



Twelfth plenary sitting

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Twelfth Sitting

Friday, 16 June 2017, 10.10 a.m.

President: Mr Carles Rudy

Report of the Committee on Employment and Decent Work for the Transition to Peace: Submission, discussion and approval

The President

(Original Spanish)

I declare open the 12th sitting of the 106th Session of the International Labour Conference and I welcome you to this, our last day of work.

The tripartite delegates have worked tirelessly together with the staff of the International Labour Office to bring our task of these last two weeks to a successful conclusion. It is thanks to their dedication and commitment to tripartite consensus in the different areas covered by the technical committees that the Conference yesterday adopted a first resolution. This morning we are honoured to receive in the plenary the fruits of the labour of the other two technical committees.

First, we will proceed with the submission, discussion and approval of the report of the Committee on Employment and Decent Work for the Transition to Peace, which is contained in paragraphs 1–2063 of *Provisional Record* No. 13-2, available on the Conference website.

I invite the Officers of the Committee to come up to the podium: Ms Hasle, Chairperson; Ms Sephomolo, Employer Vice-Chairperson; Mr Guiro, Worker Vice-Chairperson; and Mr Luco, Reporter.

I now give the floor to the Reporter, Mr Luco, who will present the Committee's report.

Mr Luco

Reporter of the Committee on Employment and Decent Work for the Transition to Peace

(Original Spanish)

First of all, I would like to thank the Office for giving me this opportunity to speak in Spanish, my mother tongue, on a subject of particular relevance for the Latin American and Caribbean Group (GRULAC).

I have the honour to present to the Conference the report of the Committee on Employment and Decent Work for the Transition to Peace and the proposed Recommendation and accompanying resolution.

In introducing the report and the proposed Recommendation, I would like to give you a brief overview of the Committee's work over the last nine days.

During this period, we held 19 plenary sittings, which included five night sittings, many individual group meetings and several informal exchanges, to find mutually agreeable proposals. The Committee Drafting Committee held five meetings, at times working late into the night.

This was the second and final meeting within the framework of the double discussion standard-setting process started at the ILC in 2016. Our work was characterized by our shared determination to adopt an international labour standard, namely a Recommendation that revises the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), with the widest possible consensus among the ILO tripartite constituents.

Since the adoption of Recommendation No. 71 in 1944, the nature and types of conflict, and the contexts in which they take place, have changed significantly, and the responses of the international community have evolved accordingly.

The decision of the Governing Body at its 320th Session in March 2014 to place the revision of Recommendation No. 71 on the agenda of the International Labour Conference offered a historic opportunity to update the guidance on the role of employment adapted to the contemporary context and the changing nature of crises.

It is my privilege to inform you that the Committee has risen to the task of revising this Recommendation, 73 years after its adoption, in response to some of the most pressing challenges of our times, namely conflicts and disasters.

I believe that we can all be proud, both of the result that we have achieved, and of the way that we achieved it. Through this revision, we have agreed to widen the scope of the proposed Recommendation to include disasters in addition to conflicts. Taken together, conflicts and disasters affect no less than half of humanity, with devastating impact on economies and societies, livelihoods, jobs and enterprises, and on the population groups made particularly vulnerable by these events, such as children, young people, women and displaced populations.

We also agreed on the need and the means to update the guidance in respect of employment promotion measures which facilitate the transition to peace, and on extending the guidance to other elements of the Decent Work Agenda which are particularly relevant in the context of crises, rights, social protection and social dialogue. We agreed by consensus that the guidance should go beyond recovery and reconstruction in response to crises and focus also on prevention, preparedness and resilience.

I am proud to present to you today an instrument which is the only comprehensive, normative framework at the international level concerned with issues related to employment and the world of work in the context of crisis response. This instrument not only updates the guidance with respect to the core mandate of the ILO in the context of crisis, but also affirms the shared conviction that the proposed Recommendation is an excellent platform for boosting cooperation and partnership among international and regional organizations active in the areas of humanitarian and development assistance, in terms of the contribution of employment and decent work to crisis response. This approach was acknowledged by the support and valuable contributions received from representatives of seven United Nations organizations at the beginning of our deliberations, namely the United Nations Office at Geneva, the Office of the United Nations High Commissioner for Refugees, the United Nations Development Programme, the United Nations Office for the Coordination of Humanitarian Affairs, the United Nations Office for Disaster Risk Reduction, the United Nations Educational, Scientific and Cultural Organization and the Office of the United Nations High Commissioner for Human Rights.

We made efficient use of the limited time available. The proposed instrument was prepared on the basis of the conclusions reached by the Committee in 2016, the consultations subsequently held with constituents and recent informal consultations organized by the Office between the two rounds of Conference discussions.

We managed to examine and approve the text of the proposed Recommendation, including on some of the most difficult issues, in a constructive and committed spirit. Our deliberations have shown clearly the strength of the ILO tripartite approach as a tool for achieving effective results. The instrument which we now propose is the product of the robust tripartite consensus that we were able to forge over the last two years.

A decisive factor enabling our Committee to complete its work was the unwavering motivation and commitment of our Chairperson, Ms Hasle, the two Vice-Chairpersons, Ms Sephomolo and Mr Guiro, and the representatives of Government groups, to finding the most wide-ranging agreement possible. The Chairperson showed firm determination to achieve consensus and to conduct the debates in a fully inclusive manner, including on subjects which had given rise to divergent opinions during the 2016 Conference discussion. The valuable contributions of the Government members ensured that national viewpoints were reflected in the proposed instrument. I am grateful to all the members of the Committee for their dedication and constructive contributions.

I would also like to acknowledge the enormous task carried out by the Office since March 2014 when the standard-setting item was placed on the agenda of the Conference for 2016 and 2017. It worked with utmost speed to ensure the timely delivery of all the successive reports so that the constituents could send in their guidance and be fully prepared for the Conference debate.

The Office also facilitated the process of dialogue and informal consultations which took place throughout the last year. This was crucial to enabling groups to undertake the second round of discussions with a shared understanding of the various aspects of the debate.

The proposed Recommendation thus reflects the priorities and concerns of governments and workers' and employers' organizations. The secretariat's competence and dedication were a notable asset to our work. I would like to thank the representative of the Secretary-General, Mr Vines, the deputy representative, Ms Berar Awad, and the staff of the secretariat. I would also like to acknowledge the translators and interpreters who worked on this process and the tireless support of the experts from the Office who responded to the complex technical questions from the Committee. Their support greatly facilitated the Committee's work. The professionalism of the secretariat staff tasked with the production of the report and its translation has ensured that the report before you faithfully sums up the deliberations of the Committee.

The Committee Drafting Committee aligned the French and English texts, the two authentic linguistic versions. The Spanish text was adjusted accordingly. I would like to take this opportunity to thank the members of the Committee Drafting Committee for their sustained hard work, and the Office of the Legal Adviser for its support and leadership.

I am honoured to submit to the International Labour Conference, for adoption, the report of the Committee's deliberations and the proposed Recommendation together with its accompanying resolution.

The Committee's report is divided into three sections. The first contains opening statements on the proposed instrument by Employer and Worker members, the representatives of regional groups and some Governments speaking in an individual capacity, seven specialized agencies of the United Nations and other international organizations, and one non-governmental organization.

The second section summarizes the debate on the 274 amendments submitted by a large cross-section of delegates, as well as many subamendments.

The third section contains closing statements, in which the Employer and Worker Vice-Chairpersons commend the spirit of dialogue which prevailed throughout the deliberations and shaped the proposed Recommendation. Similar sentiments were expressed by the representatives of regional groups and various Governments speaking individually.

