, but the elaboration of a new mechanism should not be rushed. He further noted that a strategy for the promotion of Convention No. 102 should also be considered, with a view to obtaining a wider ratification of that instrument that represented the basic definition of social protection recognized worldwide in the elaboration of social policy plans.
- 67.** The representative of the Government of the Bolivarian Republic of Venezuela welcomed the logical structure of the report, which covered the whole range of social protection systems around the world, and called for the report to be objective so as to reflect all opinions. He highlighted the need to make progress on the realization of the human right to social security. While acknowledging the diversity of systems, he noted that systems should be universal and guarantee the universal rights essential for social justice. He

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supported the two-dimensional strategy and said that the Bolivarian Republic of Venezuela already provided a comprehensive system of social protection.

- 68.** A representative of the Director-General (Mr Diop, Executive Director, Social Protection Sector) thanked all Members for their contributions to the discussion. He noted that the discussions had demonstrated the importance of two problems: the coverage of informal economy and rural workers in developing countries, and the resurgence of precarious employment and the growing impact of ageing in developed countries. He underlined that the nature of the report was open-ended, taking into account the realities and level of development of every country. Emerging and developing-country experiences showed that progress was being made towards realistic social security extension strategies.
- 69.** A representative of the Director-General (Mr Cichon, Director, Social Security Department) concluded by noting the basic agreement on the structure and content of the report and that several areas of consensus had been identified, including the two-dimensional approach to extend social security. There had also been agreement that the report should strengthen the link to other strategic objectives. Recurrent themes in constituents' statements had been: the need for country-tailored solutions and for a gradual approach to build progressively higher levels of coverage and benefits; the link between social security, economic development and labour market policies; the importance of financial sustainability and sound management; the need for strong collaboration with the UN system, the Bretton Woods institutions and other partners; and the value of learning from country experiences.
- 70.** He stated that, despite the fact that the full set of basic guarantees might not be attainable everywhere for everyone all the time, the vision of a set of benefits that constituted a minimum package was nevertheless an important step in developing overall long-term strategies while providing a long-term orientation during rational prioritization of immediate actions. He further noted that the discussion of country experience indicated that fiscal space in many instances was larger than was commonly assumed, and extending social security commensurate with, conducive to and benefiting from economic growth was possible almost everywhere.
- 71.** He reported on the ILO's collaboration with UN agencies, the UN Special Unit for South-South Cooperation, the IMF and engagement with the World Bank on social safety nets and the social protection floor.
- 72.** He acknowledged the importance of the recurrent item report as a governance instrument and as such emphasized the importance of not just regarding it as a stocktaking exercise but rather using the analysis of what had been achieved and the remaining gaps to develop a vision of which steps should be pursued in the years to come. He thanked all constituents for the fruitful discussion and helpful guidance.

**C. Collective bargaining: Follow-up to the Chairperson's summary of the High-level Tripartite Meeting on Collective Bargaining**

(Geneva, 19–20 November 2009)

(Third item on the agenda)

73. The Committee had before it a paper entitled Collective bargaining: Follow-up to the Chairperson's summary of the High-level Tripartite Meeting on Collective Bargaining.<sup>3</sup>
74. A representative of the Director-General (Mr Dragnich, Executive Director, Social Dialogue Sector) introduced the document. He recalled that in November 2007, the Committee had asked the Office to organize a High-level Tripartite Meeting on Collective Bargaining. The High-level Tripartite Meeting, held on 19–20 November 2009, had provided an opportunity to mark the 60th anniversary of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98). As requested, in preparation for the Meeting, the Office had conducted a statistical survey and an in-depth analysis of recent trends and innovations in collective bargaining practices in different parts of the world. The High-level Tripartite Meeting had also benefited from presentations by employers, trade unions and policy-makers on the role of collective bargaining in managing change in the context of the economic crisis, on innovative practices and on creating an enabling environment. In his summary, the Chairperson, Professor Thomas Kochan, had outlined some of the challenges facing collective bargaining and what in his view the tripartite constituents and the Office needed to do to ensure the effective realization of the right to collective bargaining. He drew the attention of the Committee to paragraph 5 of the document, which suggested that the Office take account of those suggestions in the implementation of the Programme and Budget for 2010–11.
75. The Worker Vice-Chairperson thanked the Office for organizing the High-level Tripartite Meeting and noted that the Meeting and the background materials prepared for it constituted a significant contribution to a better understanding of trends, developments and innovations in collective bargaining. She welcomed efforts to step up work in an area in which the Organization had been under-investing for too long. The follow-up to the Meeting and the 2010–11 programme and budget provided an opportunity to put the ILO at the centre of the knowledge base, policy advice and capacity building in collective bargaining. She noted that the right to organize and to collective bargaining was an inalienable right rooted in the Constitution and in every Declaration the Organization had adopted, including the Social Justice Declaration, which had codified it together with freedom of association as an enabling right for the attainment of the four strategic objectives. Where collective bargaining was actively pursued, used in good faith and covered large parts of the workforce, it had been beneficial and a cornerstone of democratic participation; reduced income inequality; promoted stable and peaceful industrial relations and inclusive growth and development; been associated with better gender equity; helped to combat poverty; reconciled high levels of competitiveness with high levels of social protection and been an effective means to manage rapidly changing situations and crises. However, she stressed that to be effective, the right to collective bargaining needed an enabling environment free from intimidation, fear and persecution. She expressed concern about the number of cases of anti-union discrimination; widespread interference by governments and employers; violation of the principle of free and voluntary negotiation; and neglect, under-funding and marginalization of bargaining institutions. She stressed the need for governments to promote policies that supported

