



## Twenty-third sitting

Friday, 17 June 2011, 10.15 a.m.

*Presidents: Mr Hernández Sánchez, Mr Lima Godoy and Mr Nkili*

### REPORT OF THE COMMITTEE FOR THE RECURRENT DISCUSSION ON SOCIAL PROTECTION: SUBMISSION, DISCUSSION AND APPROVAL

*Original Spanish: The PRESIDENT*

Our first task this morning is the examination of the report of the Committee for the Recurrent Discussion on Social Protection, which is published in *Provisional Record* No. 24. The Officers of the Committee are already seated at the rostrum: Mr Feyder, Chairperson; Mr Barde, Employer Vice-Chairperson; Ms Kelly, Worker Vice-Chairperson; and Mr Matiza, Reporter.

I now give the floor to Mr Matiza to present the Committee's report.

*Mr MATIZA (Government, Zimbabwe; Reporter of the Committee for the Recurrent Discussion on Social Protection)*

It is not without pride that I report to you today on the work of the Committee for the Recurrent Discussion on Social Protection. The Committee adopted its report with its conclusions and resolution on Monday. We worked on the basis of the Office report, *Social security for social justice and a fair globalization*.

We had 12 substantive sittings. We listened to five thematic introductions of the Office and the views of the World Health Organization, United Nations Development Programme, International Monetary Fund, International Social Security Association, United Nations Children's Fund and the World Bank. We benefited from the presentation of Madam Pillai, one of the distinguished members of the Advisory Group on the UN Social Protection Floor Initiative, and we heard inspiring words from Madam Bachelet, Executive Director of UN Women, who is also serving as the Chairperson of the Social Protection Floor Advisory Group.

There were over 120 interventions from Governments, Employers and Workers. We worked on the basis of prior work done over the last years at regional tripartite ILO meetings and at tripartite international meetings of experts, and a substantial body of policies developed in the UN system, the G20 and G8, the African Union, the European Union and other regional bodies. I think we undertook as thorough an analysis of the subject at hand as is possible for a committee. We managed to suggest ambitious terms of reference for the work of the ILO in social security for the next years.

Our discussions were all characterized by an extraordinary spirit of cooperation, mutual respect, a

matter-of-fact style of discussion and trust, and a strong mutual sense of purpose.

The globalizing world, if it is to function without social conflict and unrest, needs sound social security for all. Everyone in the Committee wanted to contribute to the realization of that objective.

We were not only constructive, we were also innovative. This report and our conclusions send out a strong message from the ILO into the world. What it says is, in brief, that social security at a level that is fair to all and reflects personal and national circumstances has to be a constitutional component of the globalizing society.

In our report, in the conclusions, we developed a two-dimensional strategy. The horizontal dimension demands that those 5 billion people around the world who have no social security systems or grossly deficient ones should be guaranteed a robust basic level of protection. The vertical dimension aims simultaneously to extend higher levels of social security to all those who can be reached by higher-level benefit schemes.

The horizontal dimension is what we proudly call "the Social Protection Floor". Advocating a Social Protection Floor for all is the strongest social security policy message that went out from the international community in a long number of decades. It underlines the strong leadership of the ILO in the field, and I think we can all be proud that we have been part of this moment in the history of the ILO and in the history of our global society.

We also have cut out more work for ourselves. The conclusions demand that we meet again next year and develop a Recommendation, the first ever international instrument on the Social Protection Floor. We have documented our proceedings in a report. It may be long, but we decided that the unique historical situation warranted a relatively detailed record of our work. Sometime in the future when the history of social policy in the twenty-first century will be written, it will bear witness to the strength of our Organization that, I think, we are all proud of today.

I proudly recommend the report and its conclusions for your adoption.

*Original French: Mr BARDE (Employer, Switzerland; Employer Vice-Chairperson of the Committee for the Recurrent Discussion on Social Protection)*

It is a great pleasure for me to comment on behalf of the Employers on this report and the conclusions. It is also an honour because this will, in fact, be my last statement as the Swiss Employers' delegate be-

cause, in order to implement in practice the Recommendations of the ILO in the field of social security, I am going to retire from the international arena after this session of the Conference.

The result of these discussions was only possible thanks to a number of people whom I would like to mention. I would like to thank the President of our Committee, Ambassador Jean Feyder, who masterfully handled our discussions in plenary as well as in the drafting committee. His calmness and patience were extremely beneficial to us. I would also like to thank all the Governments, who were extremely active and always constructive.

I would also like to thank, of course, my counterpart, Ms Helen Kelly. Discussions were sometimes on the tough side, but they always took place in a spirit of confidence and transparency. It is very important in this type of discussion that Members respect each other. I would like to thank her and her Worker colleagues.

I would also like to thank my group. It has always supported me in spite of sessions that were far from decent at the weekend and during the evenings. It was a very laborious and tiring exercise which showed scant respect for working conditions. It is very important for a spokesperson to be able to rely on his group and I would like to thank, once again, all those who participated. I would also like to thank the Employer members of the drafting committee, in particular Mr Phil O'Reilly.

My work has been possible also thanks to the substantial support of the International Organisation of Employers, in particular Mr Eric Oechslin, and ACT/EMP, in particular Mr Rafael Gijón.

I would like to conclude my thanks by thanking the Office. It is rare to see the Office listen to and take into account various points of view with so much faithfulness. This certainly facilitated the work of our Committee. Our work was also made possible thanks to the substantial preparatory work which was carried out between the meetings of experts and consultations. This work has borne fruit. We can only encourage the other departments to do the same, because this would certainly help prevent certain problems. When the constituents and the Office are pulling together, listening to each other and respecting each other, everything goes much more smoothly.

I cannot list all those who have worked in the Committee, but I would like to mention Mr Assane Diop and Mr Michael Cichon, who have carried out some remarkable work. Through them, I would like to congratulate most sincerely the whole of their team.

After all these thanks I would like to mention some points of the report and the conclusions. First of all, our group at the beginning of the discussion expressed two matters of concern. The first related to the nature of the recurrent discussion. The recurrent question, we are all perfectly well aware, should have enabled us to examine what the Office was doing and to analyse the needs of the constituents. We were critical of the report, which did not respond to the question that was raised in the 2008 Declaration on Social Justice for a Fair Globalization. Unfortunately, the discussion was mainly a general discussion and not a recurrent discussion. This trend, after the discussion that is to take place next year, is to be examined by the Governing Body in order to get back to the roots of the Declaration.