The proposed Recommendation presented for adoption aims to provide substantive guidance for Members on measures to be taken to generate employment and decent work for the purposes of prevention, recovery, consolidation of peace and strengthening of resilience in crisis situations arising from conflicts and disasters. Likewise, the text highlights the aspects of guidance relating to international cooperation, coordination and coherence.

For the purposes of the Recommendation, the terms “disaster” and “resilience” take into account the latest terminology adopted at international level. The Recommendation applies to all workers and jobseekers, and to all employers, in all sectors of the economy affected by crisis situations arising from conflicts and disasters. It also applies to workers engaged in crisis response and to persons in volunteer work participating in crisis response, including the immediate response, in respect of their labour rights and rights to safety and health at work.

The proposed Recommendation includes 14 provisions under Part II, Guiding Principles, intended to guide all responses to crisis from the perspective of employment and decent work.

In Part III on Strategic Approaches, the proposed Recommendation encourages member States to adopt a phased multi-track approach, stabilizing livelihoods and income through immediate employment and social protection measures, promoting economic recovery at the local level to create employment and decent work opportunities and socio-economic reintegration, and promoting sustainable employment and decent work.

Part IV on Employment and Income-Generation Opportunities provides guidance on a set of measures to promote full, productive and freely chosen employment. These are essential for promoting peace, preventing crises, assisting recovery and strengthening resilience. They include the creation of an enabling environment for sustainable enterprises and the corresponding support measures. This Part also contains detailed provisions on the role of education and vocational training, and guidance for preventing and tackling crises.

In Part V on Rights, Equality and Non-discrimination, the proposed Recommendation emphasizes the importance of responding to discrimination and fighting child labour and forced labour arising from or exacerbated by conflicts and disasters. Education, vocational training and guidance are fundamental to preventing and responding to crisis situations.

Part VI on Education, Vocational Training and Guidance encourages Members to do everything possible to ensure that education services are not disrupted or are restored as quickly as possible, and that children and young people have second-chance programmes available to them.

Part VII on Social Protection calls on member States to seek to ensure, as quickly as possible, basic income security for those whose jobs or livelihoods have been disrupted by the crisis, and underlines the importance of establishing or maintaining social protection floors.

Part VIII on Labour Law, Labour Administration and Labour Market Information focuses on re-establishing basic labour market institutions.

Part IX on Social Dialogue and Role of Employers' and Workers' Organizations encourages member States to bear in mind the importance of social dialogue and recognize the vital role of workers' and employers' organizations in crisis response.

Given that women are one of the population groups particularly affected by crises, and that they play a crucial role in the response, and in promoting peace and reconciliation and rebuilding communities, the entire instrument reflects a strong gender-aware perspective.

The proposed Recommendation devotes particular attention to establishing or restoring the conditions for the stability and socio-economic development of the population groups made particularly vulnerable by crises, including, in a non-exhaustive manner, children, members of minorities, indigenous and tribal peoples, internally displaced people, persons with disabilities, migrants and refugees.

The text also provides guidance for the socio-economic reintegration of children and young people who were previously involved with armed forces and other combatant groups, to help them readapt to civilian life.

I am particularly proud to inform the plenary session that, through constructive dialogue and a common desire to achieve consensus, the Committee has included a new Part on Migrants affected by Crisis Situations. We also reached consensus on Part XI on Refugees and Returnees, which, as you will recall, gave rise to divergent opinions at the ILC in 2016. We believe that the text before you takes full account of the various national viewpoints and circumstances.

I would also like to draw to your attention some important provisions of this future Recommendation in Part XIII, on International Cooperation, concerning the need for international cooperation and solidarity and the importance of close coordination and synergies between humanitarian assistance and development assistance, including with regard to the central element of employment and decent work in crisis response. The proposed Recommendation calls upon the ILO to play a leading role in this regard in cooperation with other regional and international institutions.

The proposed Recommendation is complemented by a resolution in which we invite the Governing Body to request the Director-General to develop a strategy and action plan for promoting and supporting implementation of the Recommendation. This could include the allocation of resources within existing programmes and budgets; mobilization of resources; awareness-raising initiatives; the production of promotional material and provision of technical assistance to constituents to enable them to give effect to the policies and measures of the Recommendation.

We also request the Director-General to promote cooperation and partnerships with relevant international and regional organizations in support of coordinated policies and initiatives for promoting employment and decent work for prevention and response to crises arising from conflicts and disasters.

I have the honour and the privilege to submit to the International Labour Conference for adoption the report of the Committee on Employment and Decent Work for the Transition to Peace, together with the proposed Recommendation concerning employment and decent work for peace and resilience and the resolution concerning employment and decent work for peace and resilience.

Ms Sephomolo

Employer Vice-Chairperson of the Committee on Employment and Decent Work for the Transition to Peace

I would like firstly to acknowledge the work done by the Employer Vice-President of the Conference, Mr Lacasa Aso, not only in helping to preside over the Conference deliberations, but also in keeping our group aware of the discussions in plenary. The March 2014 session of the ILO Governing Body decided to place on the agenda of this session of the Conference, for the second discussion, an item entitled Employment and Decent Work for Peace and Resilience: Revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71), with a view to the adoption of a Recommendation concerning employment and decent work for peace and resilience.

The mandate of the Committee was to review Recommendation No. 71 in order to broaden its scope and provide up-to-date guidance on the role of employment and decent work in prevention, recovery, peace and resilience, with respect to crisis situations arising from conflicts and disasters. I am pleased to inform the Conference that our Committee, despite a very difficult first discussion, has been able to achieve just that. The Employers' group fully embraced this revision exercise, seeing it as an opportunity to help create or restore an enabling environment for sustainable enterprises in accordance with the resolution and conclusions concerning the promotion of sustainable enterprises adopted by the International Labour Conference at its 96th Session.

This is why the Employers' group attaches particular importance to Paragraph 7 of the instrument which states that, in taking measures on employment and decent work in response to crisis situations arising from conflicts and disasters, and with a view to prevention, Members should take into account the promotion of full, freely chosen employment and decent work which are vital to promoting peace, preventing crises, enabling recovery and building resilience. The Employers' group also is particularly supportive of Paragraph 8(c), which focuses on the need to promote employment and decent work, create sustainable enterprises, in particular small and medium-sized enterprises (SMEs), and on the transition from the informal to the formal economy.

In reviewing this instrument, we have focused on the significance of social dialogue and the need for active participation by employers' and workers' organizations in planning, implementing, and monitoring measures for recovery and resilience.

Our group is particularly supportive of Part IV on Employment and Income-generation Opportunities, especially the need to support sustainable enterprises to ensure business continuity in order to maintain and expand the level of employment and enable the creation of new jobs and income generation opportunities.

We owe a lot to our Chairperson, Ms Hasle, who was able to diplomatically and decisively steer the work of the Committee. Last year a number of issues were square-bracketed as the Committee could not reach consensus. The most difficult one was how to deal with refugees and returnees. We are grateful to the Office for reaching out to humanitarian agencies dealing with crisis situations, so as to understand better the terminology used, and for its efforts to bridge the gap between the constituencies in the Committee. We are also indebted to the tripartite Committee of Experts on Access by Refugees and other Forcibly Displaced Persons to the Labour Market. During our meeting we developed principles and guidelines in this area, which helped us greatly to articulate text concerning the need for international solidarity, burden- and responsibility-sharing and cooperation, in accordance with international law.

As the global community works together to develop a global compact for refugees following the New York Declaration of 2016, the Committee can be proud of having provided guidance by reaching consensus on the square-bracketed text addressing the plight of refugees and returnees, and of having discussed and agreed on a section on migrants in countries in crisis, a particularly important and sensitive topic.

