



## First sitting

Wednesday, 28 May 2014, 10.15 a.m.

*Presidents: Ms Velásquez de Avilés, Chairperson of the Governing Body of the International Labour Office, and Mr Funes de Rioja*

### OPENING OF THE SESSION

*Original Spanish: Ms VELÁSQUEZ DE AVILÉS  
(Chairperson of the Governing Body of the  
International Labour Office)*

In my capacity as Chairperson of the Governing Body of the International Labour Office for the period 2013–14, it is an honour for me to declare open the 103rd Session of the International Labour Conference. I would like to take this opportunity to wish you all a very warm welcome to Geneva.

### ELECTION OF THE PRESIDENT OF THE CONFERENCE

*Original Spanish: Ms VELÁSQUEZ DE AVILÉS  
(Chairperson of the Governing Body of the  
International Labour Office)*

Our first task is to elect the President of the session of the Conference. I would ask you now to put forward your nominations.

*Mr NAZIRI ASL (Government, Islamic Republic of Iran,  
speaking on behalf of the Government group)*

The Government group has the pleasure of nominating Mr Daniel Funes de Rioja, Employer member from Argentina, as President of the Conference. I am aware that Mr Funes de Rioja is already well known to very many delegates present here. Indeed, I intend to leave the task of outlining the qualities that he will certainly bring to the presidency of our assembly to the Employer and Worker spokespersons. I would simply add that Mr Funes de Rioja first came to the International Labour Conference as an Employer member of the delegation of Argentina in 1976. He was Employer member of the Credentials Committee from 1991 to 1999 and has been Employer Vice-Chairperson of the Governing Body of the ILO since 2000.

I am confident that he knows better than everybody in this room the culture of tripartism, dialogue and consensus.

With that, it is my honour to submit his candidature for the presidency of this session of the Conference.

*Mr RØNNEST (Employer, Denmark,  
Chairperson of the Employers' group)*

On behalf of the Employers' group, let me thank all the members of the Government group for allowing this 103rd Session of the International Labour Conference to be presided over by a member of our group. Daniel Funes de Rioja needs, I am sure, little introduction, having been the Employers' Vice-

Chairperson of the ILO Governing Body for the last 14 years and a regular attendee of this Conference for the last 36 years. Daniel's career has been devoted to international labour policy. As a leading constitutional and practising lawyer in his home country, Argentina, Daniel has led our group in advancing and strongly advocating the interests of the global employer community. He has done this in a way that has always respected the core values of this institution. He is a person of strong conviction and integrity and a firm believer in the values of tripartism which guide our work, not only here at this Conference but across all our work in the ILO. Daniel Funes de Rioja is a person who we believe embodies the virtues of this House and whose skill and experience would guide the work of this Conference to the satisfaction of all. On behalf of our group, I would be grateful for your support for his nomination.

*Original French: Mr CORTEBEECK (Worker, Belgium,  
Chairperson of the Workers' group)*

It is a great pleasure for me to support the nomination of Daniel Funes de Rioja as President of the 103rd Session of the International Labour Conference. For 15 years, I have been able to track his career in the International Labour Organization, first during my years as Chairperson of the Workers' group in the Committee on the Application of Standards and for the last three years as a fellow Officer of the Governing Body.

While we do not have the same starting points, and while it is quite normal that the Employers do not always have the same outlook as the Workers, what I like about Daniel is his capacity to listen to the Workers' and Governments' views. I like his propensity for dialogue, his openness and above all his determination to find solutions. His track record is impressive and Daniel Funes de Rioja certainly deserves to stand as President of this Conference.

*Original Spanish: Mr TOMADA (Minister of Labour,  
Employment and Social Security, Argentina)*

I would like to express my gratitude for this opportunity to address the International Labour Conference at its 103rd Session and for the proposal to elect, as President of the Conference, Daniel Funes de Rioja, Argentina's long-standing Employers' delegate who recently became President of the International Organisation of Employers.

It is significant that, after 14 years, a representative of the employers' sector has been nominated to such an important position. Mr Funes de Rioja is a

symbolic figure for the ILO. He has held positions of importance, such as those of Employer Vice-Chairperson of the Committee on the Application of Standards and Employer Vice-Chairperson of the Governing Body, for over 20 years. But there can be no doubt that this position, which is also an honour for Argentina, has been bestowed on him because of the way in which he has worked over the years as a staunch defender of ILO principles and of dialogue.

In Argentina, he is involved in the many areas where genuine tripartism is exercised. It can be said that he leads, from the sector that he represents, a broad group of social partners in ongoing dialogue. Whether or not we share the same point of view on individual subjects, we can rely on him to find a consensus-based solution to any conflict and to guarantee high-quality tripartite participation in national and international meetings. The presidency of this Conference demands these qualities. Those of us who have participated in the work of the ILO's supervisory bodies are aware of the importance of the link between the Conference and the Governing Body on the one hand, and the International Labour Office on the other. We can rest assured that, with this candidate to the presidency, this interaction will be guaranteed.

For Argentina, the election to the presidency of the 103rd Conference of a man who was born and raised in the country and who graduated with a public education with qualifications that have been reaffirmed by his work, is a great distinction. Of course we do not want to take the credit for his achievements; clearly, the credit belongs to him and to his great personal qualities. We have, however, accompanied the key players in the sphere of labour relations in Argentina, many of whom are here today, along a path paved with consensus and disagreement, and with difficulties and mutual learning, and this understanding and exchange is due to many factors, but above all it is the hallmark of a population that has lived for the last 30 years in a democracy and for the last 11 years has seen strong recovery in employment and an upsurge in social and labour rights. These are the same rights as those that are upheld and promoted by this Organization, which once again calls on us to reflect on and take action to promote equality and the dignity of workers in a framework which is productive, sustainable and respectful of these rights. And for this reason as well, we encourage Mr Funes de Rioja and wish him the utmost success in this new endeavour. It is with great warmth and respect that I can support the nomination of Mr Funes de Rioja. He deserves it.

---

*Original Spanish: Ms VELÁSQUEZ DE AVILÉS (Chairperson of the Governing Body of the International Labour Office)*

---

The proposal put forward by Ambassador Naziri Asl has been made and duly seconded. In the absence of other proposals, it is a great pleasure for me to declare Mr Daniel Funes de Rioja, Employer, Argentina, President of the 103rd Session of the International Labour Conference. I extend to him my warmest congratulations and invite him to come and take the chair.

*(Mr Daniel Funes de Rioja, Employer, Argentina, is elected President of the Conference and takes the President's chair.)*

## PRESIDENTIAL ADDRESS

---

*Original Spanish: The PRESIDENT*

---

At the outset, I would like to thank the Government group, and in particular the Ambassador of Iran and each member of that distinguished group, for having proposed me as President of the Conference. I also convey my gratitude to the Minister of Labour of Argentina, who has had the courtesy to express strong support for Argentina's presidency. I would like to thank my colleagues, Mr Luc Cortebееck and Mr Jørgen Rønneest, for their support. For many years I have worked side by side with them in this house, with different interests and views but with a common purpose, and this effort to achieve consensus between Governments, Workers and Employers is a clear manifestation of tripartism. These constituents not only form three parts of a single whole, but also represent a linguistic and cultural pluralism which enables us all to work together in pursuit of our common objectives.