Our second concern related to a discussion that dealt solely with the Social Protection Floor. This was partly addressed and, given the expectations of all those involved, including the Employers, probably it could not have been otherwise. But it might have been a good idea to better define the various elements which affect social protection in a general way, for example, to define what is meant by the Social Protection Floor, what is meant by social security and what is meant by social assistance, because these definitions cover very different concepts which entail different approaches and financing.

We are very glad to see that the discussions and the conclusions recognize the need for a correlation between social security systems and employment policies. As we have said, it is through economic growth that the extension of social protection is possible. Therefore, we need to encourage growth, which will be fuelled by the development of enterprises that create jobs. The best protection is employment.

Social protection has played a useful role in the crisis. It also brings positive aspects, but it is important for individuals and enterprises to have confidence in the mechanisms in place. In a number of countries, there is growing mistrust. The establishment of pacts or social partnerships could help to create this trust. Social cohesion is a pillar for all economic and social development.

Social expenditure in a number of countries has reached a sort of ceiling because it calls into question investments and other state expenditure while laying the burden on individuals and enterprises. Even if we were to consider social protection as an investment, States need to achieve an equilibrium which respects a healthy and stringent management of expenditure and the principles of good governance.

The financial crisis has demonstrated that a number of countries have been living beyond their financial means, condemning them now to austerity regimes. It is very important, therefore, that governments start consultations with the social partners in order to identify the approach to take with regard to social expenditure. In developing countries, the ILO could encourage tripartite dialogue on the economic and social choices to be made.

In the report, you will see in my statements constant references to private schemes. Even if the text does recognize to a certain extent the different financial mechanisms, it is regrettable, we feel, that it does not go further. As I stressed, pension funds have played a very important role in support of the economy, as has happened in Chile, for instance. It is true that they have been affected by the crisis, as have all other systems, including contributory pension schemes. However, they have returned to pre-crisis levels.

Private schemes have also been substantially developed in order to complement basic systems, in particular through the development of the third pillar and mutual schemes. This is a constant in all countries, including in the public sector, and that is why Employers feel that it is very important for all the actors to assume responsibility.

The ILO can play a very important role in awareness raising, in the same way that social partners in any particular country can play a role in teaching what can and what cannot be done. It is a pity that the conclusions do not reflect this point.

At the present time, there is a consensus in countries that have a multiple pillar structure in their pension systems that one of these pillars has to be individual savings. The other two pillars have to help those who have not been able to make regular savings to their pension fund and encourage additional savings in order to improve replacement rates. Providing sources of additional income during retirement is key to ensuring that replacement rates are sufficient.

It is also very important that the conclusions recognize certain parameters, such as the ageing of the population in many countries. As stated in the conclusions, reforms are necessary. These reforms have to take place without any political afterthought and, if possible, in a spirit of consensus where social dialogue has its place. Likewise, retirement age is no longer a political variable, but a variable which depends on transparent criteria.

The informal economy is growing in a number of countries, having a negative effect on competition between enterprises and limiting the fiscal capacity of States. The Social Protection Floor should not encourage people who do not pay taxes to remain in the informal economy by providing them with similar services and benefits. On the contrary, any system should encourage the formalization of the economy, making a distinction between those who are the poorest in the informal economy and who need to be helped, and those who could contribute financially and therefore need to be encouraged to commit themselves to the formal economy.

A growing economy will attract not only individuals towards the formal economy, providing them with security of employment, but it will also enable them to have a viable and sustainable social system. We are happy to see that the conclusions reflect this. This cannot be done overnight, but it is very important that formalization should be recognized as an objective for all.

Our group regrets that the Social Security (Minimum Standards) Convention, 1952 (No. 102), is so present in the conclusions. In fact, the Employers feel that this is a Convention which is very difficult to ratify for a number of countries. It has indeed been ratified by relatively few countries (47), most of which are European. It was adopted during *les trente glorieuses* (the 30 glorious years) when financial issues posed fewer problems than they do today. As a whole, it is largely inapplicable, even though it is, fortunately, flexible. Nevertheless, it is clearly a European model which also gives it a certain rigidity in terms of its application and it is, in addition, ambiguous when it comes to the role of the private sector, which is becoming increasingly important. The Employers are of course not against its promotion, but we think that the Office should be able to use other references in its activities. Therefore, we would not like the new Recommendation to be attached to it or for it to be a "light" version of Convention No. 102.

As to the other Conventions, we have noted that there have not been many ratifications, in particular in the case of the Maternity Protection Convention, 2000 (No. 183), which is not surprising given its extreme rigidity. I would like to recall that the Employers do not support this Convention.

All the members of the Committee have supported the development of the Social Protection Floor. This has become a priority for all. We hope that the governments respect these conclusions in

the implementation of the Floor, in particular where it comes to the involvement of social partners. The Office should encourage governments to do this. We are, however, less happy when it comes to the involvement of civil society, which is rather a confusing concept and rather ill defined.

The notions of progressive implementation and feasibility are also recognized, as is a financial prudence based on domestic resources. In fact, the formal economy cannot contribute to covering the services of the informal economy. The conclusions set up a framework for action for the ILO and its constituents but also a framework for the discussion to take place next year.

The conclusions require the Governing Body to place on the agenda of the 2012 session of the International Labour Conference a discussion with a view to the adoption of a Recommendation. We have of course supported this appeal. We will engage in the discussion next year in the same spirit as we did this year. The discussion has shown that we all have not only the same objective, but also the same vision of how to achieve it. This does not mean that the discussion will be easy, but it will be easier. In the meantime, the Social Protection Floor Advisory Group chaired by Ms Bachelet, as well as the G20 meetings, will have submitted their conclusions. We are confident that they will take into account the conclusions supported by the governments and the social partners of 183 countries throughout the world.

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Ms KELLY (*Worker, New Zealand; Worker Vice-Chairperson of the Committee for the Recurrent Discussion on Social Protection*)

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It is a great honour to report for the Workers' group on our Committee's work over the last two weeks. It is a great honour, but it is also a great pleasure: we can report on a strong consensus on the future of social protection achieved in a true spirit of tripartism.

Officially the title of our Committee was the "Committee for the Recurrent Discussion on Social Protection". No one except some ILO insiders probably knows what is meant by "recurrent discussion".

In plain language that is understood by my members back at home, our task was: to discuss the challenges to achieve social protection for all; to look for possible solutions; to discuss how social protection policies help to generate employment and vice versa; and to consider what member States and the Office can do to move forward on this issue.

Since the adoption of the Universal Declaration of Human Rights in 1948, social security has been a recognized human right. But more than 60 years later, 5 billion people in the world still do not have adequate social security; 5 million children under the age of 5 years die every year because of poverty; and 150,000 mothers die in Africa alone annually because of the lack of maternity protection and essential health care.