I would like to thank the Office for the various efforts it has made to seek consensus on the difficult issues that the Committee faced, in particular the informal tripartite consultations it convened in Geneva on 4 and 5 May 2017, during which convergence emerged on a number of issues: the preamble, the objectives and scope, the guiding principles, strategic approaches, employment generation, rights and equality, non-discrimination, education, vocational training and guidance, social protection, labour law, labour administration and labour market information and social dialogue.

The Employers' group had serious reservations concerning certain instruments in the annex that had not received tripartite support during their adoption. Once again, we would like to take this opportunity on behalf of all Employers to thank the Committee members for their support and understanding in agreeing to delete the annex.

I would like to stress the point that it is now time to pool our resources and use this instrument to rebuild the countries devastated by conflict or disaster; for their sake, I call upon everyone present to vote unanimously for this Recommendation.

Mr Guiro

Worker Vice-Chairperson of the Committee on Employment and Decent Work for the Transition to Peace
(Original French)

At the outset, I would like to congratulate the Chairperson of our Committee, Ms Hasle; despite the challenges, she was able to guide our discussions to a successful conclusion, both efficiently and always pursuing the path of consensus. On behalf of the Workers' group, I would like to say "Thank you very much, Madam Chairperson, for that tremendous contribution".

I would like to pay tribute to the representative of the Secretary-General, Mr Vines, to Ms Berar Awad and to the entire Office team for all the work they have done to enable us to reach acceptable conclusions.

I would also like to thank the representatives of Governments and of the various groups within the Committee. I hope that, like ourselves, they have appreciated the more frequent and open exchanges that we have had this year. I would like to express my appreciation to Ms Sephomolo, the Employer Vice-Chairperson, and her group for our discussions in plenary, despite the occasional disagreement.

Lastly, I would like to give special thanks to the Workers' group, especially its Officers, and to our colleagues from the Bureau for Workers' Activities (ACTRAV) for the support and trust that they have given us over the past two sessions of the Conference.

Last June, our Committee adopted conclusions in the form of a proposed Recommendation. The discussion resulted in consensus on the need to revise Recommendation No. 71. The "brown report", which was the outcome of last year's discussion, and the "blue report" sought to reflect a new balance, taking a number of concerns expressed by governments and the social partners into account.

Just over a month ago, during informal tripartite consultations, we spoke of what we hoped to achieve through our discussions with Governments and our Employer colleagues. We also discussed our hope for real progress in the search for broad consensus so that we could come to this Conference confident in the choice to adopt a new instrument.

When we arrived, we Workers considered it essential for the new instrument to focus on employment and decent work. The Recommendation did indeed focus on employment, but we felt that it should also contain clear provisions on the other pillars of decent work, particularly social protection, social dialogue and fundamental principles and rights at work.

The Recommendation would also contain provisions on the importance of public services and the role of the public sector in recognizing and maintaining social stability; the need for a just transition to an environmentally sustainable economy, which is as much a component of disaster response as efforts to strengthen resilience; due diligence in global supply chains in post-crisis and crisis-prone countries; and recognition of fundamental principles and rights at work as they apply to refugees and all forcibly displaced persons – for example, following a disaster – in keeping, of course, with the Guiding Principles on the access of refugees and other forcibly displaced persons to the labour market, adopted in 2016.

I think I can safely say that we succeeded. We have improved the various Parts of our new Recommendation and have reached agreement on terminology, on the objectives and scope of the instrument and the guiding principles, which recognize the importance of full employment as a fundamental principle of equality of opportunity and of combating discrimination with a view to sustainable development and a stable society, and on strategies for employment generation.

We also discussed at length the Parts on rights, labour rights, and education and vocational training.

Two of the pillars of decent work – social protection and social dialogue – are adequately reflected in the document. Obviously, we discussed and improved the Part on international cooperation and the role of the ILO in developing programmes to assist member States.

Lastly, we worked hard to deal with two groups that are affected by crisis situations: migrants and refugees.

And we nearly always managed to reach a consensus that we consider generally satisfactory. Of course, the Workers' group did not achieve all that we hoped for, but that is in the very nature of the negotiation process. Clearly, there are still weaknesses and gaps in the text.

This year, we held lengthy discussions on the situation of migrants and refugees in situations of fragility and on ways to protect them and give them access to the labour market in conditions of dignity.

But did we really give all requisite attention to persons who are forcibly displaced within their own countries as a result of conflicts or disasters? Have we sufficiently considered the impact of conflicts and disasters on workers and the latter's role in reconstruction and resilience, at work and in our societies? And can we really accept our failure to discuss the incorporation of indigenous peoples and other particularly vulnerable groups into the labour market and into our reintegration and reconciliation plans and programmes?

Certainly not! In my opinion, the term “as appropriate” and references to the need to take circumstances and resources into account appear too frequently in the text.

Lastly, we had to agree to remove an annex that had been negotiated last year, and this was very hard to do. Without dwelling on the issue, I will say that the solution – whereby the ILO will keep a list of the relevant instruments and documents on the website – is satisfactory.

Today we have a new instrument! It places employment and decent work in the service of peace and resilience, but it will only be useful if we all work together to give it life and relevance.

The best indication of progress and success will be on the ground: when governments and the social partners, with support from the ILO, are able to develop strategies and plans for effective management of sustainable development, crisis recovery and strengthened resilience while respecting and realizing the rights of the world’s workers.

Ms Hasle

Chairperson of the Committee on Employment and Decent Work for the Transition to Peace

It has been an honour for me to chair the Committee on Employment and Decent Work for the Transition to Peace at this second and final round of discussions. Having participated in the first round of discussions, at the last session of the Conference, I approached this task with a great sense of responsibility and also some uncertainty, I must admit, as to whether we would be able to build a strong consensus for this instrument as a whole. I believe that, through our deliberations over the last two weeks, our joint appreciation for why this Recommendation is important has increased, and I am very proud that together we have achieved a strong instrument. I am also very grateful for the trust you have placed in me.

After the excellent accounts of our work in the Committee, presented by the Reporter, Mr Luco, and the two Vice-Chairpersons, Ms Sephomolo and Mr Guiro, in my capacity as Chairperson I wish to make a few observations on the substance of the outcome of our Committee, as well as on the process.

First on the substance. When we started the deliberations last year, we were aware of the immense task at hand, that of preparing the revision of the Employment (Transition from War to Peace) Recommendation, 1944 (No. 71). This entailed the need to review and update the scope and purpose, as well as provide updated guidance from a comprehensive perspective on the role of employment for promoting peace, security, and disaster resilience. We all recognized that, while the role of employment and decent work remained as essential today as in 1944, the context has changed considerably. Our Committee has had to deal with a wide range of issues and a complex environment at the nexus of humanitarian and development assistance.

In the first discussion last year, we got a clear account of the complexity of the topic, the multifaceted nature of the responses, and the divergence in perspectives on some of the difficult issues. I am very satisfied that this year neither the complexity of the issues nor the differences in perspectives stopped us from seeking mutual understanding. I can say that we have sought and, through a process of listening to each other with due respect for the variety of contexts and experiences that we represent, found consensus.

The revision of Recommendation No. 71 is about updating the guidance provided by this standard, taking into account a variety of contexts and the considerable experience gained over the last decades in crisis response in countries at different levels of development, including in fragile settings, by national local actors supported by the international community.

But it is also about international cooperation and solidarity among all Members. The updated guidance on how to rebuild and recover, as well as to prevent and prepare for crisis from the perspective of employment and livelihoods is not only for the ILO tripartite constituents. It is also an important opportunity and a platform for cooperation and partnerships among Members, and among international organizations and the multilateral system, within their respective mandates.