I would also like to note that the presence here in my country's delegation of Mr Gerardo Martínez, the Workers' representative for Argentina, and of the Minister of Labour of Argentina, demonstrates that, for us, this tripartism is a reality. The many challenges and difficulties notwithstanding, it is our firm belief that tripartism has a special role in our country.

I would like to express my personal appreciation and respect for the Director-General, Mr Guy Ryder, who is tripartite not only in his being, but also in his linguistic abilities, as my colleagues have witnessed over the years. We have seen the enthusiasm and commitment with which he has promoted the process of tripartism.

Speaking also on behalf of the International Organisation of Employers, over which it is my current honour to preside, and the Argentine Industrial Union, an organization which I have represented for many years, I convey my gratitude to you all.

If I may recall one more thing: I am not the first Argentinian to occupy this post: in 1928, another Argentinian, Carlos Saavedra Lamas, was the first President of the International Labour Conference. In 1936 he won the Nobel Peace Prize and also was President of the UN General Assembly. Argentina has great regard for this Organization and, for this reason, it is an even greater honour for me, as an Argentinian, to accept this appointment.

It was at this Conference that Mr Saavedra Lamas presented the first draft of a labour code for our country and some years later we had in place a substantial system of standards in this area which was subjected to the close scrutiny of social dialogue.

I shall therefore make every effort not only to ensure a successful Conference but also to reaffirm the values that bind us, looking beyond our legal positions and the interests of our Governments, Workers and Employers. In this regard I wish to state very clearly that the 1998 Declaration on Fundamental Principles and Rights at Work, and the 2008 Declaration on Social Justice for a Fair Globalization establish, in my view, a framework for our vision and the basis and guidance for our work. Without any doubt, the Conference will once again provide us with an opportunity to put into practice the principles that inspired the creation of the ILO, to confirm its tripartite mission and to promote the observance of its fundamental values. But our efforts will be

futile if at the same time we do not succeed in updating our procedures to ensure the best possible implementation. We are living in an age of change and change does not mean setting aside your beliefs and your convictions, but rather adapting your methods and procedures to new realities to reinforce the relevance of the Organization and the performance of its constitutional mandate.

As the Director-General said in his Report to the 2013 Session of the Conference, despite the ability of the ILO to adapt creatively to change, there is still widespread sentiment among constituents that the speed and extent of the evolution taking place in the globalized economy are outpacing the ILO's capacity to change. Commitment to change is therefore of fundamental strategic importance in response to the need to be effective and relevant. In this regard the reform of the Governing Body has been a successful response to the need to promote participation and reformulate the Organization's governance priorities. The process of reforming the Conference will also require the active participation and contribution of all involved. This 2014 Conference will pilot certain changes and adjustments that will be fully implemented in 2015. It is our conviction that, with these changes, our gathering will have still greater impact on and relevance to the world of work and society.

*(The speaker continues in English.)*

This year's agenda, in addition to the reports of the Director-General and the Chairperson of the Governing Body, will allow us to take up matters of paramount importance to the world of work. It is interesting to note that two of the main technical topics – namely, informality and forced labour – highlight not only the commitment of the ILO constituents to maintaining the relevance of the ILO to the world of work through important discussions such as this, but also reflect the tripartite concern about surmounting the challenges posed to modern society by the issue of informality, as well as a strong commitment to furthering the ILO work on the promotion of human rights.

Where informality is concerned, it should be recalled that we already had a very interesting discussion of this issue in 2002. This discussion led to an important tripartite understanding. Our goal in 2014 is not to reopen those debates but rather to build on the ILO tripartite consensus that already exists. We need to be practical and, in order to do so, we need to take this opportunity to take stock of what governments are doing around the world, what has worked and what can be improved. This should provide us with very useful information to help governments bring informality under the rule of law.

The issue of informality and the promotion of formalization is not a mere theoretical discussion: it is both indisputable and disturbing that the large proportion of employment positions in the world are informal and lack legal and social protection. At the same time – and this is not coincidental – there is a growing informal economy of micro and small enterprises which are unable to find a place in the formal sector and which therefore have no access to credit, technology or formal markets. As we have said so many times, if we want decent work, we need sustainable enterprises that can grow in the

formal sector and are productive and competitive at the same time.

As stated in our 2007 tripartite resolution, “an environment conducive to the creation and growth or transformation of enterprises on a sustainable basis combines the legitimate quest for profit ... with the need for development that respects human dignity, environmental sustainability and decent work”. These are our own words.

We will also address the implementation gaps to promote prevention, protection and compensation measures with a view to eliminating forced labour. This discussion will take us to the very core of the ILO mandate. The Forced Labour Convention, 1930 (No. 29), is one of our fundamental instruments related to human rights and the world of work. While we acknowledge that the prevention of forced labour is, in the first place, a governmental duty, it is also true that workers' and employers' organizations contribute to the upholding of this very fundamental value. Proof of this may be seen in, for example, the number of initiatives that the private sector has taken to complement and support government efforts.

We should not forget that human rights are rights that humans possess by the fact of being human and that neither are they created nor may they be abrogated by any government. The campaign against exploitation has prompted the strong involvement of all sectors of the globalized world. It is therefore our responsibility to deliver an outcome commensurate with the task that is expected of us.

We will also hold the recurrent discussion on the strategic objective of employment. As you know, this is the ILO's follow-up mechanism to the Social Justice Declaration and it has the objective of reviewing what constituents have asked the ILO to do, what has been done and what still needs to be done on the ILO strategic objectives. Unfortunately, past discussions on this mechanism have shown that we are not there yet and that there is still room for improvement. This opens up an excellent opportunity, however, to prepare for our future review in 2016, which should lead to a better and more effective procedure for follow-up to the Declaration.

Lastly, but no less important, during the last week of the Conference, the ILO will hold the second edition of the World of Work Summit. At this event discussions will turn on the ILO's *World of Work Report 2014: Developing with jobs*, and the Summit will benefit from the contributions of key speakers, labour ministers and representatives from employers and workers.

*(The speaker continues in French.)*

The success of the International Labour Conference will be contingent on the work that we will be carrying out over the next few weeks. We are going to demonstrate that tripartism serves the interests of the three partners and, in order to do this, we must look closely at the genuine problems of the world of work and we must do so in a manner that will enable us to have a positive impact in the field, on the life of workers, and also on the sustainability of the enterprises for which they work.

The role of the Officers of the Conference is to ensure freedom of expression for the participants at the Conference. Like all other freedoms, freedom of expression must be subject to clear rules, particularly in respect of the kind of language employed and

the speaking time, in order to respect the position of other delegates and the Conference itself and to ensure that the Conference will be both effective and fruitful.

I am certain that I can count on you all in ensuring that our discussions are characterized by the sincerity and dignity merited by this highest forum of international social dialogue. Thank you.

#### COMPOSITION OF THE CREDENTIALS COMMITTEE

---

*Original Spanish:* The PRESIDENT

---

In accordance with the prescribed procedure, we shall now establish the Credentials Committee. Then we will move directly to the various tasks that have been assigned to us this morning and for the performance of which the Conference will establish a Credentials Committee, as set out in article 5 of the Standing Orders.

The list of names of those nominated to serve on this Committee is displayed on the screen behind me. If there are no objections, may I take it that the Conference wishes to approve the composition of the Credentials Committee as set out on the screen and to establish this Committee: Mr Masoka (*Zimbabwe*), Ms Horvatic (*Croatia*) and Ms Fox (*United States*)?