The world is too rich to be at peace with these types of figures. Not only the Workers' group, but I believe the Committee as a whole, felt strongly that the time has come to transform the universal aspiration of the Universal Declaration of Human Rights and the Declaration of Philadelphia into universal reality.

The encouraging positive examples of extension of social security that we heard from many develop-

ing nations during our discussions were powerful evidence that a lot can be achieved in a short period of time. It is possible to make a fundamental difference to the lives of millions of people, including those with limited resources.

Imagine what it means for parents to be sure that their children will not suffer from hunger and can go to school. Imagine what it means to have at least a guaranteed basic pension when you reach retirement age. Imagine what it means to get medical care when you are sick. Imagine what it means to know that becoming unemployed will not result in hunger and desperation.

In our deliberations, we as a Committee restated the vital role social protection can and must play to lift people out of poverty and to achieve the Millennium Development Goals. We are convinced that a Social Protection Floor for all is no longer a distant dream, but can be achieved. Social protection is a powerful instrument to protect the weakest in our societies, to reduce inequality, to ensure sustainable development, to build inclusive societies and ultimately to secure freedom, dignity and opportunity for all.

No society can develop and prosper without solidarity and fairness. Instead of “The winner takes it all”, our guiding principle must be “It takes us all to win.”

Solidarity is indispensable within countries, but this is also increasingly true for the global community of nations. No one has the right to close their eyes against poverty simply because it happens beyond their own national borders. Where a country is too poor to provide at least a Social Protection Floor, initial support of the international community is indispensable in helping build a nationally sustainable Social Protection Floor.

The ILO is the organization to lead the global debate on extending social security. No other organization in the world has the mandate and ability to develop international labour standards to guide governments, or has the ability to establish a rights-based approach to social security and to build mutual trust among nations so that the efforts to increase the well-being of their people will not be undercut by social dumping.

We unanimously agreed to call for a single discussion on a social floor Recommendation in 2012. We expect this Recommendation to provide a firm basis for the principles of social security, the guarantees of the social floor, its implementation and monitoring of progress and the time frames for achieving progressively full coverage.

We also expect guidance on the financing, the design and the methods to achieve these objectives. The latter will vary between countries and depend on national circumstances. There is no need to be over-prescriptive on the “how”. The billions of poor do not care how it is done, as long as at the end of the day the right to social security, basic income security and access to essential health care is achieved.

Our Committee firmly sees the Social Protection Floor as a stepping stone towards comprehensive social security provisions as outlined in the up-to-date ILO social security Conventions. We agreed on the new concept of the equal importance of horizontal and vertical extension of social security. The horizontal extension is aimed at giving at least minimal protection to all as soon as possible and providing basic income security and access to es-

sential health care. The vertical extension will protect people against falling into poverty and will provide guaranteed income replacement levels in the case of unemployment, sickness or old age and the other contingencies defined in Convention No. 102.

Comprehensive social security is indispensable in order to build and maintain inclusive societies, where working people and their families are not pushed into poverty when they lose a job, get sick or retire. Social protection means solidarity and security that enables workers to become independent and confident citizens. It is indispensable in a well-functioning democratic society.

Convention No. 102 has been recognized in our Committee as the ILO Convention that sets the minimum standard for comprehensive social security systems. It is very encouraging that a number of member States have ratified this Convention in recent years and we call on all governments to consider ratification and implementation of this landmark ILO Convention. We call on governments not to look for reasons why it is not possible to ratify, but to work on solutions to overcome obstacles to ratification.

The General Survey on social security presented at this Conference highlighted the need for gender-neutral language in this Convention but it also outlined a number of pragmatic proposals on how to address this. We are eager to address these concerns and I feel confident that in a spirit of tripartism we can find a solution quickly.

No doubt in extending social security coverage there are challenges ahead. This includes the transition from informal to formal employment, the growing trend of precariousness, including in many industrialized countries, the need to broaden the tax base and ensure progressive taxation to fund social security for all, the high level of unemployment – in particular youth unemployment – in many societies and demographic changes. These all require decisive policy responses. But the work of the Office and also our discussions showed that these challenges are not insurmountable; indeed, they are manageable, but there have to be priorities in policy-making.

I had the opportunity to listen Mr Barde’s comments on behalf of the Employers and it is clear to say that we reject, as a Workers’ group, the austerity and privatization measures that are currently forming part of countries’ responses to the global crisis. These paths have been shown to fail. They have failed in the past and they contribute to inequality and are socially unacceptable. They are not the only choice as a response, and the conclusions of our report support alternative approaches. Social protection as a rights-based approach is strongly set out in our report, where equality is as important an indicator as any other. Social protection is seen in our report as supporting strong economies.

What becomes a priority in politics depends largely on the balance of forces in society. That is why it is of the utmost importance to ensure that ordinary working people can organize and collectively represent their interests. The full respect and promotion of the enabling rights of freedom of association and collective bargaining are indispensable if we want to make progress in this regard. It was true in the past, it is true today and it will be true in future, that social progress is best achieved where there are strong workers’ organizations that

are respected partners of governments and employers.

Mahatma Gandhi expressed the challenge we are facing in so many societies in a single sentence: “There is enough for everyone’s need, but not for everyone’s greed.”

The discussions in our Committee showed that without sharing the fruits of economic success and productivity growth, we will not be able to make progress. Indeed, sharing the wealth is in itself a precondition for sustained productivity growth. It is the interaction between social, employment, fiscal and monetary policies that build sustainable growth paths. Social security needs to be part of wider policy packages. That is the way forward that is called for by the Decent Work Agenda and the Declaration on Social Justice for a Fair Globalization.

The Declaration on Social Justice for a Fair Globalization calls on member States, workers’ and employers’ organizations and the Office to work together to promote the values of this Organization. Our work was a living example of this. Let me thank the Governments and our Employer colleagues, including the Employer Vice-Chairperson, Mr Barde, for their efforts. Let me also thank our Chairperson: you really made the work of the Committee progress well, and in a very friendly environment. Let me also thank the Office, especially Mr Diop, Mr Cichon and their superb team. All of them demonstrated an exceptional level of commitment and professionalism in serving our Committee and the bigger cause of social justice. Let me thank my Worker colleagues, including those who participated in the very hard task of the drafting committee. There is a very strong commitment in our Committee to this issue and a sterling contribution was made by all the members of the group and I want to thank them sincerely.