<sup>3</sup> GB.307/ESP/3.

collective bargaining at sectoral and central levels in order to achieve high rates of coverage, particularly in small and medium-sized enterprises.

76. She expressed support for the Chairperson's summary, annexed to the document. On the issue of managing change, the Workers' group agreed that countries with well-developed collective bargaining institutions had been well prepared to develop effective recovery policies. She noted, however, that there was a risk that enterprise-level agreements that secured jobs in return for wage cuts could set in motion a deflationary wage spiral that would in turn depress aggregate demand, which was the opposite of what was needed to exit the crisis. In that context, she emphasized the critical role that income support measures, including short-time work and training subsidies, had played in helping the social partners craft innovative responses to the crisis. She also highlighted the need to strengthen coordination through centralized collective bargaining and the extension of collective agreements. She recalled that during the crisis of the 1930s, governments had strengthened collective bargaining institutions and extension mechanisms had been widely applied to prevent wage competition and the deterioration of working conditions. With regard to innovative practices, she recommended that the Office collect and disseminate information on how collective agreements and different industrial relations systems were used to extend protection to categories of workers that were not covered. In consideration of the growing use of temporary agency workers who were often unable to organize or bargain collectively, the Office should step up its work to promote and give effect to the Private Employment Agencies Convention, 1997 (No. 181), whose Article 4 provided that those workers should have the right to organize and bargain collectively. A key challenge was the extension of collective bargaining rights to workers in precarious employment, migrant workers and those working in the informal economy. She saw strengthening collective bargaining as the key to addressing growing inequality so as to ensure that wages grew in line with long-term productivity growth.
77. On the issue of creating an enabling environment, the Workers' group agreed that labour law needed to respond to the strategies of some employers to circumvent them by shifting workers to precarious or informal employment. The goal was to ensure that all workers who performed work in the context of an employment relationship were protected by labour law. In that respect, she stated that the Employment Relationship Recommendation, 2006 (No. 198), offered valuable guidance and should be promoted by the Office. While the Workers' group supported the conclusions on the role of the ILO, she outlined a number of priorities for future ILO work: promote the ratification and effective implementation of ILO Conventions Nos 87, 98, 135, 151 and 154; continue to develop knowledge of trends and developments, including union/employer density, collective bargaining coverage, collective bargaining structures and best practices (particularly in respect of non-regular workers and low-paid workers) and release a report every four to five years either to coincide with one of the cyclical reports or as a flagship report; work on innovative approaches to promote collective bargaining and increasing its coverage; in giving effect to the Global Jobs Pact, support the emphasis placed on examining the role social dialogue and collective bargaining have played as part of an effective response to the crisis and use the Global Jobs Pact to promote mature systems of industrial relations at national level; provide technical support to countries both to strengthen machinery for collective bargaining and develop adequate dispute prevention and resolution services that support sound labour relations; build the capacity of the social partners to engage in collective bargaining; promote Recommendation No. 198 in order to ensure that neither disguised nor ambiguous nor any other forms of contractual arrangements deprive workers of their right to collective bargaining; research trends in cross-border and international collective agreements. She stated that the issue of collective bargaining offered an opportunity for cross-departmental work in the spirit of the Social Justice Declaration and invited the Office to work with ACTRAV to give effect to the conclusions of the symposium it had organized on collective bargaining.