*(The proposals are approved.)*

#### ELECTION OF THE VICE-PRESIDENTS OF THE CONFERENCE

---

*Original Spanish:* The PRESIDENT

---

In accordance with article 25, paragraph 2, of the Standing Orders of the International Labour Conference, we will now proceed to elect the Vice-Presidents of the Conference. I now call on the Clerk of the Conference to read out the nominations for the various posts of Vice-President of the Conference.

---

*Original Spanish:* The CLERK OF THE CONFERENCE

---

The nominations to the posts of Vice-President of the Conference are as follows: for the Government group, Mr Alexandris (*Greece*); for the Employers' group, Ms Mugo (*Kenya*); and for the Workers' group, Mr Sakurada (*Japan*).

---

*Original Spanish:* The PRESIDENT

---

If there are no objections, may I take it that these proposals are approved?

*(The proposals are approved.)*

#### NOMINATION OF THE OFFICERS OF THE GROUPS

---

*Original Spanish:* The PRESIDENT

---

We will now proceed to appoint the Officers of the groups. The names of the Officers chosen by the groups are shown on the screen as follows:

*Government group:*

*Chairperson:*

Mr Naziri Asl (*Islamic Republic of Iran*)

*Vice-Chairperson:*

Ms Armellini (*Italy*)

*Employers' group:*

*Chairperson:*

Mr Rønnest (*Denmark*)

*Vice-Chairpersons:*

Mr Echavarría Saldarriaga (*Colombia*)

Ms Goldberg (*United States*)

Ms Hornung-Draus (*Germany*)

Mr Rahman (*Bangladesh*)

Mr Yuma Mulimbi (*Democratic Republic of the Congo*)

*Secretary:*

Mr Wilton (*International Organisation of Employers*)

*Workers' group:*

*Chairperson:*

Mr Cortebeeck (*Belgium*)

*Vice-Chairpersons:*

Mr Martínez (*Argentina*)

Mr Guiro (*Senegal*)

Ms Buntenschach (*Germany*)

Ms Kearney (*Australia*)

*Secretary:*

Ms González (*International Trade Union Confederation*)

In addition to the Chairperson and Vice-Chairpersons, the Officers of the Workers' group are as follows: Mr Yousif (*Sudan*); Mr Asamoah (*Ghana*); Ms Byers (*Canada*); Ms Triana (*Colombia*); Mr Shmakov (*Russian Federation*); Ms Cappuccio (*Italy*); Mr Awan (*Pakistan*); Ms Liew (*Singapore*).

#### CONSTITUTION AND COMPOSITION OF THE CONFERENCE COMMITTEES

---

*Original Spanish:* The PRESIDENT

---

The next agenda item concerns the constitution of standing committees and committees to consider items on the agenda of the Conference. The Conference may wish to establish the following committees: the Selection Committee; the Finance Committee of Government Representatives; the Committee on the Application of Standards; the Committee on Forced Labour; the Committee on Transitioning from the Informal Economy; and the Committee for the Recurrent Discussion on Employment.

The initial composition of the committees, as proposed by the groups, is available in the room. If there are no objections, may I take it that these proposals are approved?

*(The proposals are approved.)*

#### COMPOSITION OF THE SELECTION COMMITTEE

---

*Original Spanish:* The PRESIDENT

---

As shown on the screen, the nominations for the composition of the Selection Committee, in accordance with article 4 of the Standing Orders of the Conference, are as follows: the 28 Government members are the regular members of the Governing Body of the following countries: Argentina; Australia; Brazil; Canada; China; Colombia; Congo; Denmark; Egypt; El Salvador; France; Germany; Hungary; India; Islamic Republic of Iran; Italy; Japan; Lithuania; Niger; Qatar; Russian Federation; United Republic of Tanzania; Togo; Trinidad and Tobago; United Kingdom; United States; Viet Nam; and Zambia.

The deputy Government members are as follows: Algeria; Angola; Botswana; Bulgaria; Cambodia; Costa Rica; Cuba; Cyprus; Ghana; Indonesia; Kazakhstan; Kenya; Republic of Korea; Lebanon; Malta; Mexico; Netherlands; Pakistan; Panama; Romania; Sri Lanka; Sudan; Switzerland; Thailand; United Arab Emirates; Uruguay; Bolivarian Republic of Venezuela; and Zimbabwe.

The 14 regular Employer members are: Mr Diallo (*Côte d'Ivoire*); Mr Echavarría Saldarriaga (*Colombia*); Mr Etala (*Argentina*); Mr Ferrer Dufol (*Spain*); Ms Goldberg (*United States*); Ms Horvatic (*Croatia*); Mr Mackay (*New Zealand*); Mr Matsui (*Japan*); Mr Mattar (*United Arab Emirates*); Mr Megateli (*Algeria*); Mr Patil (*India*); Ms Pineau (*France*); Mr Savané (*Guinea*); and Mr Yuma Mulimbi (*Democratic Republic of the Congo*).

The 14 deputy Employer members are: Mr Al-rayes (*Bahrain*); Mr Conzemius (*Germany*); Mr de Regil Gómez (*Mexico*); Mr Frimpong (*Ghana*); Mr Furlan (*Brazil*); Ms Lambert (*Australia*); Ms Liu (*China*); Mr Mdwaba (*South Africa*); Ms Moskvina (*Russian Federation*); Ms Mugo (*Kenya*); Mr Rahman (*Bangladesh*); Ms Regenbogen (*Canada*); Mr Ricci (*Guatemala*); and Ms Tasdighi (*Islamic Republic of Iran*).

The 14 regular Worker members are: Mr Cortebecq (*Belgium*); Mr Martínez (*Argentina*); Mr Guiro (*Senegal*); Ms Buntentbach (*Germany*); Ms Kearney (*Australia*); Mr Sakurada (*Japan*); Mr Yousif (*Sudan*); Mr Asamoah (*Ghana*); Ms Byers (*Canada*); Ms Triana (*Colombia*); Mr Shmakov (*Russian Federation*); Ms Cappuccio (*Italy*); Mr Awan (*Pakistan*); and Ms Liew (*Singapore*).

The deputy Worker members are: Ms Fox (*United States*); Mr Leemans (*Belgium*); Mr Veyrier (*France*); Mr Dimitrov (*Bulgaria*); and Ms Kelly (*New Zealand*).

#### **PROPOSALS CONCERNING THE PUBLICATION OF THE *PROVISIONAL RECORD* OF THE 103RD SESSION OF THE CONFERENCE**

---

*Original Spanish:* The PRESIDENT

At the 102nd Session, which was held in 2013, the Governing Body proposed to the Conference that it defer, on a trial basis and subject to necessary derogations from its Standing Orders, the translation and production of the *Provisional Record* speeches made during the plenary discussion of the Reports of the Chairperson of the Governing Body and of the Director-General (agenda item I) until after the Conference.

The Governing Body considered this procedure for the publication of the *Provisional Record*, among other matters, in the context of the Working Group on the Functioning of the Governing Body and the International Labour Conference, and decided to propose to the Conference that it maintain the procedure introduced on a trial basis the previous year, which had achieved considerable savings and enhanced the efficiency of the Conference.

I give the floor to the Clerk of the Conference, who will describe the steps that the Office again proposes to put in place.

---

*Original Spanish:* The CLERK OF THE CONFERENCE

The Office proposes that, for speeches made during the plenary discussion of the Reports of the Chairperson of the Governing Body and of the Director-General, audio recordings in the original language, as well as the simultaneous interpretation into Spanish, French and English, will be posted on the Conference website shortly after delivery, along with a copy of each speech if delivered to the secretariat.