At this 100th Session of the International Labour Conference, we send a strong message that the horizontal and vertical extension of social security is a key pillar of sustainable development. It is necessary. It is possible and it can be done. Our new Geneva consensus is an open invitation to all groups and societies and, in particular, to the multilateral system, to join forces in building comprehensive social security systems and to put an end to poverty.

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*Original French: Mr FEYDER (Government, Luxembourg; Chairperson of the Committee for the Recurrent Discussion on Social Protection)*

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Mr Matiza has already given a detailed report of our work in the Committee for the Recurrent Discussion on Social Protection. We have also just heard the two Vice-Chairpersons of the Committee taking stock of the situation. All that remains for me to do now is to highlight a few of the most important issues.

The Secretary-General once called the International Labour Conference “The world parliament of labour”. I think that this accurately describes the importance of the Conference. On behalf of all the members of the Committee for the Recurrent Discussion on Social Protection, we are proud to report that the world parliament of labour has sent out a powerful message on social security to the world.

We have endorsed a modern two-dimensional strategy on the extension of social protection, and this strategy is relevant for all people: for those who have no social security; for those who have some but inadequate social security; and those whose lev-

els of social security need to be safeguarded in the future.

The resolution concerning the recurrent discussion on social protection (social security) endorses this modern and comprehensive two-dimensional strategy. Its horizontal dimension aims at the rapid implementation of national Social Protection Floors, containing basic social security guarantees that ensure that over the life cycle all in need can afford and have effective access to essential health care and have income security at least at a nationally defined minimum level. Social Protection Floor policies should aim at facilitating effective access to essential goods and services, promote productive economic activity and be implemented in close co-ordination with other policies enhancing employability, reducing informality and precariousness, creating decent jobs and promoting entrepreneurship. The vertical dimension of the two-dimensional strategy, for its part, seeks to provide higher levels of income security and access to health care – taking into account the existing ILO social security standards – to as many people as possible and as soon as possible.

The main message is clear. The Committee agreed on the need for a Recommendation complementing existing ILO international security standards “that would provide flexible but meaningful guidance to member States in building Social Protection Floors within comprehensive social security systems tailored to national circumstances and levels of development”. The Committee has requested the Governing Body to place the discussion on the possible Recommendation on the agenda of 101st Session of the International Labour Conference in 2012. If adopted, this Recommendation would provide guidelines for national Social Protection Floors as a means of reducing poverty and reducing inequalities and promoting sustainable economic and social development.

Enjoying a solid degree of social security and, hence, a life without having to fear lacking basic essentials, is a human right, and this Committee has reminded decision-makers in countries and societies once again that this right has to become a reality. Gathered here, we have told the world that the protection of the population can be achieved and is financially possible. In some of our member States, this may take some time, but with conscientious and compassionate planning, it is possible to start the process towards a minimum level of social security for all everywhere. There is no excuse not to start tomorrow. As Her Excellency Ms Bachelet put it to us last Monday, “it is not only the right thing to do but also the smart thing to do”. The six international organizations that we heard during the work of our Committee delivered a powerful and unequivocal endorsement of that message.

Where social security systems already exist, we must strengthen their foundations and place in society so that they can withstand the challenges they will be facing as the restructuring of the global economies continues, new risks emerge and strict budgetary measures are taken in the wake of the crisis.

We have also demonstrated that social security is a means of investing in people, allowing them to leave behind the misery of subsistence work in the informal economy and become productive members of the formal economy and a decent society.

I think the Committee can be proud of its work. It bears witness to the great values of the ILO and proves that, when the stakes are high, tripartism works and can improve people's working conditions.

I thank the Secretary-General for the guidance he provided to the work of the Committee at exactly the right point in time. I thank the Vice-Chairpersons for their mutual trust and sense of purpose. I thank you all for your constructive approach, mutual respect and commitment. I thank all the Committee members for their commitment to the common cause and their positive determination to find solutions.

I would also take the opportunity to thank the Committee secretariat, particularly the representative of the Secretary-General, Mr Assane Diop, and Mr Michael Cichon, for their preparatory work and their valuable contribution. I would also like to thank the experts and the report writers, our two great coordinators, the crew of quiet hard-working précis writers, our patient translators who worked through the night and the clerks that made it all happen – the people who put our work into its proper shape, and the interpreters who made sure that we understood one another.

Next year we shall meet again to draft a Recommendation on Social Protection Floors, which should help spur the political will in member States to make themselves "rich" in the meaning of the words spoken by the President of Brazil, Ms Dilma Rousseff: "a rich country is a country without poverty".

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*Original Spanish: The PRESIDENT*

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I now open the discussion on the report of the Committee for the Recurrent Discussion on Social Protection.

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*Mr BIMPONG (Employer, Ghana)*

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It is gratifying to know that the issue of social protection is high on the agenda of the Conference, and we expect that in the years ahead a lot more attention will be paid to this issue.

We have been made aware that just about 20 per cent of the world's population has access to social protection. The inclusion of this subject on the ILO's agenda should translate into providing the platform to change ideas and experiences to increase overall worldwide coverage. It is also expected that the appropriate benchmarks of best practices will evolve with time and the effects of social protection programmes will gradually be felt among the majority of the world's people.

Ghana, in less than a decade, has introduced a national health insurance scheme which now covers over 60 per cent out of the current population of 24 million. Considering the fact that health is a key component of social protection, Ghana has adopted a number of very bold measures. Income protection for people, however, appears to provide a very serious challenge. Formal sector employees are generally covered by the national contributory schemes but this sector covers just about 10 per cent of the population. The biggest challenge, therefore, is how to bring in informal sector people to be covered by social protection in the area of income protection. For now, a little over 100,000 people have been covered by the social security informal sector fund. We believe that we need to restructure the informal sector to make it feasible for social insurance con-

tributory schemes to be available to such workers. This is why we believe the ILO's efforts should not be directed at just formalizing the informal sector. It is important to understand that for us in Ghana, the informal sector is the dominant sector and we cannot wish it away. We should therefore be helped with efforts to integrate the informal sector into the formal sector economy.

If we are able to do this, more people will be provided with social protection. The ILO should therefore work closely with countries like Ghana in the Africa region to respond to the needs of those in the informal sector. We also believe that attempts to change the nature of employment by moving towards hiring people on short-term contracts or "casualization" could affect national efforts to provide long-term social protection for people. Again, the ILO should provide some direction in this respect.

Overall, we believe that the efforts to provide social protection to a greater number of people throughout the world is a good initiative and should be sustained at all levels, both international and national.