- 78.** The Employer Vice-Chairperson thanked the Office for convening the Meeting. The Meeting had been well organized, structured and chaired and she thanked the Office for its efforts in that regard. She welcomed the Chairperson's report, which provided a set of interesting conclusions that reflected the Chairperson's own personal views. She thanked the Chairperson for his views and observations; however, she noted that participants in the Meeting had expressed a variety of different conclusions and perspectives. The contributions and cases presented during the one-day event had provided interesting snapshots. She recalled that the Committee had held a substantial discussion in November 2007, which yielded guidance for the work of the Office in four areas: standards implementation and ratification; technical advisory services; capacity-building; and knowledge development and dissemination. Those priorities were reflected in the Programme and Budget for 2010–11. The suggestions of the Worker Vice-Chairperson fitted within those four dimensions. The Employers' group did not see any reason to divert from that programme, or any controversy on the issue. She added that the recent working papers on contemporary developments in collective bargaining across a number of countries, available in the room and on the web site of the Industrial and Employment Relations Department, were exactly what had been called for. The Office should continue to develop that knowledge and she thanked the Office for those important new resources.
- 79.** The representative of the Government of the Bolivarian Republic of Venezuela, speaking on behalf of GRULAC, thanked the Office for organizing the Meeting. He noted that countries of Latin America and the Caribbean had a rich experience in collective bargaining. Convention No. 98 was one of the most ratified by the countries of the region. He underscored the opinion of the Chairperson that collective bargaining was a cornerstone of democracy, a means of enhancing growth and improving workers' economic status, and an instrument to respond to crises. He shared concerns about the situation of non-regular and migrant workers, who often fell outside the scope of collective agreements. He appreciated the sharing of experiences and information on the role of wage councils and bargaining councils in preventing and resolving disputes. He emphasized the important role that collective bargaining had played in avoiding job losses, stemming wage deflation and reducing social tensions in the context of the economic crisis. He reiterated that all that had only been possible in democratic societies.
- 80.** The representative of the Government of Spain spoke on behalf of the European Union and a number of other countries.<sup>4</sup> She commended the Office on the introductory note, which had served as a useful basis for discussions in the High-level Tripartite Meeting on Collective Bargaining. The European Union reaffirmed its support to collective bargaining and social dialogue as an essential means of promoting social justice and enterprise competitiveness, advancing democratic governance, improving workers' rights, ensuring a fair transition to an economy of low carbon emissions, eliminating discrimination at work and creating favourable conditions for gender equality. Social dialogue and collective bargaining played an important role in the overall response to the crisis and constituted a flexible tool for maintaining employment and rapidly adapting to the new economic reality, while protecting workers' rights. She noted that social dialogue and collective bargaining were the foundations of the European Social Model. The European Union reiterated its commitment to promote those principles at all levels. She stressed the need to progressively expand collective bargaining, while at the same time adapting to the diverse realities of sectors and enterprises in each country. She noted the willingness of European social partners to extend collective bargaining to workers who, by the nature of their work – precarious, informal or of short duration – were excluded from that process. She supported the message of the Chairperson of the Meeting on the need to promote the voice

<sup>4</sup> Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Croatia, Georgia, Iceland, Liechtenstein, Republic of Moldova, Montenegro, Norway, Serbia, Switzerland, The former Yugoslav Republic of Macedonia, Turkey and Ukraine.

of the ILO in the multilateral system. She supported the idea that the ILO should become a centre of excellence for promoting collective bargaining. She insisted on the need for transparency and providing trade unions with adequate information during restructuring processes. Moreover, society should be informed when that restructuring was accompanied by geographical delocalization. She supported the four orientations for the Office's future work. She noted that economic results of enterprises improved when changes of work organization were negotiated with trade unions. Special attention should be given to the development and exchange of experiences on how collective bargaining had contributed to recovery in the context of the current economic and employment crisis, such as that of Daimler.