The cooperation, support and contribution of international organizations to our discussion was clear proof that the promotion of this Recommendation should be actively pursued by the international community that is responsible for peace building, disaster response, displaced populations, refugees and migrants.

Now a few remarks on the process. I think it is no secret that last year's discussion was tough and that we left it with divergent views on some critical issues. Let me, therefore, commend the Office for its efforts during these last 12 months to consult the Members and other stakeholders so as to establish a good starting point for our discussion this year. I would like to note that many Committee members have confirmed the value of the informal consultations that the Office convened in May 2017 to prepare for this second discussion and we thank the Director-General for having made that possible.

During our deliberations in these last ten days we have also made full use of informal consultations and briefings about the formal proceedings relating to amendments and subamendments. I wish to thank most warmly the Vice-Chairpersons, Ms Sephomolo and Mr Guiro, and the Government regional coordinators in the room for their full cooperation and positive response to my sometimes probably risky proposals on some of the difficult issues, and for the flexibility shown by all parties to reach consensus.

I can proudly say that we are proposing, for adoption by the Conference, a substantive Recommendation that is the outcome of growing tripartite consensus over the last 12 months, bringing together the best of tripartite dialogue, and based on a common will to listen and to seek to really understand the respective points of view presented, and thereby to build bridges and connect with one another.

It is a Recommendation that places the need to promote livelihoods and full, productive, and freely chosen employment at the centre of crisis recovery, reconstruction, and peace building; a Recommendation that proposes a value-based framework for the promotion of human rights and respect for the fundamental principles and rights at work in the context of crisis response and prevention; a Recommendation that recognizes the need for coherence and coordination across a broad range of policy areas and identifies a range of policies and approaches that can be applied according to national circumstances and contexts; a Recommendation that calls for close coordination and synergies between humanitarian and development assistance, as well as the need for international solidarity, burden- and responsibility-sharing, and cooperation in accordance with international law.

The Recommendation also acknowledges the need for broad-based, inclusive dialogue and consultations with all concerned, and the central role of tripartism in planning, implementing and monitoring measures for recovery and resilience.

In short, the 49 Paragraphs of this proposed Recommendation provide strategic and practical guidance that we were tasked to develop.

I would like to thank all the members of the Committee Drafting Committee and the Office of the Legal Adviser who steered its work. I wish to thank most warmly all Government delegates and social partners for their commitment to the common cause and the constructive will to find solutions. I believe that through our deliberations we have made the text stronger and more inclusive. The instrument before you is a product of significant tripartite consensus and, in my humble opinion, a solid instrument that will guide member States in addressing crisis responses.

A special vote of thanks goes to Mr Luco for having assumed the role of Reporter of the Committee with an exemplary attention to ensuring the clarity of purpose and a true reflection of the rich discussion we have had.

I would also like to thank the representative of the Secretary-General, Mr Vines, and the deputy representative of the Secretary-General, Ms Berar Awad, and through her, the entire multidisciplinary team of the secretariat for the excellent preparation for the second discussion, as well as the solid explanations that were provided during our deliberations.

My sincere and special thanks also go to Ms Pal, who skilfully and with great calm guided me through the forest of amendments and subamendments, where I would otherwise have got lost. I would like to reiterate my thanks to the Director-General and the Office for having organized and conducted the informal briefings and consultations. As acknowledged by members of the Committee, this process of dialogue and informal meetings was important for arriving at consensus solutions to some of the challenging issues.

This Committee has prepared the only normative framework at the international level that focuses on employment and other world of work issues in the context of crisis response. This instrument will have positive ramifications for the world of work for many years to come.

While our work at this session of the Conference has almost come to an end, to echo the concluding remarks of the Employer and Worker Vice-Chairpersons, our real work has only just begun. The instrument will be effective only if supported and materialized in the field by the tripartite constituents with the support of the ILO. It would require strategies and plans which respect the rights of workers and lead to sustainable development and the strengthening of resilience in times of crisis.

I think we have done our very best to fulfil the task that the Conference entrusted the Committee to perform, and I am truly honoured to present to you for adoption the report of the Committee's deliberations, the proposed Recommendation concerning Employment and Decent Work for Peace and Resilience, and the accompanying resolution.

The President
(Original Spanish)

I will now open the discussion on the report of the Committee on Employment and Decent Work for the Transition to Peace.

Mr Correia
Government, Angola
(Original French)

Angola has the honour of speaking on behalf of the Africa group. The Africa group would like to congratulate the Chairperson of the Committee on Employment and Decent Work for the Transition to Peace, Ms Hasle, on her skills, leadership and ability to bring the work of the Committee to a successful conclusion. Her openness, calmness and flexibility have helped to ensure constructive dialogue between all the groups and regions on this

important and sensitive issue. What is more, her good humour made it possible to maintain a positive and friendly atmosphere within the Committee, which enabled us to move forward in our discussions and meet our objectives.

We would also like to thank the Vice-Chairpersons, the Employer and Worker representatives, Ms Sephomolo and Mr Guiro, for their flexibility, sense of compromise and dialogue and their willingness to make efforts to address the concerns raised by the Africa group.

The Africa group also wishes to pay tribute to the members of the secretariat, both those who were on the podium and those who were working behind the scenes, who worked long hours to facilitate the Committee's deliberations. Our sincere thanks also go to the interpreters, who made it possible for us to express ourselves in the language we understand.

The work of this Committee has been a true example of social dialogue as a means of achieving a common understanding of the challenges and building consensus on such a sensitive and complex issue. In this regard, the Africa group wishes to thank the Committee as a whole for the quality of the discussions and for the spirit of compromise shown by its members throughout the deliberations. This spirit has enabled the Africa group to ensure that an important section on migrants is included in the Recommendation. Migrants are unfortunately often very vulnerable in crisis situations because they are inadequately protected by existing international mechanisms or are not covered by crisis response mechanisms.

This is all the more important, as it is now recognized that migrants contribute not only to the economic development of countries of origin and destination, but also contribute to enriching the social and cultural environment in host society communities. In Africa, we have experienced crises that have had an impact both on the living conditions of migrants and on the economies of the host countries, particularly in countries with a large number of migrants.

In view of these considerations and of the comments made by the Workers' and Employers' groups, the Africa group strongly encourages Members to vote in favour of the adoption of this Recommendation, which is a well-balanced instrument reflecting the consensus of all parties.

Ms Farrugia
Government, Malta

I speak on behalf of the European Union and its Member States. Serbia and Norway align themselves with this statement.

We are glad that there was a common agreement on a new Recommendation that should help countries in crisis to take the necessary employment and social measures to help workers to preserve their livelihoods and to help communities to recover from crises and become more resilient.

We appreciate the fact that the new instrument covers issues such as the integration of refugees in labour markets, the important contribution of women in times of recovery, the need to combat discrimination based on sexual orientation as well as on disability, and the need for preventive measures to prepare workers and societies to withstand crises.

Decent work and fundamental principles and rights at work are at the centre of the ILO strategy to address crises arising from conflicts and disasters. Supporting institutions, building and upholding the rule of law, enabling entrepreneurs and SMEs, and developing

the capacities of social partners, as well as of civil society, are for us building blocks of the prevention of, and long-term responses to, crises.

We hope that the concerns expressed by a number of countries regarding refugees and returnees were sufficiently taken into account, and we believe that the new Recommendation will be a useful tool to allow them to make adequate responses for the benefit and well-being of refugees, returnees and local communities.

We are fully committed to promoting, protecting and respecting the human rights and fundamental freedoms of all migrants regardless of their status, and appreciate that the Recommendation allows Members to take into account their national legislation regarding labour rights.