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*Original Spanish: Mr BOBIC (Employer, Chile)*

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As well as congratulating the tripartite Committee on this report, the Chilean Employers welcome the fact that the ILO has addressed this very important question of social protection. This is something that really affects so many workers and their families, and the protagonists in the world of labour need to review this area from time to time and consider the kind of adjustments that are needed to the instruments in force.

This means considering issues such as extension of coverage, the elimination of informality, and governance and funding of the systems concerned. All this is needed to ensure improvements and to adapt social protection to the growing challenges of the new demographic context of increased life expectancy and falling growth rates.

In Chile, we can point to a number of initiatives that we have undertaken to improve our social protection system. One initiative has focused on new forms of governance with the involvement of private-sector management, in health, safety at work, workers' welfare, unemployment and pensions. Such a system has in fact been in operation for 30 years in Chile and our experience has been applied in 27 other countries.

The Chilean pensions system has achieved average annual returns of 9 per cent, which means that those who have contributed regularly will receive decent pensions in relation to their final salaries. This in turn will provide the State with adequate tax revenues, enabling it to provide non-contributory pensions for informal workers or the unemployed, who have been unable to contribute. This will help to extend social security coverage and lead to greater social justice.

We should also point to the efforts that have been, and continue to be, made to educate the population on the importance of the goals and requirements of the social protection system, so that more people will participate in it and contribute to improving protection for themselves.

In conclusion, I would like to say that we will continue to collaborate with this house in order to ensure that more people can meet the growing challenges we all face.

The Committee for the Recurrent Discussion on Social Protection at the 100th Session of the Conference this year has provided an excellent opportunity to highlight the needs and priorities of governments and the social partners. It has also provided an opportunity for social partners to further develop their agenda on the Social Protection Floor in their own countries, based on their needs and resources.

The 100th Session of the Conference recognizes and reiterates that social security is a human right, that it is a social necessity, and that it is also an economic necessity.

Strategies to extend social security and extend the Social Protection Floor to the great majority of people who are currently excluded need to be taken forward. The Committee noted that risks of exclusion need to be mitigated, particularly in respect of workers in the informal economy and atypical forms of employment, vulnerable workers in the rural and urban areas, domestic workers, migrant workers, unskilled workers, and people with disabilities or chronic illnesses, including HIV and AIDS. Women tend to face higher levels of exclusion than men as a result of discrimination throughout the life cycle and the burden of family and care responsibilities which they usually bear.

It needs to be recognized that children in such excluded populations grow up in an impaired state of health and nutrition, which undermines their future and the future of their societies. Closing the coverage gap is therefore of the highest priority for equitable economic growth, social cohesion and decent work for all women and men.

National strategies to extend social security, both horizontally and vertically, should be progressed based on the resources of the country and a set of essential principles, namely universal coverage, progressive realization, rights and benefits, financial and fiscal stability, good governance with overall responsibility of the State, and the ongoing participation of the social partners.

National strategies to extend social security are closely associated with employment policies. In this context it is essential to promote sustainable enterprise creation and growth of decent and productive employment. It is also in this context that governments continually employ efforts aimed at achieving a transition from the informal to the formal economy.

As regards ensuring affordability and financing of social security, governance, and the role of the ILO, governments and social partners, the Committee has made comprehensive and extensive recommendations in all these critical areas. These recommendations should encourage governments to establish appropriate mechanisms based on effective social dialogue, to further extend social security coverage on the basis of Convention No. 102 and other updated Conventions, and to build comprehensive social security systems in line with national needs, including competitiveness and sound economic and fiscal capacities.

*(Mr Lima Godoy takes the Chair.)*

The Social Protection Floor is a subject which we have been dealing with for some time within a group of countries which are concerned by this, and

in the now famous “Bachelet Advisory Group”. We believe that this is something which has, in fact, been maturing in people’s minds and this process has accelerated during this Conference.

Given the fact that we have so many different models, it is important for the ILO to spread good examples, without imposing any one specific model. This basic precept seems to be clear in the minds of the Office and of the Director-General, and needs to be kept in mind in the time between now and the discussions that will take place next year, during the 101st Session of the Conference, if we are to obtain the outcome we want – coherence.

The Social Protection Floor is a good example of the coordination and the coherence needed between the UN agencies and other institutions of the multi-national system. The ILO must work with others, making the most of its advantages and involving the social partners.

The ILO must also encourage the other agencies to involve the social partners, for example in national task forces. Other components of the floor depend on other agencies. Coherence is also important in the other direction: as we have often recalled, it cannot be a one-way street. If other organizations agree to include decent work in their policies, the ILO must also take account of certain other policy elements of the other organizations, such as the Bretton Woods institutions. In this case, the Social Protection Floor must have an economic and financial dimension. The participation of such international institutions in the debate has had a very positive impact on the Committee’s work. This value added should give us something to think about.

Our group supports the proposal for a new Recommendation for 2012. The Employers welcome the place given to the Social Protection Floor on the agenda of the G20, and this can lead to a concrete outcome; my organization, MEDEF, which is in charge of the organization and coordination of the G20 in 2011, in the context of the B20, has begun working on this major challenge with the invaluable support of the International Organisation of Employers, and involving as many countries as possible beyond the G20 framework.

At this stage of the discussion, the Employers call on the G20 members to take account of the conclusions of this session of the International Labour Conference, support next year’s discussion on the proposed Recommendation, encourage the dissemination of good practice, support the ILO in its activities on the Social Protection Floor, involve the IOE and the ITUC in the work at international level, and encourage member States to involve their social partners in setting up the Social Protection Floor.

In conclusion, I should just like to thank my colleague and friend, Michel Barde, a gentleman burglar who has stolen our affections in the Employers’ group. I would like to thank him for having dealt with this question of the Social Protection Floor with his inimitable nobility of spirit.

The support of the Workers for these conclusions and the crucial resolution concerning a new Recommendation for next year is based on the fact that this is fully consistent with, and linked to, the ILO’s Decent Work Agenda and the ILO Declaration on Social Justice for a Fair Globalization, in which the extension of social security coverage to all is one of the four strategic objectives.



The ultimate objective of this is to combat the insecurity and poverty experienced by so many workers and their families.

Secondly, our support is based on the fact that these conclusions promote the horizontal extension of social protection from a rights-based perspective.

There can be no decent work unless increasing numbers of people can have access to this social and human right, which gives them dignity as citizens and as workers. The right to social protection is very effective, as we have seen in the present crisis, both as an economic stabilizer and as the principal means of reducing social conflict and social inequalities, which in turn leads to greater economic growth, as has been shown in the documents on social security submitted for discussion here at this session.