In cases where delegates need to exercise their right of reply, the secretariat will provide a written translation of the speech in question into one of the official ILO languages upon request. This proposal requires the suspension of article 23, paragraph 1, of the Standing Orders, which provides that a verbatim report shall be printed at the conclusion of each sitting.

Subject to the decision of the Conference on this proposal, this pilot arrangement will have implications for participants, who will be requested, at least one day before they are scheduled to speak, to send the text of their speeches electronically to [ilc-speeches@ilo.org](mailto:ilc-speeches@ilo.org), or to hand a printed copy to office A-561 on the fifth floor of this building for the use of the interpreters and the Conference Record Service. Any paper version of the speech delivered to the secretariat will be scanned for posting on the Conference website.

The *Provisional Record* of speeches will be posted on the website on 20 July 2014. Delegates who wish to have corrections made to the printed text of their speeches must communicate these corrections in writing to the International Labour Office (Conference Record Service) by 10 August 2014. The final *Record of Proceedings* will be produced by September as usual. This requires the suspension of the relevant deadline in article 23, paragraph 3, of the Standing Orders.

I would like to add that the lists of Officers and of members of the Selection Committee, as shown on the screen, will be posted on the website immediately after the closure of this plenary sitting. Once again, subject to the decision of the Conference, all these details will be set out clearly in the *Daily Bulletin*.

#### **SUSPENSION OF CERTAIN PROVISIONS OF THE STANDING ORDERS OF THE CONFERENCE**

---

*Original Spanish:* The PRESIDENT

Under article 76 of the Standing Orders, the Conference cannot take a decision to suspend a provision of the Standing Orders until the sitting following that at which the proposal was made. Given that the next plenary sitting is scheduled for 4 June, we need to hold two consecutive plenary sittings today. At this first sitting, we shall propose the suspension of certain provisions of the Standing Orders. We shall then close the sitting and, after a very brief interval, open a second plenary sitting at which the Conference will take a decision with respect to the proposed suspensions.

The President and Vice-Presidents of the Conference will unanimously recommend suspending these provisions in order to accommodate the various changes that are proposed to the format of the Conference to improve its functioning. Some of the suspensions relate to the work in plenary, and others to the work of the committees. The Officers of the Conference therefore submit the following proposals, which will enable the Director-General and the Conference to proceed in an orderly manner.

With regard to the Report of the Director-General to the Conference, we propose suspending the application of article 12, paragraph 2, of the Standing Orders so that the Director-General can present both a thematic Report and an ILO programme implementation Report, which will be appended to the report of the Chairperson of the Governing Body.

With regard to the World of Work Summit, which, as you are aware, is to be held on Monday, 9 June, to the extent necessary to facilitate interventions by Heads of State and Government, Prime Ministers and Vice-Presidents, and panel-style sessions, it is proposed to suspend: the limitation concerning the number of statements by each member State in plenary and, to that extent, article 12, paragraph 3; the provisions regarding time limits of speeches and, to that extent, article 14, paragraph 6; the sequence in which the speakers are given the floor, in order to facilitate an exchange of views and, to that extent, the provisions of article 14, paragraph 2; and the rules on moving the closure of the discussion laid down in article 16.

With regard to the reply of the Director-General to the discussion of his Report, it is proposed to suspend the second sentence of article 23, paragraph 2, solely for the purpose of permitting the Director-General to respond in writing to points

raised during the discussion of his Report in plenary.

The Officers of the Conference also propose the suspension of article 23, paragraphs 1 and 3, to the extent necessary to permit the deferral of the publication and adoption of the *Provisional Record*, as explained by the Clerk of the Conference.

Lastly, it is proposed to suspend article 67 concerning amendments to a text submitted to a committee by its drafting committee in order to enable committees to adopt reports that include a draft instrument without needing to hold an additional sitting. The reports will thus be submitted for consideration solely at a plenary sitting.

In accordance with the provisions of article 76 of the Standing Orders, a decision concerning the aforementioned proposals will be taken at the next plenary sitting of the Conference.

*(The Conference adjourned at 11.00 a.m.)*

## Second sitting

Wednesday, 28 May 2014, 11.00 a.m.

*President: Mr Funes de Rioja*

### SUSPENSION OF CERTAIN PROVISIONS OF THE STANDING ORDERS OF THE CONFERENCE

---

*Original Spanish: The PRESIDENT*

---

I declare open the second sitting of the 103rd International Labour Conference.

We shall now proceed to the approval of the suspension of certain provisions of Standing Orders of the Conference.

If there are no objections, may I take it that this proposal is approved?

*(The proposal is approved.)*

### DELEGATION OF AUTHORITY TO THE OFFICERS OF THE CONFERENCE

---

*Original Spanish: The PRESIDENT*

---

We shall now take up the question of the delegation of authority to the Officers of the Conference.

In accordance with our agenda, we will not meet in plenary again until Wednesday, 4 June. Therefore, if the Conference so agrees, the daily tasks relating to the organization of the Conference during the intervening period will be carried out by its Officers.

I now call on the Clerk of the Conference to read out the delegation of authority.

---

*Original Spanish: The CLERK OF THE CONFERENCE*

---

The International Labour Conference hereby delegates to its President and three Vice-Presidents the necessary authority to take any decisions or perform any functions which fall within the mandate of the Conference with regard to any matter which has to be dealt with before the Conference meets again, unless the Officers consider that the Conference should hold a sitting to examine a particular issue. Decisions taken under this delegated authority will be set out in the *Provisional Record* of the Conference.

This delegation of authority will take effect at the end of the second sitting and will expire when the Conference meets again in plenary.

---

*Original Spanish: The PRESIDENT*

---

If there are no objections, may I take it that this delegation of authority is accepted?

*(The delegation of authority is accepted.)*

### PRESENTATION OF THE REPORT OF THE DIRECTOR-GENERAL

---

*Original Spanish: The PRESIDENT*

---

With these necessary administrative and procedural tasks behind us, we can move on to questions of substance. It is therefore my honour to call on the Director-General of the International Labour Office, Mr Guy Ryder, to present his vision and perspective of the work to be achieved by this session of the Conference, and also to present his Report to the Conference, *Fair migration: Setting an ILO agenda*.

---

The SECRETARY GENERAL OF THE CONFERENCE

---

I am very pleased to be able to add my words of welcome to you all at this 103rd Session of the International Labour Conference. As you have heard, we have much important work ahead of us and I want to begin by wishing you all success in getting it done.

Only exceptionally has the Conference elected a representative of the non-governmental groups to its presidency. The last time an Employer occupied the President's seat was in 1998, in the person of our current President's predecessor, Jean-Jacques Oechslin. The President's election does honour to his country, Argentina. It is recognition of the critical importance of tripartism in this House and above all, as we have heard, it is tribute to the very high regard in which his personal contribution to this Organization over a long and distinguished career is held by delegates from all groups. I take the opportunity to express my own personal thanks for that.

We rarely meet in circumstances of absolute calm or in the absence of controversy; the world of work is simply not like that. It is subject to constant change, and that change has accelerated rather than abated in recent years, when the enduring effects of global crisis have added to the scale of the challenges we face and the urgency of building solutions to them. And since we last met, the world has seen an intensification – a multiplication – of conflicts and of tensions which must embolden us in our quest for social justice as the surest guarantee of lasting peace.