- 81.** The representative of the Government of the United Republic of Tanzania, speaking on behalf of the Africa group, thanked the Office for organizing the Meeting. Referring to the Collective Bargaining Convention, 1981 (No. 154), he noted that the subject matter of collective bargaining should not be limited to working conditions and terms of employment, but rather extended to relations between employers and workers and between their respective organizations. Collective bargaining served as a catalyst in promoting and maintaining industrial peace and harmony and enhancing productivity. It played a crucial role as part of an effective crisis response in the context of implementing the Global Jobs Pact. He called on governments to recognize new challenges and take appropriate steps to protect freedom of association and the right to collective bargaining; to establish individual and collective dispute-resolution mechanisms; and to promote collective bargaining as a catalyst for innovation. Noting that much had to be done in terms of institutional enhancement, knowledge sharing and creating an enabling environment for collective bargaining in Africa, he urged the Office to monitor developments on the continent and ensure that freedom of association and collective bargaining were embedded in the democratic principles of national legislation.
- 82.** The representative of the Government of France, speaking on behalf of the IMEC group, thanked the Chairperson for his summary. He expressed strong support for collective bargaining and social dialogue as essential tools to achieve the objectives of the ILO. He highlighted the important role of collective bargaining in responding to the crisis, being a flexible and responsive tool that allowed for balanced negotiations about working conditions in light of new economic realities, while protecting workers' rights. He emphasized the need to take account of the changing nature of work by extending and deepening the scope of collective bargaining to address the needs of informal workers. He noted that collective bargaining offered a democratic and creative process for finding innovative solutions in the labour market in light of the changes in the labour force and new forms of work. He expressed IMEC's support for strengthening institutional frameworks for collective bargaining. His group encouraged the Office to continue to support the capacity building of trade unions, employers' organizations and governments through technical assistance and the collection and dissemination of knowledge, experience and positive innovations. He stressed the need for the Office to continue to promote the principles and values of collective bargaining in all political, social and global economic forums.
- 83.** The representative of the Government of Australia, speaking on behalf of the Asia-Pacific group, congratulated the Office on the success of the High-level Meeting and thanked the Chairperson for a comprehensive and insightful summary. He noted that the global economic crisis had highlighted the need for sensible, cooperative workplace practices and that collective bargaining was at the heart of that. He said that the Office must play a critical role in promoting collective bargaining and supporting its member States and social partners in its application. He proposed that the results of the Meeting also feed into the recurrent item discussions on employment and social security. He further encouraged the Office to ensure that the productive role that collective bargaining could play more broadly

in the roll-out of the Global Jobs Pact was promoted in respect of other key international organizations and reinforced as a fundamental component of economic recovery and sustainability.

- 84.** The representative of the Government of Argentina supported the statement made by GRULAC. He thanked the Office for the document, which reflected the rich debates that had taken place at the Meeting. “Negotiating for social justice”, the title of the Meeting, resonated with the experience of his country. Between 2003 and 2008, trade union membership had grown, collective bargaining coverage had expanded and the practice of collective bargaining had been revitalized. In 2009, in the midst of the economic crisis, 1,331 collective agreements had been approved, as compared with an annual average of 200 agreements in the previous decade. That increase in collective bargaining provided evidence that countries with well-developed institutions and practices of collective bargaining were better prepared to provide effective solutions to the crisis. He agreed with the Chairperson on the complementary relationship that existed between labour legislation and collective bargaining.
- 85.** The representative of the Government of India expressed his support for the document. Referring to paragraph 8 of the Chairperson’s summary, he drew attention to the role collective bargaining played in improving the working conditions and employment stability of contract workers in India. He also stressed the role of the Government in creating an enabling environment for collective bargaining and noted that his Government was reviewing India’s labour law in order to make it more relevant and effective. He concluded his remarks by stressing the need for the Office to continue to support collective bargaining through its technical advisory services, by building the capacity of the partners and by developing a sound knowledge base.
- 86.** The representative of the Government of Portugal fully endorsed the statement of the European Union. The Government of Portugal had strengthened collective bargaining and social dialogue at various levels. Those efforts had resulted in agreements on several important issues, such as minimum wages, the reform of social security, vocational training and labour relations. In addition, social dialogue and collective bargaining played a key role in forging social consensus on the crisis response.
- 87.** The representative of the Government of Mexico thanked the Office and supported the statement by GRULAC. She emphasized the importance of the technical assistance provided by the Office and highlighted a project that had involved the modernization of the sugar industry in Mexico. That project had transformed a situation of conflicting labour relations into one based on commitment, trust and productivity. She stressed that trade unions and employers’ organizations also had a role to play in promoting collective bargaining.
- 88.** The representative of the Government of the Bolivarian Republic of Venezuela supported the statement made by GRULAC. He noted that collective bargaining was one of the key tools for recovery in the Global Jobs Pact. Collective bargaining proved to be a relevant tool to promote fair distribution of benefits and profits, as well as solidarity and democratic participation. The coverage of collective bargaining should be extended to temporary and migrant workers. In addition to issues such as working hours and conditions and wages, the scope of collective bargaining should be expanded to include issues such as housing, pensions, savings and training. He highlighted the need to strengthen labour inspection and advance mediation and conciliation to resolve labour conflicts through social dialogue.
- 89.** The representative of the Government of Italy thanked the Office for the Chairperson’s summary and expressed her support for the statement of the European Union. Italy had been one of the first countries to ratify Convention No. 98. Referring to the economic

crisis, she noted that in January 2009 the Government of Italy had signed an agreement with workers' organizations to reform the previous rules for social dialogue agreed to in 1993. That framework agreement had renewed the commitment of employers' associations and the trade unions to bilateralism to promote new forms of work protection. She supported the proposal in paragraph 5 and highlighted the role which the Turin Centre could play for training purposes.