The third reason is that, as the resolution reflects, the minimum Social Protection Floor or pillar will be incomplete if we ensure only a vertical application through the ILO standards on social security, and especially the Social Security (Minimum Standards) Convention, 1952 (No. 102), whose value is beyond question, as has been shown by its recent ratification by a number of countries.

Progressive universal implementation of social protection through the application of the Social Protection Floor must go hand in hand with the promotion of Convention No. 102 and the ILO's fundamental principles in this area, including those relating to social solidarity, the general responsibility of the State, obligatory membership, collective funding, and participation of the social partners.

The Social Protection Floor would be based on a system in which the workers could establish a social edifice through integral coverage based on contributions and decent, regulated work in line with Convention No. 102.

In conclusion, I would like to thank Helen Kelly and her team for their excellent work in the Committee.

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*Original French: Ms MOKRANI (Worker, Algeria)*

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The report and the conclusions concerning the recurrent discussion on social protection (social security) cover all the aspects pertaining to high-quality social protection.

These conclusions are primarily focused on the policies to extend social security, both horizontally and vertically.

Social security is a human right. It is a social and economic necessity, and its implementation has positive outcomes for decent work and the reduction of inequality and poverty.

The extent of the informal sector and the emergence of new forms of precarious employment mean States must review their social protection systems and guarantee social coverage for all working men and women. To this end, it is for each State, in cooperation with the social partners, and in the framework of its economic, social and institutional system, to find mechanisms to integrate all these categories into the overall social protection system.

The implementation of a Social Protection Floor requires countries to be able to design an equitable social, fiscal and parafiscal policy that will enable them to cover the budgets allocated to social protection.

In this context, each State will have to implement a policy to combat undeclared labour, which represents an enormous cost for economies. Such efforts

must also be aimed at ensuring protection against discrimination in all its forms, in consultation with the social partners. Inequalities between men and women can no longer be tolerated. Social protection policies must take the gender dimension into account, and maternity protection in particular, which is an important aspect, so that women can return to their jobs.

Clearly, achieving these objectives is not easy, but gradual progress can be made towards reaching them.

In Algeria, we have succeeded in establishing a social protection system which is not only generous, but of a high quality. It includes free access to medical care through the public health system, free compulsory education for all, unemployment insurance, social insurance, pensions and family allowances. I would like to point out that the social security scheme in Algeria is public.

This report will serve a basis for a Recommendation on the implementation of Social Protection Floors at the 2012 session of the Conference, and bears witness to the commitment of the social partners to social protection, and to the strength of tripartism.

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*Mr DIMRI (Worker, India)*

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I would like to take this opportunity to thank each and every one for his or her contribution to the preparation and adoption of this comprehensive and sound report on social protection. But the job is half-finished; all should endeavour to finish this job.

To begin my statement, a few lines from the Director-General's Report: "We know that the sum of economic, social and environmental options and priorities that have dominated policy-making for the last 30 years must change." The last 30 years or so have witnessed massive informalization of work and a rise in the informal sector, particularly in the developing nations, including India and the countries of the subcontinent, with the situation becoming worse as a result of new economic policies which emerged during the same period.

We have a huge population of informal workers, ranging from contract and outsourcing labour in the private sector, including MNCs, and the public and government sectors, to construction, agriculture and domestic workers, who work and live in miserable conditions with no – or minimal – social security and trade union rights.

In India, 94 per cent of working people belong to the informal sector and, according to a commission of India, called the Arjun Sengupta Commission, 77 per cent of the total Indian population, that is, 860 million people, earn less than half a dollar a day. This whole situation may not be very different in most of the developing nations. The recent global financial crisis, by making working people jobless, has only increased their woes, so the prevailing scenario urgently calls for the recognition of social security by governments as a human right, a social and economic necessity, so as to provide comprehensive economic security, health and medical care to all, along with old-age pensions and, very importantly, to eradicate the evil system of child labour.

To make this great objective achievable, governments, particularly of the countries with a huge population of informal workers, must take the responsibility of providing social security on their shoulders. Many governments, including the Government of India, have taken steps and formulated



schemes for social security, but they are still of a piecemeal nature.

In the case of India, the Government has also developed a certain level of social security mechanism which includes some schemes and Acts, called the National Rural Employment Guarantee Act (NREGA) and the Unorganized Workers' Social Security Act, but a lot still remains to be done to strengthen it. A big section of informal workers continues to remain outside the scope of these schemes, as their scope has been limited to the criterion of below poverty line. The provision of work under NREGA is limited to only 100 days a year. There is no employment guarantee for urban workers. The implementation of the Social Security Act is still very weak, and the Act itself is not supported by an adequate social security fund.

So, in view of the above situation, governments, after having made some progress in developing the social security mechanism, should take the lead in supporting the ILO Recommendation on the Social Protection Floor in 2012 and move forward to develop a comprehensive and universal social protection structure in their countries, with the active involvement of trade unions. Let a new history be created.

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*Original French: Mr DE ROBIEN (Government, France)*

I apologize for requesting the floor so late but I think at this point in the discussion it is very important to say, first of all, that France commends the fantastic work that has been done in this Committee, which has enabled a convergence of views which in some cases diverged considerably at the outset, and produced a high-quality text, which merits further work during the coming year, as we have just heard from the Indian delegate. Our work is not finished yet, although the work that has been done is of a high standard.

Secondly, I did hear the appeal to the member States of the G20 that was made by some Members who spoke this morning. As the person responsible for the social dimension of the G20 under the French presidency, I would like to tell you that I have heard the appeal, and it will certainly be passed on to our G20 colleagues, so that it will not only be heard, but actually taken into account.

Yes, there is still a great deal of work to be done between now and the 2012 session of the Conference. France will do everything it can to ensure that the G20 not only takes this text on board, but supports the discussion next year.

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*Original Spanish: The PRESIDENT*

As there are no more requests for the floor, we will now proceed to the approval of the report, that is, the summary of the Committee's discussions, contained in paragraphs 1–266. If there are no objections, may I take it that the report is approved?

*(The report – paragraphs 1–266 – is approved.)*

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**CONCLUSIONS CONCERNING THE RECURRENT  
DISCUSSION ON SOCIAL PROTECTION  
(SOCIAL SECURITY): ADOPTION**

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*Original Spanish: The PRESIDENT*

We will now proceed to the adoption of the conclusions concerning the recurrent discussion on social protection (social security) and its appendix.

*(The conclusions – paragraphs 1–39 – and the appendix are adopted part by part.)*

If there are no objections, may I take it that the conclusions and the appendix, as a whole, are adopted?