It is the vocation of this unique Conference to bring together the representatives of governments, of workers, and of employers from across this often turbulent world to put before them issues which, because they are of crucial significance, are not easy to handle, and then to draw, from your combined inputs, outcomes which truly can, and must,

have real impact on what happens in the workplaces of all our countries.

All of you who are delegates at this Conference come to it, in my view, with twin responsibilities. The first, self-evidently, is to defend the views and the interests of those you represent and I have no doubt that you will do that with your habitual energy and determination. That is what makes the ILO work.

But there is a second, and no less important, responsibility: to combine this entirely proper defence of interests with a corresponding commitment to seek consensus. To find agreed solutions, because that also is what makes the ILO work and without which we will not do everything that we should and that we must.

And, as we begin our work, I believe we can all agree that we will be addressing in the coming days issues of real significance and it seems to me that the three criteria for measuring the success of our Conference are: first, that we discuss the right issues; second, that we organize our work efficiently; and third, that we produce results.

The quality of the results, as I have said, is very much in your hands now.

The efficiency of our work has been under intense scrutiny in our Governing Body, and the upshot is that the innovations agreed by it mean that, as of next year, the duration of this Conference will be reduced to just two weeks. Several of these innovations are being trialled at this session and I want to underline that, as we rightly pursue reform of the Conference, as in many other areas at the ILO, we have been guided, and we must continue to be guided by, the need to preserve its essential functions – among them the setting and the supervision of international labour standards. The search for efficiency cannot be undertaken at their expense.

So what of the agenda of our Conference? With world unemployment at record levels and still growing despite timid recovery in economic growth, with young people its primary victims, jobs have to be front and centre in our work – and so they are. The recurrent discussion item matters both for the subject – the strategic objective of employment – and for the institutional role that it has under the 2008 ILO Declaration on Social Justice for a Fair Globalization in evaluating and guiding future ILO activities.

Now, we have worked hard up to this point to get these recurrent discussions right and that has, as has been recalled by the President, presented us with a number of challenges. We have learned from experience and the fact that our Governing Body followed a suggestion that I made to the Conference last year and has decided to place an evaluation of the impact of the Declaration on the Conference agenda for 2016 will give us an opportunity to learn more and to go further.

Jobs will also be at the centre of the World of Work Summit to be held on 9 June, which will focus on the *World of Work Report 2014: Developing with jobs* that we launched yesterday. I am very pleased that, this year, the report focuses in particular on the employment challenges of the developing and the emerging economies. Please do find the time to have a look at this report, because the evidence is ground-breaking, I think, and the key message compelling: that quality jobs – decent work – are a crucial driver of development, and investment

in those jobs is a major factor in development success.

And these conclusions bear directly on the discussions we begin now and will complete next year on transitioning from the informal economy – where so many in the developing world, but also increasing numbers in the advanced economies, make their living – to the formal economy. I think it is probably fair to say that the obvious importance of this transition is matched only by the complexity of the task of making it happen. But it is truly encouraging that our starting point is robust tripartite consensus that this is the right path to follow. That was not always the case – certainly not when the ILO first started to tackle the question of informality – but it is there now and is reflected in the bold initiatives of formalization already being taken in a significant number of our member States. Formalization brings protection and improved conditions to workers; it brings fair competition and improved sustainability to enterprises; and it brings revenues and strengthened authority to governments. Our discussions will need to bring us all together to make sure that formalization happens.

From outside the ILO, there may be surprise that, this year, in 2014, our Conference still has to examine what needs to be done to strengthen action to end forced labour. And yet that is what our circumstances require. There are today 21 million victims of forced labour in the world. And if we take a hard look at this disturbing reality, we have to conclude that this is not simply the residue of abuse from a past era. Forced labour is mutating, it is recreating itself in the most virulent of forms. It is big business – our recent estimates show that it is worth US\$150 billion a year in profits – and so we must equally conclude that our existing fundamental rights Conventions, the Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105), need to be reinforced to fill, in particular, the implementation gaps of prevention, victim protection and compensation.

Now, it will be for you to determine the way in which that is to be achieved and it is not for me to pre-empt that deliberation. It suffices to say, however, that the option that we retain should be the one that responds best to an objective assessment of the abuses that it is our duty to combat and which will work best to end them.

I have already referred to the supervision of standards as an essential function of this Conference. And that is why the work of our Committee on the Application of Standards is crucial to our Conference's success. Nobody, I believe, would dispute that, but nobody either is ignorant of the challenges that the Committee has faced in recent years or of the extreme importance of the issues which are involved.

From the very outset, I have stressed the urgent need to restore the full tripartite support for the supervisory system which is crucial for its authority and without which the ILO would be diminished, seriously diminished. Since then, we have worked hard with our tripartite constituents to find a way forward and it has been really encouraging that all parties, without exception, have underlined their commitment to maintain and strengthen the ILO standards system.

But we have not got there yet, and this Conference meets between the positive and constructive Governing Body discussion of last March and the



further discussion that we already have scheduled for this November. I believe that we have good prospects for progress, which will be greatly reinforced by the smooth functioning and the successful outcome of the work of the Committee at this Conference. In March, all groups made a commitment to bring that about and I trust, and am convinced, that this commitment will hold good in the days ahead.

It is important as well that we exploit the full potential of our Conference plenary sessions. And since many of them are devoted to consideration of the Director-General's Report to the Conference, I have sought, as I did last year, to present you with a document which addresses an issue of real significance, which is of interest to all member States and on which I think plenary debate can add value and have concrete consequences for ILO action. Moreover, as last year, the Report is concise and is framed in a manner to provoke, in the positive sense of the term, your thinking and your contributions.

Migration fits these requirements. I doubt that there is any country represented here which is not one of origin, of transit or of destination. We know, and some of us have recently been reminded, that migration stands high on the agenda of national and international policy-makers. It is taking place on a large and growing scale. Its patterns are becoming more complex, and its nature is evolving. We all agree that it has the potential to contribute very considerably to growth and to development. And yet it does pose major policy challenges and, lamentably, it continues, in too many cases, to be associated with the unacceptable treatment and abuse of some of those women and men who are the most vulnerable in our labour markets. There is no doubt then about the size, the importance and the topicality of the subject, nor indeed of the ILO's constitutional responsibilities in respect to it.

In addition, the multilateral system of which the ILO is a part is at an important moment in its work on migration. Following the United Nations General Assembly high-level dialogue last October, the ILO took up the Chair of the Global Migration Group for the current year and we have just taken part in the Global Forum on Migration and Development, so generously and effectively hosted by Sweden earlier this month. And, at the ILO itself, the Governing Body has recently approved a report of a tripartite high-level meeting on labour migration.

So, in this context of manifest need for action on the ground and of intense activity in international organizations, there is, I think, very good reason to get the views of the ILO's global tripartite constituents on how you see the challenges before us and how you want to see the ILO play its part in meeting them. And what better opportunity for that than this Conference? I ask you to take this opportunity to give us the benefit of your thoughts; and be assured that we will be listening very carefully to what you have to say.

In this fast-moving world of work, the ILO cannot stand still and it has not stood still in the year since its Conference last gathered. On the contrary, change has been a constant in our working lives at the ILO as reform continues and takes hold. In Geneva, we are working within a new structure. We are working differently. We are working better. In particular, that has meant breaking out of silos to focus our collective efforts on the areas of critical importance that you approved last year as central parts of the ILO programme for this year and next.