The new Recommendation will provide valuable guidance to the Office, to governments in crisis situations, and to workers and employers in our joint actions and efforts to address crisis situations and their consequences worldwide.

Mr Morales Vélez
Government, Mexico
(*Original Spanish*)

The delegation of Mexico would like to associate itself with the congratulations extended to the members of the Committee on Employment and Decent Work for the Transition to Peace, for having achieved consensus through frank, open and responsible dialogue. In particular, we would like to thank Ms Hasle for her excellent management of the Committee's work.

The adoption of the Recommendation concerning employment and decent work for peace and resilience constitutes an important contribution of the ILO to peace and social justice in the world.

The Recommendation is in line with Mexico's long diplomatic tradition, of which I will give just two examples: first, the famous statement made by Benito Juárez, Latin American hero and President of Mexico, exactly 150 years ago: "Between individuals, as between nations, peace means respect for the rights of others"; and, second, the Nobel Peace Prize awarded to the noted Mexican, Alfonso García Robles, in 1982 for his contribution to the peace process during the preparatory work leading to the adoption of the Treaty of Tlatelolco.

The Recommendation is the culmination of several years of hard work by Governments, Employers, Workers and the Office on an issue which is of great importance and relevance to the current international situation and to Mexico itself. It also constitutes an important contribution to the historical legacy of the ILO on the eve of its centenary, to important discussions in other international forums and to the implementation of the 2030 Agenda for Sustainable Development.

For all of these reasons, Mexico supports the Recommendation.

Mr Sintubin
Worker, Belgium

Speaking in the name of ACV-CSC Belgium, I would like to request broad support for this new instrument. After two years of intensive discussions and negotiations on the new Recommendation concerning Employment and Decent Work for Peace and Resilience, we can be proud of the result. The trade unions are pleased that one of the cornerstones of the Decent Work Agenda is deeply embedded in this new Recommendation.

Several references to relevant ILO Conventions and instruments will guide us in establishing constructive social dialogue in difficult situations. The actions taken in the framework of this instrument will often be decided under the difficult circumstances of crisis, conflict or disaster. They will be developed under huge stress and time constraints but, nevertheless, the trade unions, governments and social partners all adhere to the principle that decisions are more democratic, effective, and are carried through, if resulting from a constructive dialogue in which all the social partners are included.

By creating enabling environments for representative employers' and workers' organizations, and by making it possible for migrant workers and refugees to join these organizations, we will only strengthen the impact of our joint efforts. Recent experiences show that not only governments play a major role in immediate crisis interventions or in reconstruction and development efforts. More and more actors, such as multinational companies, intervene and strengthen their presence in these fragile countries. One year after the International Labour Conference's general discussion on decent work in global supply chains, this Recommendation offers the potential to work with multinational companies to limit violations of labour standards and enhance decent work in their supply chains by means of due diligence.

Last year, during the Committee meetings, the Governments used the concept of "build back better". At that moment, we feared an empty concept, but now, at the end of the process, we see a genuine will to reconstruct for the better, for example by looking into measures to install social protection floors or effect the transition from the informal to the formal economy.

We all know that reconstruction and development programmes require huge resources to be implemented. This Recommendation recognizes the need for strong international solidarity guaranteeing resources for immediate humanitarian assistance and development aid. With the aim of making decent work possible after crisis, conflict and disaster, we would like to request donor countries not only to continue to strive towards the 0.7 per cent target for development assistance, but also to integrate the social partners into the decision-making process linked to the allocation of this type of assistance.

Once again, the ILO's practice of tripartite consensus building led to an important Recommendation. We hope that this constructive process can also be continued when establishing decent work for all in situations of crisis, conflict and disaster.

Mr Saunders
Government, Australia

It is a privilege to address you on the proposed Recommendation concerning Employment and Decent Work for Peace and Resilience. Australia strongly believes that international labour standards should reflect the contemporary realities of the world of work. The proposed Recommendation will provide up-to-date guidance that can be applied in a range of national circumstances in a coordinated way in order to promote and realize the ILO's objectives in the context of prevention, response and recovery from conflicts and disasters.

As has been mentioned, the standard-setting process for this instrument has been particularly challenging given its subject matter, at a time when a very high number of people around the world have been displaced from their homes and livelihoods. The constructive way in which delegates with very different perspectives approach negotiations on the text of the instrument and reach common ground is to be commended. As ILO Deputy Director-General Mr Vines said to the Committee earlier this week, it is extraordinary that a consensus has been reached from such different starting points.

Australia is very pleased by the broad support for the proposed Recommendation that has been expressed so far by a number of member States and a number of members of the Employers' and Workers' groups, as well as other UN agencies. While every delegation must make its own decision, we endorse the views that have been expressed through a unanimous vote in favour of adopting the Recommendation.

Ms Jack
Employer, South Africa

In Africa, we have an expression, "A single bangle does not jingle", which recognizes the importance of the individuality of each participating team member and the overall value of the collective. In recognizing the work of, and contributions made by, the Employer representatives on this Committee, it is essential to pay tribute to one individual: the Vice-Chairperson and leader of the Employers' group, Ms Lindiwe Sephomolo.

In Africa, we speak of *Ubuntu*, which is a complex word in the *Nguni* language. One of its meanings is "correct behaviour"; correct in the sense that it is defined by a person's relations with other people, acting in ways that benefit their society. *Ubuntu* was one of the leadership qualities that Lindiwe brought to our deliberations as we tackled one of the more challenging and significant issues of our time. Decisiveness, a spirit of consensus and traces of a sense of humour allowed us to collectively address the difficult issue of the plight of refugees and returnees, as well as the challenges that migrants face during crises and disasters. It was a difficult journey which started in 2016 but evolved into an extraordinary engagement in which the Employers' group was skilfully led.

Recognition of the value of private employment agencies as labour market intermediaries through the references to the Private Employment Agencies Convention, 1997 (No. 181), in the text of the proposed Recommendation is welcomed by the Employers. We call for its support and adoption and recognize that the real work is yet to come: ensuring that it is used effectively through concrete action to promote employment and decent work in order to prevent and respond to crises arising from conflicts and disasters. Lindiwe Sephomolo, we salute you.

Mr Hirakawa
Worker, Japan

I am speaking on behalf of the Japanese Trade Union Confederation (JTUC-RENGO). As everyone knows, Japan is a country where many natural disasters occur. During the great earthquake of 2011 in eastern Japan, a nuclear power plant was damaged by the resulting tsunami. The concept of prevention and reconstruction is part of our culture and we understand through our daily lives the importance of effective prevention and mitigation of, and preparedness for, unforeseeable disasters.

As a participant from a country such as Japan, I welcome, and am encouraged by, the proposed Recommendation concerning Employment and Decent Work for Peace and Resilience because it is the fruit of tripartite consensus. I hope solemnly that it will be fully implemented as soon as possible by the constituents.

As trade union activists, JTUC-RENGO's members have drawn experience from the many disasters that we have faced. We have sent volunteers to disaster areas and have helped the victims financially. Also, most importantly, JTUC-RENGO is committed to supporting victims through dialogue, especially in the context of the policy discussion on recovery measures and reconstruction. This is our way of ensuring that the victims' voices and their needs during their future lives are reflected in the Government's disaster policy.

The present debate is a timely response to the many people who are suffering from serious conflicts and disasters. We very much hope that the proposed Recommendation will be adopted because we believe that, once implemented, it will help to avoid the negative impacts of crises in the future. I would like to urge all participants in the 106th Session of the Conference to vote in favour of the Recommendation.