*(The conclusions and the appendix, as a whole, are adopted.)*

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**RESOLUTION CONCERNING THE RECURRENT  
DISCUSSION ON SOCIAL PROTECTION  
(SOCIAL SECURITY): ADOPTION**

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*Original Spanish: The PRESIDENT*

We will now turn to the adoption of the resolution concerning the recurrent discussion on social protection (social security).

If there are no objections, may I take it that the resolution is adopted?

*(The resolution is adopted.)*

I would like to offer my heartfelt congratulations to the Officers and the Committee for the excellent outcome of their work. My sincere thanks also go to the secretariat, which spared neither time nor effort in preparing the report and the conclusions within the time allotted.

*(Mr Nkili takes the Chair.)*

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**CLOSING SPEECHES**

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*Original French: The PRESIDENT*

Before the closing ceremony, I would like to say how moved and how proud I am to have signed, in your presence and with the Director-General, the texts of the Convention and Recommendation concerning decent work for domestic workers which were adopted yesterday. These truly historic texts are the culmination of many long hours of work and negotiations over two sessions of the International Labour Conference.

We will now proceed to the closing ceremony. As you know, Sir Roy Trotman, Worker Vice-Chairperson of the Governing Body since 2002, will be leaving his duties. I would not want to close this 100th Session of the Conference without paying tribute to him and commending his exceptional contribution to tripartism and, more generally, to the activities of our Organization.

Sir Roy Trotman, would you like to take the floor?

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*Mr TROTMAN (Worker, Barbados; Chairperson of the Workers' group of the Conference)*

Having been warned about this, I wondered if I should make my usual 90-minute speech or a longer one! But I know we must conclude this session of the Conference and some people have planes to catch, so I thought I would merely use the occasion to express my appreciation to all of you.

I wish to thank you because, over a number of years, you have made me proud to be a member of the family of the real economy, of the real world, and to believe that together we have been making a significant contribution to the task of making the world a better place.

I have to look to the Workers' benches and to my own small country of Barbados, a country of less than 300,000 people – that is small! – and to reflect on the fact that they have permitted me to join you

with your millions, and in the case of two countries, your billions of people, to come here and make the kind of contribution which I feel has helped in the deliberations that we have had from time to time.

From coming as an observer in 1972 to my first exercise, to looking on as President of the International Confederation of Free Trade Unions in 1992, as well as serving as a member of the Governing Body from 1992 onwards, then having the distinction of being made Chairperson: all this is an honour, not just for me, but for our little country and for the people of the Caribbean in the Caribbean Economic Community. And it is in their name that I say "thank you".

Naturally I would not wish to say thanks without recalling some notable things with which I have been associated, and which I would like you to remember since I treasure them myself.

The first was dealing with a general discussion on tripartite social dialogue fairly early on in my time as a member of the Governing Body. And then dealing with the worst forms of child labour, leading the debate on behalf of the Workers' group and getting that Convention and Recommendation adopted by this honourable house without a single dissenting voice. I still feel proud about that, I shall always remember it and you will see it in my memoirs one day.

And then being part of the great task we set out to achieve, of bringing about true exchanges between governments, workers and employers. In the Governing Body particularly, we have now achieved an altogether higher level of tripartite social dialogue. I should like to think that I played a little part in that exercise.

The Declaration on Social Justice for a Fair Globalization of 2008, the Social Protection Floor and the Global Jobs Pact, gender equality, and now, as I go out, the Convention concerning decent work for domestic workers: these are but some of the things I have played a part in. And I remember also that there are some lessons that we have learned. We have learned very well that just because you believe something, that does not mean that the rest of the world can accept it as it is. There has to be, to a very great extent, a level of understanding and respect which each delegate must bear to each man, each woman. Unless we start by respecting human values, we cannot deal with major political issues.

I have learned that tripartism should be jealously guarded by all of us, and I would hope that if you remember nothing else that I say this morning, you will recall that we have to guard our tripartite form of institution. When visiting dignitaries come to visit us, they must always be given the opportunity to understand what makes us different from other people, and they must be able to confront worker representatives and employer representatives so that they know that governments are not the only players in this house, and although we respect them very much, we also need to respect employers and workers.

I also wish to leave with you the thought that the values of the ILO must be stressed now more than ever. We have difficult times ahead and we will not succeed unless we hold fast to our values.

I wish to thank you, Mr President, for this occasion. I wish to thank the entire ILO, the Director-General, the Staff Union, every single person who contributes to the great work we do. I wish to thank

you for helping to flesh out the contribution which I have been sent here to make.

I want to thank those representatives of Governments, Employers and Workers who have worked with me, who have helped to shape the thoughts that we have put together and who, more than ever, have become part of my family and my friends. I thank you for giving me the opportunity to contribute and I wish you all the best.

I wish, finally, to thank my Government and the governments of the Caribbean for having faith in me over these more than 30 years, not just in the ILO but generally in public service and in the trade union movement. You have put faith in me; I hope I have not disappointed you in any way.

As I say farewell to you, I want all of you to know that even if I have not called your names, even if we have not spoken, I have learned to respect and understand you, and to want to be closer to your thoughts and your considerations.

I wish you Godspeed now. I hope that, as you supported me, you will continue to give that support to those I leave to continue the work of the Workers' group.

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*Original French: The PRESIDENT*

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Thank you, Sir Roy, for these warm words. Before Sir Roy returns to his seat, I invite all the delegates present to give him a round of applause, in a well-deserved tribute.

*(Applause.)*

I invite you first to watch a few minutes' video presentation, which captures the spirit of this 100th Session of the Conference and the way in which the participants have experienced it.

*(A video presentation is shown.)*

I now invite you to listen to the closing speeches.

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*Original Portuguese: Mr LIMA GODOY (Employer, Brazil; Employer Vice-President of the Conference)*

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It is a great honour to take the floor as Vice-President of this historic 100th Session of the International Labour Conference, on behalf of the Employers' delegates, whom I would like to thank for having given me this great honour. I would also like to thank all the delegates who agreed to my election to this very important post. It is also a privilege for me to be able to be among the Officers, together with Mr Robert Nkili and the distinguished representatives of Governments and Workers.

The statements and debates during this session of the Conference generally reflected the appeal by the Director-General of the ILO for a new era of social justice. I have no doubt at all that all the men and women in this distinguished assembly are, like Ambassador Somavia, aware of the far-reaching changes that are currently being experienced by humankind and which have been taking place over the last 30 years in particular. In fact, such changes are very much part and parcel of a process in which key paradigms are shifting, which we all hope will lead to a period of greater social justice that will extend to the majority of the world's population, bringing about benefits resulting from trade in goods, services, capital and knowledge acquired through globalization, as is enshrined in the ILO Declaration on Social Justice for a Fair Globalization, 2008.