The change involved – I make no bones about it – is considerable, but the pay-off when we succeed will be great and so we will be equal to that challenge.

Important next steps will be taken after this Conference as we set about the task of establishing a new Strategic Policy Framework for the ILO as of 2015. And that offers us real opportunity to adapt our existing results-based management framework to the needs and the new dynamics of the Organization and to help us work as one to serve you better.

We are acting, and we are acting with energy, to meet the ambition of being the technical centre of excellence in the world of work. Our Research Department is now in action. We have launched the first phase of our knowledge gateway. We are strengthening our statistical capacities and services.

The report of the team I set up to review our field operations and structures was shared with constituents this year and we are moving to action on its recommendations.

We made important progress on internal communications – a precondition for working together better – as well as on external communications, but I recognize that this is work in progress.

Our revised human resources strategy is being implemented, with staff mobility and diversity as key features.

The point that I am trying to make to you here is that we are standing by the commitment to reform, to efficiency and to improvement. It is a commitment which involves everybody at the ILO. It is being taken forward with the involvement of staff, mindful and respectful of the contribution of each one of them and in an atmosphere of common endeavour.

Let me say that perhaps the strongest stimulus to our efforts are the constant reminders that we get from the world of work, from all of you, of the importance of the issues which fall within our mandate and which it is our responsibility to tackle. These reminders sometimes come painfully, from tragedies such as that of Rana Plaza in Bangladesh in April last year, to which, with your support, we have responded, I think, with real commitment and innovation with our Bangladeshi colleagues. Sometimes reminders come from the results of elections which convey to us that people demand decent work and the fundamentals of social justice. Sometimes they come from our role in the multilateral system, not least, as we see with increasing clarity, the need to have decent jobs and social protection included as explicit goals in the United Nations post-2015 development agenda. But most frequently, they come every day from our interactions with you, our tripartite actors, the actors that we exist to serve.

In my Report to the Conference, *The situation of workers of the occupied Arab territories*, I again draw attention to a specific situation where our responsibilities are particularly evident, and I have to say that I regret that this year I cannot report much which indicates improvement. There is a great deal in my Report which must be of the deepest concern to us all and which makes a very real claim on our collective solidarity.

In a year replete with historical anniversaries, not least the centenary of the global conflict which, at terrible cost, finally gave painful birth to the ILO, and against the background of change which I have described, let me finish by recalling that we are also celebrating this very month the 70th anniversary of the Declaration of Philadelphia. We are all familiar

with the Declaration, or at least with its most resounding and quotable passages on labour, on freedom and on poverty. But I think we could all mark this anniversary by taking the time – you would need about two minutes – to read the Declaration again in its entirety.

Why? Because, by so doing, we will all be reminded that in it is contained an extraordinary and courageous statement of intent couched in terms of the greatest eloquence, which speaks to our current circumstances with astounding relevance and clarity.

Central to the Declaration of Philadelphia is the affirmation that – and I quote – “all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity”. The Declaration goes on to say that this must constitute the central aim of national and international policy and that all such policies should be judged in this light and accepted in so far as they may be held to promote, and not to hinder, the achievement of this fundamental objective.

I want to put it to you that it follows that this same objective, announced 70 years ago, is one from which nobody coming to this Conference should dissent, and from which the ILO can never depart. That is the meaning of the permanency of vision and of principle that must guide our Organization in the midst of epoch-making change. It is also the yardstick by which we must judge our performance, and by which others will certainly judge us. And it is equally the measure of our collective success in aligning the twin responsibilities I spoke of at the outset of my intervention: the defence of legitimate interests and the search for consensus to the unchanging goal of social justice.

That is what is expected of us at this Conference, and I wish you all luck.

---

#### The PRESIDENT

---

Thank you, Director-General, for your very important words.

Allow me now to take up three of your ideas. First, your reminder that the philosophy underlying the Declaration of Philadelphia is of such importance to us all. Second, your message to the Conference, in this context of manifest need for action on the ground and of intense activity in international organizations, that there is very good reason to get the views of the ILO’s global tripartite constituents on how they see the challenges before us and how they wish to see the ILO play its part in meeting them. And, as you ask: what better opportunity for this could there be than this Conference? This is an important message for us.

The third very important message relates to the Office: we are acting, you said, to meet the ambition of being the technical centre of excellence in the world of work. In my view these three messages – the spirit of the Organization, your message to us as a Conference and the Organization’s response to our needs as a centre of excellence – are of crucial importance.

#### PRESENTATION OF THE REPORT OF THE CHAIRPERSON OF THE GOVERNING BODY

---

##### *Original Spanish:* The PRESIDENT

---

Allow me, now that we have heard the Director-General, to give the floor to the Chairperson of the Governing Body, Ms Velásquez de Avilés, Ambassador of the Republic of El Salvador, with whom I have had the pleasure of working throughout this year and who, together with Mr Cortebeek, has been working with us in our capacity as Officers of the Governing Body. She will be submitting her report on the activities of the Governing Body over the period of her term of office, which may be found in *Provisional Record* No. 1.

---

##### *Original Spanish:* Ms VELÁSQUEZ DE AVILÉS (Chairperson of the Governing Body of the International Labour Office)

---

It is a great honour for me to be able to submit to the ILC the report on the work of the Governing Body for the period 2013–14, during which I have had the privilege of serving as its Chairperson. Appended to my report is the Report of the Director-General on ILO programme implementation for 2012–13.

As I do not wish to hold up the work of this Conference with an exhaustive presentation of the report, you will be able to find specific details in *Provisional Record* No. 1. I should also say that the report does not undertake to provide an exhaustive account of all that took place in the meetings of the Governing Body in June and October 2013 and in March 2014: it merely summarizes the measures which the Governing Body has adopted over the course of the previous year.

I would like, however, to impart some of the more salient impressions which I have brought away with me from my term of office.

First, there has been real dynamism in the discussions of the Governing Body and enthusiastic and hardworking participation by the tripartite constituents – Governments, Employers and Workers. Overall, however, an atmosphere of deep respect has prevailed, even in those times when we were not able to achieve agreement. An immediate solution may sometimes elude us, and on occasions we have to set aside our discussions of a specific issue and resume them later, even a few days later, once the relevant consultations have taken place. It may even happen that we have to reopen the agenda item in order to achieve a consensus-based solution.

The second impression that has stayed with me, and which is related to the first, is the fact that the Governing Body is tackling increasingly complex issues and doing so without fear or hesitation, without any attempt to shift responsibility for the taking of decisions on difficult matters to any other decision-making body. Instead, it is playing its role as a body of governance, the role incumbent upon it.

In this context, I would refer to a number of issues that have been taken up over the course of the previous year, such as the role which the ILO should play in implementing the agenda for sustainable development beyond 2015, the participation of the Governing Body in, and its support in relation to, the areas of critical importance identified by the Director-General, and the role that the Governing Body has played in setting the agenda of the International Labour Conference. This is a question which always gives rise to long and heated discus-

sions. In addition, as you are aware, at its session in March 2014, the Governing Body included an additional item on the agenda of the Conference, namely, the approval of the proposed amendments to the Code of the Maritime Labour Convention, 2006, as adopted by the Special Tripartite Committee established under Article XIII of the Convention. Approval of these amendments that have been submitted to the Conference forms part of the simplified amendment procedure which was provided for in the Convention, the purpose of which is to keep this instrument relevant and up to date. A vote on this item is scheduled for Wednesday, 11 June 2014.