Mr Jater
Government, Colombia
(Original Spanish)

I would like to congratulate the Committee on Employment and Decent Work for the Transition to Peace for the work it has accomplished. Its members worked purposefully, coming up with a comprehensive and relevant document that reflects the concerns and priorities expressed during the discussions.

For Colombia, the updating of the Recommendation takes into account current global and national situations. Many of the adverse effects on employment suffered by societies are not caused by conventional wars, but by new forms of conflicts and disasters, and the new document addresses these situations.

In my country, a peace agreement was recently signed to end a conflict lasting over 50 years, which is now in the process of implementation. We therefore welcome the new Recommendation, which seeks to generate policies and actions to try to overcome the damage caused by conflicts and disasters.

We believe that the Recommendation submitted to this assembly for adoption is a useful tool to boost employment and income generation in a context of equal opportunity, with particular attention paid to education in crisis situations. It calls for the strengthening of international cooperation to address these situations and indicates that such cooperation should focus on employment, decent work and sustainable enterprises that are consistent with applicable international labour standards.

Post-conflict and disaster-affected environments are characterized by instability, insecurity, poverty and inequality, and the document's guiding principles highlight key actions that must be taken, such as the importance of national reconciliation and the need to respect, promote and ensure equal opportunities.

This house was awarded the Nobel Peace Prize in consideration of its main objective of establishing principles for the working conditions and social rights of workers in order to enhance them, thereby improving the cause of peace by reducing social injustice.

“If you desire peace, cultivate justice.” That aim is also our aim.

We support the Recommendation.

Mr Ali Abbas
Employer, Chad
(Original French)

It is a great honour for me to speak before this august assembly as an Employers' delegate and member of the Committee. My country, Chad, hosts many refugees experiencing serious difficulties. First, I should like to reiterate that the Employers strongly support the revision of Recommendation No. 71. We also support the resolution, on which there was genuine consensus.

There is no doubt that our objectives in this Recommendation are relevant to every continent. Some countries are having trouble coping with an influx of migrants while others are hosting hundreds of thousands of refugees and struggling to care for them. In any event, humanity is called upon to meet the needs of these children, women and men who find themselves in untenable, precarious situations. Naturally, they look to us to provide them with immediate assistance and support in every area so that they can regain their dignity.

In my humble opinion, the objectives and scope of this new Recommendation respond perfectly to the problem of disasters and armed conflicts, both international and non-international. The non-binding nature and updated guiding principles of this instrument have the support of many member States, and the proposed strategies and programmes give priority to a multidisciplinary approach that can help most States to develop public policies commensurate to the challenge.

The first step is stabilization, followed by recovery of the local economy through sustainable employment and decent work. Above all, the new Recommendation emphasizes the urgent need to involve governments, employers and workers in a comprehensive diagnosis, needs assessment and monitoring of any mechanisms capable of containing the crisis.

Because job creation, including youth employment, is at the heart of this instrument, it is essential to adopt a national employment and vocational training policy, backed by a national development plan, in order to bring an end to the crisis and achieve peace. This global strategy calls for: the promotion of full employment through labour-intensive investment, public-private partnerships, active labour market policies, multinational enterprises and social and economic integration.

The new Recommendation attaches great importance to social dialogue and the role of employers' and workers' organizations in achieving social peace, economic recovery and resilience. It is here that we call for government involvement in providing an enabling environment for the social partners, business continuity plans, collective bargaining and so on.

In concluding, I would like once again to pay tribute to the undeniable role of the ILO, our common tool in mobilizing the tripartite constituents on the issue of risk management at the national level. It is in the interest of governments and employers' and workers' organizations to display a sincere desire to cooperate and, within the ILO, give priority to the search for ways and means to achieve more decent jobs for all.

Ms Fierrez
Worker, Colombia
(Original Spanish)

In the context of Recommendation No. 71, proposals for creating employment and decent work during the transition from war to peace and in situations of disaster, migration and the movement of refugees were put forward with a view to their adoption during the second discussion.

Generally speaking, the Recommendation provides for the involvement of governments, employers and workers in the development and implementation of the various measures to be adopted: information-gathering and -sharing; job training and retraining programmes; reconversion of industry, which, in some countries, involves the transformation of agriculture and agri-business; and, above all, formalization of employment and social protection mechanisms in these areas.

In Colombia, the Government and the Revolutionary Armed Forces of Colombia (FARC) recently signed a peace agreement ending the armed conflict and a new agreement between the Government and the National Liberation Army (ELN) is being negotiated. During the post-conflict period, we need to take into account the people who have been living under the influence of this armed conflict and who now require a solution that includes the victims of armed violence: rural-dwellers involved in the cultivation of legal and illegal crops; former combatants – men, women and children – in the wake of the insurgency; and people who have been displaced by the violence. In particular, this offers an opportunity, through cooperation between the Government and employers’ and workers’ organizations, to develop specific agreements and set goals that will ensure the creation of decent work for these people without any form of discrimination, including on grounds of race, sex, creed or ideology.

Lastly, the Recommendation is a tool for setting public policy on employment with a view to crisis emergence and, for these reasons, it has the support of the Workers.

I would also like to take this opportunity to thank the Chairperson of the Committee for her effort to achieve the positive results that we have before us today, the Worker and Employer Vice-Chairpersons, the Governments and all the members of the Committee.

Mr Abuhassan
Government, Jordan

As was expected, completing the task of revising Recommendation No. 71 has not been easy. With the cooperation of the three constituents and under the capable leadership of our Chairperson, the Committee on Employment and Decent Work for the Transition to Peace was able to come up with a text that is more acceptable and balanced than was initially thought possible. We would therefore like to express our appreciation to the Chairperson of the Committee for her considerable efforts. We also thank the Vice-Chairpersons and the Worker and Employer representatives, as well as the members, for their cooperation and comprehension.

Having said this, I would like to explain our understanding of the newly reviewed Recommendation and would like to underline the following. We note that the Preamble has a Paragraph that clearly recognizes that countries receiving refugees may themselves not be in situations of conflicts or disasters. This is important, as otherwise it would be hard to accept the premise or notion that countries receiving refugees are disaster-stricken or are themselves disaster-affected environments. Should a country actually be hit by disaster or conflict, or choose to qualify itself as struck by disaster, is another matter.

In all cases, however, international assistance should be the backbone of any response to refugees, in accordance with the principles of solidarity and burden- and responsibility-sharing. And it is most welcome that there is strong language in the Recommendation that explicitly refers to international cooperation in a number of Parts.

Under Objectives and scope, Paragraph 2, the definition of “disaster”, as contained in the most recent report of the Open-ended Intergovernmental Expert Working Group on Indicators and Terminology Relating to Disaster Risk Reduction, clearly relates to hazardous events that are clearly defined and further explained in the annotations, and it should be read in its proper context of the Sendai Framework for Disaster Risk Reduction 2015–30.

The scope of application is also clear. We therefore cannot agree to any interpretation extending the scope of “disaster” to where it does not apply or changing the definition. Our understanding of crisis situations arising from conflicts and disasters is that they are confined to countries where disasters and conflicts occur. And I refer in my concern to the related preambular paragraph on this issue, preambular paragraph 5.

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

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

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

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

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

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

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

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

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

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

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

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

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

Ms Ssenabulya Namatovu

Employer, Uganda

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

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

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

Ms Fauske

Worker, Norway

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

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

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

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

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

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

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

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

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

Mr Parkhouse
Employer, Namibia

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

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

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

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

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

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

Mr Mutagoma
Employer, Rwanda
(*Original French*)

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

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

Mr Hiag
Employer, Cameroon
(*Original French*)

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

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

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

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

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

The President
(*Original Spanish*)

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

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

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

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

The President
(Original Spanish)

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

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

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

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

(The proposed Recommendation is adopted as a whole.)