90. The representative of the Government of Egypt noted the revision to legislation made in 2003. In recent years, information campaigns had been organized highlighting the need for social dialogue. He affirmed that ensuring successful social dialogue was key to finding the best possible solutions.
91. The representative of the Director-General thanked the Committee for the deep and constructive interventions. The conclusions of the Meeting highlighted the central role collective bargaining played in recovery from the economic crisis. The convergence of the views of the three groups demonstrated that collective bargaining was indeed a cross-cutting value. The Office would reflect the views expressed by the Committee in its programme of work.
92. The Worker Vice-Chairperson noted the high degree of consensus reflected in the views expressed. However, she pointed out an element of discord and stressed that there was no difference between rights for workers in the public sector and the private sector. She called on all the governments to ratify and implement the ILO's Conventions on collective bargaining in both the public and private sectors.
93. The Employer Vice-Chairperson noted the convergence of views, which was a reaffirmation of the existing programme of work, with particular emphasis on capacity-building and knowledge-sharing activities. She reiterated her support for the implementation of the Programme and Budget for 2010–11.

#### **D. Recurrent item report on employment (2010): Update (Second item on the agenda)**

94. A representative of the Director-General (Mr Salazar-Xirinachs, Executive Director, Employment Sector) provided the Committee with an update on the recurrent item report on employment to be discussed at the 99th Session of the International Labour Conference. He recalled that the report was required by the Social Justice Declaration to better understand the diverse realities and needs of member States with respect to each of the strategic objectives, to respond more effectively to them and to assess the results of ILO activities with a view to informing programme, budget and other governance decisions.
95. The report, to be entitled "Employment Policies for Social Justice and a Fair Globalization", addressed the role of the ILO in the twenty-first century in matters of employment policy in the context of the Decent Work Agenda and the Social Justice Declaration. The report sought to assess the employment challenges and responses at the national level, the extent to which ILO employment policy guidance instruments were being used by constituents, and to identify whether the Office was effectively using all its means of action to assist member States. In addition to a general overview, the report's main chapters covered employment policies, sustainable enterprises, skills development, trade and international finance policy as related to labour markets, and work in the informal economy and its transition to formality. The report was expected to be available in mid-April.

96. He stressed that preparation of the report had been an Office-wide effort, with strong engagement by all technical departments, field offices, the Turin Centre, and ACTRAV and ACT/EMP. He remarked that the work had been carried out in close coordination with the Standards and Fundamental Principles and Rights at Work Sector during its preparation of the General Survey concerning employment instruments, and concluded by noting that consultations were ongoing concerning the dynamics of the forthcoming discussion at the Conference, for example concerning the points for discussion.
97. The representative of the Government of France, speaking on behalf of the IMEC group, remarked that since the report was the first in a series of recurrent item reports it could be viewed as a prototype and therefore careful consideration should be given to the organization of the Conference discussion. He questioned whether the Office had considered, for example, preparing an information note to provide delegates with guidance on the recurrent item report process, stressing its role as a means of evaluation. Furthermore, the Governing Body should be fully consulted concerning the way in which the Conference would discuss the report, to ensure its greatest possible impact.
98. The representative of the Government of China noted that the forthcoming Conference discussion would come at a particularly important time of recovery from the crisis, but stressed that the global recession was not over and could possibly worsen in the interim. While the trade and international finance aspects of the crisis had been discussed in a wide range of international forums, he welcomed the inclusion of a chapter on that topic in the report as the labour market implications of trade and finance policy were clearly within the ILO mandate. He hoped special attention could be paid in the report and the forthcoming discussion to vulnerable groups such as young people and migrant workers.
99. In his reply, the representative of the Director-General reminded the Committee that a long period of consultations, including with the Governing Body, had preceded the preparation of the report. A large number of background documents had contributed to its preparation and it was planned to make those available during the Conference to facilitate discussion. He concluded by mentioning the ongoing consultations with the Officers of the Governing Body concerning the forthcoming Conference discussion, noting that they should ensure a productive outcome.

Geneva, 19 March 2010.

*(Signed)* Mr A. Shahmir  
Chairperson