These are merely a few examples of the work of the Institutional Section and the Policy Development Section of the Governing Body. Across all the different Segments, however, we can see the same intensity of debate, discussion, exchange of views and negotiation, and even a fervent aspiration for agreement. I believe that this may be attributed to the package of reforms adopted in November 2011 and piloted during the three-year term of the current Governing Body, which have so effectively strengthened the governance structure of the institution. Thus, in March 2014, the Working Party on the Functioning of the Governing Body and the International Labour Conference carried out an initial consideration of the impact of the reform, as mandated at the time of the adoption of the package. The next meeting of the Working Group will be held in November 2014.

The Governing Body also presided over the consideration of a large number of issues, details of which you may find in my report. These include: the Ninth European Regional Meeting, which was held in Oslo in April 2013; all the meetings held pursuant to the work of the Conference in 2013 and previous years; and follow-up to the Report of the Director-General to the Conference in 2013 and to the resolutions adopted by the Conference at its 102nd Session relating to fundamental principles and rights at work, sustainable development and green jobs. Follow-up has also been undertaken to the discussions that were held last year around social dialogue and a number of technical cooperation-related issues which are of concern to many regions and regional outlooks have been addressed. My observations in this regard may be found in the report.

The Governing Body had before it a number of cases involving complaints submitted under article 26 or representations under article 24 of the ILO Constitution. These may also be found in *Provisional Record* No. 1. I shall not go into any detail on these cases at this point, but shall confine myself to observing that the Governing Body has made every effort to exercise its best judgement in all these cases of a politically delicate nature, and even in those cases where it was not able to achieve a conclusive outcome some progress was made.

The Governing Body also considered in detail the problems that arose in the Conference Committee on the Application of Standards and entrusted the Director-General with the task of finding a solution to this matter of fundamental importance; here too there has been significant progress. At the same time, efforts are still being made to find a lasting solution to the underlying problems.

The ILO needs to have a functioning, viable and transparent supervisory system. The three groups of constituents have recognized their responsibility for

ensuring that this will be achieved and that their tripartite dialogue will lead to the outcomes which we all desire and which the world of work demands.

I would like here to refer to a matter of great relevance for our meeting. The Governing Body, through the relevant working group, has paid particular attention to improving the workings of the International Labour Conference. For the second consecutive year it has maintained a number of changes which were piloted in 2013 and it has adopted decisions regarding certain changes that will be put in place this year. Accordingly, all these reforms, the purpose of which is to enhance the effectiveness, efficiency and quality of the Conference, are still in an experimental phase.

At the first meeting of the various committees detailed information will be given on the changes that have been introduced on a trial basis with a view to improving the operation of the committees. The Governing Body urged the Office to make efforts to reduce the length of the session of the Conference and recommended the introduction of a two-week Conference: this will be piloted at the 104th Session of the Conference in 2015.

Accordingly, the Office is studying all possible ways of saving time without compromising the quality of meetings, and it will submit its proposals in this regard for the consideration of the Governing Body at its 322nd Session. The Governing Body has clearly indicated that the opening sitting of the Conference should be as brief as possible, and I would therefore like to proceed without further ado to thanking my colleagues, the Officers of the Conference, and first, Daniel Funes de Rioja, Employer and currently President of the Conference. Mr Funes de Rioja has served as Vice-Chairperson of the Governing Body since 2000. He has won deserved recognition for his unwavering belief in tripartism and social dialogue, both over the period since his election and also before that, since 1976, the year when he first participated in the Conference. I would also like to thank Luc Cortebееck, Worker Vice-Chairperson of the Governing Body. He has a exceptional approach to the various issues that we face, a quality that we greatly appreciated, in particular when dealing with the highly complex matters and situations which we had to confront. He made reasonable proposals and pushed for effective solutions and his contributions were always most welcome. He works tirelessly to ensure that workers' dignity is respected.

I would also like to thank Guy Ryder for his human qualities, for his warmth, commitment and enthusiasm, and for his determination to take this Organization to its rightful place where it can work effectively for the whole of humankind. Allow me also to express my thanks to the Office for the support and assistance which they have given me throughout my term here, particularly Mr Perrin and Mr Ramos of RELMEETINGS, and Ms Juvet-Mir, Assistant Clerk of the Governing Body.

My thanks go also to the entire team of translators and interpreters, who have made sure that we can communicate successfully, to my secretary, Ms Parent, for her willingness and dedication, and to Mr Berthier, who was always the one who had to rise early and go to bed late when the meetings of the Governing Body ran late. It is my sincerest hope that the current session of the Conference will be a successful one.

I would like also to thank all my colleagues in the group of Latin American and Caribbean countries (GRULAC). This period has been one of unrelenting work but I have put my whole body, heart and soul into it in the hope that I would not disappoint you. I would also like to thank the technicians for their work, and, lastly, my very special thanks go to Rosibelle Menéndez.

---

*Original Spanish: The PRESIDENT*

Let me thank you, Ambassador, on behalf of the Conference. As you said in your report, the task of the Governing Body this year has been an extremely difficult one. It has had to take on the reform of the Governing Body and the Conference, while focusing on questions of governance and on crucial issues such as those outlined by the Director-General. It has shown that it has the capacity to do this work. You too have shown great capacity to fulfil your task. I have borne witness to that as Vice-Chairperson for the Employers in this process. I can say clearly, from first-hand experience, that you have done an excellent job in achieving a difficult consensus, starting from different positions and with different perspectives on key issues. Thank you for your work and for the great efforts and sacrifices you have made for our Organization.

**OPENING STATEMENTS BY THE CHAIRPERSONS  
OF THE EMPLOYERS' AND WORKERS' GROUPS  
OF THE CONFERENCE**

---

*Original Spanish: The PRESIDENT*

The next item on our agenda is the opening statements of the spokespersons of the Employers' and Workers' groups of the Conference.

They will present the views of their respective groups with regard to the work of the Conference, and address the major issues that have been, and will be, addressed throughout the year.

First of all, it is a real pleasure for me to be able to give the floor to the Chairperson of the Employers' group, Mr Jorgen Rønne. You have the floor.

---

*Mr RØNNEST (Employer, Denmark, Chairperson of the Employers' group)*

Let me begin by congratulating the President of this session of the International Labour Conference. We are most grateful to the Governments for allowing the Employers' group to propose a candidate, and to the Workers' group for supporting this. In the past both Workers and Employers have had the opportunity to chair the Conference, so giving that role to leading personalities in those groups who have made an outstanding contribution both to their own group and to the work of the ILO, often over many years. This is true of Daniel Funes de Rioja, given his experience and his contribution on behalf of the Employers' group. I know he will bring to his latest role all the professionalism, skills and personality that he has always displayed. We wish you the very best, Daniel, for the task ahead and we look forward to working with you, as well as with Luc Cortebecq and with Governments through their Vice-Chairpersons.