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

The President
(Original Spanish)

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

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

(The resolution is adopted.)

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

The President
(Original Spanish)

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

(A record vote is taken.)

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

(The Recommendation is adopted.)

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

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

Mr Kalinin

Government, Russian Federation

(Original Russian)

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

The President

(Original Spanish)

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

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

The President

(Original Spanish)

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

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

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

Mr Mushy

Reporter of the Committee for Labour Migration

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Ms Passchier

Worker Vice-Chairperson of the Committee
for Labour Migration

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Mr Reyes Castro

Chairperson of the Committee for Labour Migration

(Original Spanish)

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

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

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

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

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

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

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

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

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

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

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

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

The President
(Original Spanish)

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

Mr Chivunda
Government, Zambia

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

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

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

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

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

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

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

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

Mr Grech
Government, Malta

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

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

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

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

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

Ms Rigg Herzog
Employer, United States

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

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

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

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

Ms Kearney
Worker, Australia

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

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

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

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

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

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

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

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

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

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

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

Mr Motlhamme
Employer, South Africa

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

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

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

Ms Moore
Worker, Barbados

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

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

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

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

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

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

Mr Ahmed
Employer, Bangladesh

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

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

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

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

Mr Arenas

Worker, Colombia

(Original Spanish)

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

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

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

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

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

Mr Abuhassan

Government, Jordan

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

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

The President
(Original Spanish)

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

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

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

Conclusions concerning fair and effective labour migration governance: Adoption

The President
(Original Spanish)

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

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

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

(The conclusions are adopted as a whole.)

Resolution concerning fair and effective labour migration governance: Adoption

The President
(Original Spanish)

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

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

(The resolution is adopted.)

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

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

(The Conference adjourned at 3.15 p.m.)



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

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

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

Pour/For/En Pro: 378

Contre/Against/En contra: 5

Abstentions/Abstentions/Abstenciones: 8

Quorum: 305

Maj./May.: 256

Pour/For/En Pro: 378

Afghanistan/Afganistán

SALEHI, Mr (G)

Afrique du Sud/South Africa/Sudáfrica

SEAFIELD, Mr (G)

LETOABA, Mr (G)

MDWABA, Mr (E)

NTSHALINTSHALL, Mr(T/W)

Algérie/Algeria/Argelia

ZAIDI, M. (G)

KHERROUR, Mme (G)

MEGATELI, M. (E)

SIDI SAID, M.(T/W)

Allemagne/Germany/Alemania

NEU-BRANDENBURG, Ms (G)

SCHIESSL, Ms (G)

NOLL, Mr (E)

VOLLMANN, Ms(T/W)

Angola

GUIMARAES, M. (G)

N'GOVE LUSSOKE, M. (G)

TONDELA, M. (E)

FRANCISCO, Mme(T/W)

Arabie saoudite/Saudi Arabia/Arabia

Saudita

ALJUAID, Mr (G)

ALAMR, Mr (G)

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CIMA, Sr. (G)

FUNES DE RIOJA, Sr. (E)

MARTINEZ, Sr.(T/W)

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DENNEY, Mr (G)

GROZIER, Mr (E)

KEARNEY, Ms(T/W)

Autriche/Austria

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DEMBSHER, Ms (G)

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SAUER, Mr(T/W)

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SHEHAB, Mr(T/W)

Barbade/Barbados

HOWARD, Mrs (G)

WALCOTT, Mr (E)

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Bélarus/Belarus/Belarus

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Belgique/Belgium/Bélgica

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DE LEEUW, M.(T/W)

Bénin/Benin

LEGBA ADANKON, Mme(G)

HOUNNOUVI, M. (E)

IKO, M.(T/W)

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Plurinational State of/Bolivia, Estado*

Plurinacional de

MOLLINEDO MEJÍA, Sr. (G)

GOMEZ ROCHA, Sr. (G)

QUISPE CHOQUE, Sr.(T/W)

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Herzegovina/Bosnia y Herzegovina*

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LIU, Ms (E)
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ANDREOU PANAYIOTOU, Ms (G)
PANAYIOTOU, Ms (E)
CHARALAMBOUS, Ms(T/W)

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ECHAVARRÍA, Sr. (E)
GÓMEZ ESGUERRA, Sr.(T/W)

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KWON, Ms (G)
LEE, Ms(T/W)

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GAMBOA ACUÑA, Sra. (G)
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DIOMANDE, M. (G)
LADOUYOU, M. (E)
KODIBO, M.(T/W)

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RUMORA, Ms(T/W)

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PARRA ROJAS, Sr. (E)
CHACÓN BRAVO, Sra.(T/W)

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JENSEN, Mrs (G)
DREESEN, Mr (E)
OHRT, Mr(T/W)

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ZALDAÑA, Sra.(T/W)

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MONTALVO HIDALGO, Sr. (G)

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LACASA ASO, Sr. (E)
GALLEGO GARCÍA, Sr.(T/W)

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PÄÄRENDSON, Mrs (E)
VASK, Ms(T/W)

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KÄRKKÄINEN, Mr (E)
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THIBAULT, M.(T/W)

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BARRY, Mme(T/W)

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BOUTIN, M. (G)

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MEJÍA VELASQUEZ, Sr.(T/W)

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NEMES, Ms (G)

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PANDYA, Mr(T/W)

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PUTRI, Ms (G)
SUDARMANTO, Mr (G)
HANARTANI, Ms (E)

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AL -SHAWI, Mr (G)

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O'CARROLL, Ms (G)
JOYCE, Mr(T/W)

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KRISTINSSON, Mr (G)
HALLDÓRSDÓTTIR, Ms (E)
MAGNUSSON NORDDAHL, Mr(T/W)

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CAPPUCCIO, Ms(T/W)

Jamaïque/Jamaica
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MANNING, Ms (G)
CUTHBERT, Mrs (E)
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MATSUI, Mr (E)
GONO, Ms(T/W)

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Kenya

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NYAMBARI, Mr (G)

ATWOLI, Mr(T/W)

Koweït/Kuwait

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AL-MUTOOTAH, Mr(G)

AL-MUTAIRI, Mr(T/W)

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Lesotho

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LIEPINA, Mrs(T/W)

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AYDA, M. (G)

HAMADEH, M. (E)

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Luxembourg/Luxemburgo

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TUNSCH, M. (G)

KIEFFER, M. (E)

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TANDRA, M. (G)

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CHEE, Mr(T/W)

Malawi

NYANGULU, Mr (G)

MUNTHALI, Mr (E)

MAMBALA, Mr(T/W)

Mali/Malí

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KONATE, M. (G)

DIAKITE, M. (E)

KATILE, M.(T/W)

Malte/Malta

GATT, Ms (G)

CAMILLERI, Mr (G)

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BUGEJA, Mr(T/W)

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QARFA, M.(T/W)

Maurice/Mauritius/Mauricio

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Mexique/Mexico/México

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CARVAJAL BUSTAMANTE, Sr. (E)

République de Moldova/Republic of Moldova/República de Moldova

CERESCU, Mr (E)

SAINCIUC, Mr(T/W)

Monténégro/Montenegro

DEŠIC, Ms (G)

ŠOC, Ms (G)

KOSTIC, Ms (E)

KRSMANOVIC, Mr(T/W)

Mozambique

SAIDE, Mrs (G)

LOFORTE, Mr (G)

MIGUEL, Mr (E)

SIMANGO, Mr(T/W)

Myanmar

LYNN, Mr (G)

KYAW, Mr (G)

Namibie/Namibia

SHINGUADJA, Mr (G)

KASSEN, Mr (G)