Let me turn briefly to the issues we need to address. The Conference will be called upon to take some financial decisions following discussions in the Governing Body, largely to address changes in the UN system not foreseen at the time of the last budget. There will also be an informal opportunity

to have a preview of the next Strategic Policy Framework, which will be further elaborated upon in future Governing Body sessions. The Strategic Policy Framework is important for us all and, from our perspective, should address the main challenges in the world of work, and set clear priorities for the work of the Organization in regard to those challenges and to constituents' needs. We must avoid duplication or overlap in the work of the house, and seek to have real impact. Employment remains a key challenge. Given the central role the private sector plays in job creation, a key focus of our work and resources needs to be on the creation of an environment needed to create and support enterprise. We need more businesses if we want jobs. We will also be trialling new working methods as we look to move to a two-week Conference next year. We all must play our part in ensuring we are efficient and effective in how we work at the ILC. If you want this investment of our time and energy to produce real results, we need to be focused in how we approach our discussion in all of the committees in the Conference. The International Labour Conference reform has the support of the constituents in the Governing Body. We need now to translate that into reality here.

We also have Governing Body elections at this session of the Conference. We will say farewell to old friends and we will welcome new participants into the work of the Office. I would like also to thank our Governing Body Chairperson, Ms Velásquez de Avilés from El Salvador, for her stewardship of the work of the Governing Body over the last 12 months. Finally, I would like to thank the Director-General for his Report to the Conference, and we are looking forward to discussing this Report in the plenary next week. Thank you, Mr President.

---

*Mr CORTEBEECK (Worker, Belgium, Chairperson of the Workers' group)*

Thank you. My congratulations go to President Daniel Funes de Rioja and the three Vice-Chairpersons on their election. My first thoughts today go to the mineworkers who have died so tragically in Turkey. I wish to extend to their families and fellow workers my sincere sympathy and the solidarity of the entire Workers' group and, I hope, also of this Conference.

At the beginning of this Conference, let me touch on one of the items on the agenda, and on some of the Workers' priorities. According to the most recent ILO estimates, at least 20.9 million people are victims of forced labour worldwide. No region of the world is spared. Forced labour generates US\$150 billion in illegal profits per year, about three times more than previously estimated. Trafficking for labour exploitation also accounts for a very large and ever-increasing share of the trafficking business. Migrant workers, domestic workers, and workers in informal and precarious employment are the most vulnerable, left completely unprotected and victims of abuses that cannot be tolerated. Changes in patterns of exploitation and their magnitude, together with the vulnerability of the victims, call for bold action by the ILO. Eradicating forced labour requires the supplementing and strengthening of existing ILO standards on forced labour, and the provision of more detailed guidance to the member States on bringing about its effective eradication. The Workers' group strongly supports the

adoption of a protocol, supplemented by a recommendation, in order to address implementation gaps and bring forward measures of prevention, protection and compensation. Forced labour, including human trafficking, represents one of the most serious violations of human rights, and conflicts with the core ILO value that labour is not a commodity. Victims of forced labour are themselves commodities for those who exploit them. They have no rights, and ILO standards do not apply to them. This is why we need a protocol. As we approach the ILO centenary, let us send a strong signal about the commitment of all of us to protecting people against the scourge of forced labour.

The second recurrent discussion on employment provides an opportunity to take stock of the progress achieved and the challenges ahead of us. The lack of employment remains the main challenge faced by policymakers. The quality of jobs has deteriorated, alongside the growth of job insecurity, precarious work and low wages, further exacerbated by austerity measures which have resulted in growing inequalities and a negative impact on employment and aggregate demand. Addressing these challenges requires the adoption of economic and social policies aimed at increasing aggregate demand, including addressing income inequalities and addressing, too, the decoupling of increased productivity from real wages. As for developing countries, more emphasis needs to be put on the structural transformation of the economy, through industrial and sectoral policies that allow countries to move towards higher value-added production, instead of remaining trapped in low-productivity sectors offering only poor-quality jobs. The Office should provide policy guidance to countries to implement alternative policies for improving the quantity and quality of jobs. Considerable research and guidance are also needed on the specific policies to be implemented in order to address inequalities and job insecurity. We also aim to adopt a comprehensive policy framework for full and productive employment and decent work to guide member States, as well as a peer review mechanism on employment policies to foster policy coherence. Our group also welcomes the standard-setting discussion on formalization of the informal economy. The vast majority of workers who undertake economic activities in the informal economy do not do so by choice, but because there are no decent jobs available. Workers in the informal economy are subject to many decent work deficits. They are excluded from the coverage of labour laws, deprived of social security, kept on very low or no wages and/or denied the protection of fundamental principles and rights at work and other labour standards. Women are disproportionately rep-

resented among informal economy workers. The recommendation should aim at providing comprehensive and practical guidance to formalize the informal economy, addressing the economic, social and legal issues that affect the informal economy. Extending rights and protection to workers in the informal economy should be a key element of transition. Millions of workers worldwide are effectively denied their rights because of the inadequacy of the existing law and its application, which often does not cover the full range of relationships through which work is performed. Transitioning to the formal economy also requires that all workers enjoy a living wage and access to social protection. Importantly, the instrument should also provide guidance on a set of macroeconomic policies to promote decent and formal jobs. We welcome the Director-General's Report on setting an ILO agenda for fair migration. In this regard, any strategy needs to have at its starting point an approach based on rights. I will come back to this topic next week at the opening of the discussion on the Director-General's Report.

Let me stress once again the importance that our group attaches to the supervision of ILO standards. Following the incidents in the Applications Committee in 2012 we had a lot of informal and formal discussion in the Governing Body. There is one important result now: the Governing Body has agreed on the content and value of the mandate of the experts, as formulated by the experts themselves. This has consequences for the work of the Committee on the Application of Standards. Twenty-five cases will be discussed, without further conditions concerning the choice of cases, the discussion and the formulation of conclusions. However, the Governing Body did not finish the work. On the basis of articles 37(1) and (2) of the Constitution, we have to define how disputes about interpretation of Conventions can be resolved, while preserving the archive of interpretations built up by the experts over 85 years. And, with so many distinguished specialists in human rights in this room, I do not have to recall the importance of the right to strike. In addition to the country cases, this year the Committee will also discuss an important General Survey on minimum wage fixing. As workers worldwide confront stagnating, declining and low wages, it is important for member States, in consultation with the social partners, to ensure that minimum wages are set at levels that reduce poverty and income inequality.

I wish you all a very fruitful Conference, and let us be ambitious in the results we will achieve. I thank you for your attention.

*(The Conference adjourned at 12.15 p.m.)*

## CONTENTS

Page

### *First sitting*

Opening of the session .....	1
Election of the President of the Conference .....	1
Presidential address .....	2
Composition of the Credentials Committee .....	4
Election of the Vice-Presidents of the Conference.....	4
Nomination of the Officers of the groups .....	4
Constitution and composition of the Conference committees.....	4
Composition of the Selection Committee .....	4
Proposals concerning the publication of the <i>Provisional Record</i> of the 103rd Session of the Conference.....	5
Suspension of certain provisions of the Standing Orders of the Conference .....	5

### *Second sitting*

Suspension of certain provisions of the Standing Orders of the Conference .....	7
Delegation of authority to the Officers of the Conference .....	7
Presentation of the Report of the Director-General.....	7
Presentation of the report of the Chairperson of the Governing Body .....	10
Opening statements by the Chairpersons of the Employers' and Workers' groups of the Conference .....	12

.....  
: This document is printed in limited numbers to minimize the environmental impact of the ILO's activities and  
: contribute to climate neutrality. Delegates and observers are kindly requested to bring their copies to meetings  
: and to avoid asking for additional ones. All ILC documents are available on the Internet at [www.ilo.org](http://www.ilo.org).  
: .....