PARKHOUSE, Mr (E)

AMUSHILA, Ms(T/W)

Niger/Níger

HAMADOU, M. (G)

MANOU, M.(T/W)

Nigéria/Nigeria

NEBURAGHO, Mr (G)

AKPAN, Mrs (G)

WABBA, Mr(T/W)

Norvège/Norway/Noruega

GEDE VIDNES, Ms (G)

KVAM, Ms (G)

MUNTHE, Mr (E)

RASMUSSEN, Ms(T/W)

Nouvelle-Zélande/New Zealand/Nueva Zelandia

HOBBY, Mr (G)

RUSSELL, Ms (G)

MACKAY, Mr (E)

MACKINTOSH, Ms(T/W)

Oman/Omán

AL MULLAHI, Mr (G)

Ouganda/Uganda

OKELLO, Mr (G)

BIGIRIMANA, Mr (G)

SSENABULYA NAMATOVU, Mrs (E)

WERIKHE, Mr(T/W)

Pakistan/Pakistán

AZIZ, Mr (E)

Panama/Panamá

GÓMEZ RUILOBA, Sr. (G)

NÚÑEZ MORALES, Sr. (G)

MADURO, Sra. (E)

Papouasie-Nouvelle-Guinée/Papua New Guinea/Papua Nueva Guinea

KALINOE, Mr (G)

Paraguay

THOMAS CACERES, Sr. (G)

LOPEZ, Sra. (G)

GONZALEZ ARIAS, Sr. (E)

Pays-Bas/Netherlands/Países Bajos

VAN DER VELDEN, Mr (G)

VAN DIJK, Mr (G)

SCHOENMAECKERS, Mr (E)

VAN WEZEL, Mrs(T/W)

Pérou/Peru/Perú

GUTIÉRREZ AZABACHE, Sr. (G)

LARREA DE ROSSI, Sr. (G)

LÓPEZ SEVILLANO, Sr.(T/W)

Philippines/Filipinas

LAGUNZAD, Mr (G)

TAN, Mr (E)

LABOG, Mr(T/W)

Pologne/Poland/Polonia

LEMIESZEWSKA, Ms (G)

NOJSZEWSKA-DOCHEV, Ms (G)

OPECHOWSKA, Ms (E)

OSTROWSKI, Mr(T/W)

Portugal

CATARINO JOSÉ, M. (G)

PARDAL, M. (G)

BISCAYA, M. (E)

COELHO PRAÇA, M.(T/W)

Qatar

AL-SIDDIQI, Mr (G)

Rép. démocratique du Congo/Democratic Republic of the Congo/Rep. Democrática del Congo

MUSIMBA, M. (G)

TSHIMUANGA MINCHIABO, Mme(G)

ATIBU SALEH MWEKEE, M. (E)

NDONGALA N'SIBU, M.(T/W)

Roumanie/Romania/Rumania

TACHE, M. (G)
KNIESNER, Mme(T/W)

Royaume-Uni/United Kingdom/Reino Unido

JENKINSON, Mr (G)
DOCKRAY, Mrs (G)
PERCIVAL, Mr (E)
BROWN, Ms(T/W)

Fédération de Russie/Russian Federation/Federación de Rusia

MOSKVINA, Ms (E)
SHMAKOV, Mr(T/W)

Rwanda

NGANGO, M. (G)
MUTAGOMA, M. (E)
MANZI M., M.(T/W)

Saint-Marin/San Marino

BECCARI, M. (G)
GUERRA, M. (E)
GIARDINIERI, M.(T/W)

Samoa

LALOATA OKESENE, Mr (G)
LEOTA, Mr (E)
TUALA, Mrs(T/W)

Sénégal/Senegal

CISSE, M. (G)
FALL, Mme (G)
DIOP, M. (E)
GUIRO, M.(T/W)

Serbie/Serbia

JOVANOVIC, Mr (G)
MLADENOVIC, Mr (G)
KUZMIC, Ms (E)
ANDRIC, Ms(T/W)

Seychelles

BAKER, Mr (G)
DUFFETS, Ms (G)
CHARLES, Mr (E)
ROBINSON, Mr(T/W)

Singapour/Singapore/Singapur

LIEW, Ms(T/W)

Slovaquie/Slovakia/Eslovaquia

FRIC, Mr (G)
BERINEC, Mr (G)
OCENAS, Mr (E)
UHLEROVÁ, Ms(T/W)

Slovénie/Slovenia/Eslovenia

TRAVNIK, Mrs (G)
DRAKSLER, Ms (G)
BORTEK, Mr(T/W)

Sri Lanka

WIMALAWEERA, Mr (G)
WEERASINGHE, Mr (E)
DEVENDRA, Mr(T/W)

Suède/Sweden/Suecia

ENVALL, Mr (G)
JANSON, Mr (G)
ERNEROT, Mr(T/W)

Suisse/Switzerland/Suiza

BERSET BIRCHER, Mme (G)
ELMIGER, M. (G)
MATTHEY, M. (E)
CIRIGLIANO, M.(T/W)

Swaziland/Swazilandia

NTANDO, Mrs (E)
DLAMINI, Mr(T/W)

République-Unie de Tanzanie/United Republic of Tanzania /República Unida de Tanzania

MUSHY, Mr (G)
SHITINDI, Mr (G)
MLIMUKA, Mr (E)
MSIGWA, Mr(T/W)

Tchad/Chad

MAHAMAT, M. (G)
DJEGUEDEM, M. (G)
ALI ABBAS, M. (E)
GOUNOUNG, M.(T/W)

République tchèque/Czech Republic/República Checa

GORGOL, Mr (G)
POKORNÝ, Mr (G)
DRBALOVÁ, Ms (E)
CÁP, Mr(T/W)

Thaïlande/Thailand/Tailandia

THANGHONG, Mr (G)
BOONYABAN, Ms (G)
ROMCHATTHONG, Mrs (E)
NOOWIANG, Mr(T/W)

Togo

TSIKPLONOU, M.(T/W)

Le Royaume des Tonga/The Kingdom of Tonga/El Reino de Tonga

AMANAKI, Ms(T/W)

Tunisie/Tunisia/Túnez

GHORAB, Mme (G)
BACCOUCHE, Mme (G)
GHARIANI, M. (E)
HAMMAMI, Mme(T/W)

Turquie/Turkey/Turquía

BILEN, Ms (G)
TÜMER, Mrs (G)
YILDIZ, Mr (E)
YILDIZ, Mr(T/W)

Uruguay

BERGARA, Sra. (G)
LOUSTAUNAU, Sr. (G)
FOSTIK, Sr. (E)
GAMBERA, Sr.(T/W)

Zambie/Zambia

CHISHIMBA, Mr (E)
CHISHIMBA, Mr(T/W)

Zimbabwe

HANGA, Ms (G)
MASOKA, Mr (G)
MUFUKARE, Mr (E)

**Contre/Against/En
contra: 5**

Egypte/Egypt/Egipto

MOHAMED, Mrs (G)
ESSA, Mr (G)
WAHBALLAH, Mr(T/W)

République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán

HEFDAHTAN, Mr (G)
BEHZAD, Mr (G)

**Abstentions/Abstentions/
Abstenciones: 8**

Etats-Unis/United States/Estados Unidos

GARRAMONE, Mr (G)
SHEPARD, Mr (G)

Malaisie/Malaysia/Malasia

ROSDI, Mrs (G)
ARUMUGAM, Mr (E)

Fédération de Russie/Russian Federation/Federación de Rusia

KALININ, Mr (G)
SPIRIN, Mr (G)

Singapour/Singapore/Singapur

TAI, Ms (G)
LAI, Ms (G)