However, I believe that we should not focus only on the fact that the economic growth of the last 30 years has not solved all our social problems, which historically have been afflicting much of humanity. We have to admit that there has been progress, even though it might not be as much as might be desirable or necessary.

I am sure that the crises experienced by the global economy, and their detrimental impact on society, are part and parcel of a trial and error process, from which lessons can be learned, leading to improvements in the economic system based on free enterprise, which is the only one that has proved able to generate the wealth needed for social progress. As highlighted by Mr Putin, the Prime Minister of the Russian Federation, when he spoke in this very room, when we choose to give priority to promoting social development, we must not forget that, in order to achieve this, it is essential to ensure sufficient economic growth.

Therefore, technological and scientific progress, the expansion of the productive economy and the deregulation of international trade, which are largely stimulated by globalization, must be used by governments to realize the aspiration for social justice, through the social market economy system which dominates the world nowadays.

But this system has to base its progress on past experience. It has to learn from past achievements and, possibly even more, from mistakes, such as the failures of the regimes of real socialism; the fall of the Berlin Wall is engraved in our memories as an eloquent symbol in this regard.

If we all want a fairer and less unequal world, with decent work and a better life for all, we have no other alternative than to insist on strengthening political democracy and the market economy which, despite the difficulties and imperfections which are inherent in them, do constitute the only means with the potential to bring about sustainable economic and social development.

This is the reason why we insist that the ILO should urge its member States to make every effort to create and maintain an institutional environment which is structurally conducive to creating and developing sustainable enterprises. It should give this the same emphasis that it gives to decent work. It is essential to understand these two concepts are inseparable ideals and that one cannot be achieved without the other.

There was another important subject which caught our attention, even though it was not on the agenda of the Conference. On the initiative of some Governments, consideration was given to whether a Recommendation should be discussed on strengthening the coherence of economic and social policies. Even though it was not possible under the rules to formalize that discussion, the Officers of the Conference, under the guidance of the presidency, took note of the shared concerns of the groups and constituents of the ILO on the issue. It was decided that a message should be sent to the Governing Body, calling upon it to examine the possibility of putting on the agenda of its November meeting a substantive discussion on political coherence in the multilateral system and the role of the ILO. We believe that this message shows our conviction that such a debate would provide clear tripartite guidance to the Office of the Organization as to how political coherence should be used as a means of achieving the mandate of the ILO and the ways in

which such a mandate can strengthen partnership with other relevant organizations so as to promote decent work and full and productive employment. I personally would also include sustainability of enterprises.

I think that this is an opportunity for the Governing Body to show formally that it is acting in line with what Mr Juan Somavia has been calling for ever since he took on the post of Director-General of the International Labour Organization with regard to updating the working methods of all the bodies of the United Nations. My own personal position has always been to agree with this approach because there is no doubt about the huge contribution that the Cartesian method has made to scientific, technological and organizational progress; it is also undeniable that there is currently a need for a systemic vision – or holistic vision as some might say – of the enormous complexity of current society.

Now is the time for the tripartite debates in the Governing Body to clarify the contribution that should be made by the ILO so that such a paradigm shift allows for greater efficiency to be achieved by the multilateral organizations in facing up to the great problems that the international community is coping with at the moment.

Bearing in mind the importance of this subject, I would like to close by summarizing the vision of the International Organisation of Employers, developed together with the Business and Industry Advisory Committee to the Organisation for Economic Co-operation and Development.

Employers are looking for a positive and practical form of policy coherence that will create real benefits for businesses, workers and society in general. In that regard, there is a need for efficient, effective and focused policies which are implemented through processes that deal with the priorities of developed countries. There is also a need for clarity and simplicity. More than ever, employers and workers need governments who use accurate language to outline clearly their political strategy and vision. There is a need to allow room for competition, ideas and new approaches. There is a need for effective monitoring, evaluation and willingness to change so as to improve policies. There is also a need to ensure that political commitments are converted into actions, especially involving the various areas of government. We need to have an international political dialogue complementing the domestic dialogue. The Employers see as paramount the creation of jobs and work, the preservation of fundamental rights, the concept of social protection and the power of international organizations.

In conclusion, I would like to reaffirm my firm belief in the fundamental pillars of this Organization: social dialogue, tripartism and the search for consensual solutions. In this respect, I would like to join the assembly as a whole in a personal message to pay tribute to the work carried out by my friend, Sir Roy Trotman. Workers of the whole world would not have been able to have a better representative and a more reliable and more competent one than Sir Roy Trotman.

May I conclude in expressing the wish that we all return safely to our homes and to our work, satisfied that together and according to the values of the ILO, we will have made this 100th Session another landmark in the hallowed fight for a better world for all men and women.

I should like to take this opportunity most warmly to thank the workers of my country, trade union leaders in Europe and the world, for having elected me to this very important post of Worker Vice-President of the 100th Session of the Conference. I am very happy with the excellent cooperation between the President of the Conference, Mr Robert Nkili, Minister of Labour and Social Security of Cameroon, the Employer Vice-President, Mr Dagoberto Lima Godoy, and the Government Vice-President, Mr Homero Luis Hernández Sánchez, from the Dominican Republic.

The adoption yesterday of the Convention and Recommendation concerning decent work for domestic workers was a highlight of this 100th Session and was a very moving event. We are delighted with the adoption of this instrument and thank all those who worked to make it possible.

The new Convention and Recommendation demonstrate the relevance of the ILO in ensuring decent work for a category of working men and women who have long been overlooked and excluded from ILO standards and national labour legislation. It is well known that the majority of domestic workers are in fact women, often young women. In adopting these instruments, we have also taken a step towards greater gender equality. The Convention gives considerable protection in respect of fundamental rights at work, hours of work and employment contracts, which are very important for migrants before they depart, as well as provisions concerning social protection and occupational safety and health.

We would also like to express our full support for the resolution which was adopted by the Conference and which will contribute much to the ILO's promotional campaign for the ratification of this new Convention. Now it is important for all of our countries to ratify and implement this Convention and to apply the Recommendation, to safeguard these important rights for domestic workers, both men and women.

This is my message to you all today: let us demonstrate the success of this 100th Session of the Conference by ratifying and implementing the new Convention!

Our group is satisfied overall with the course of deliberations in the Committee on the Application of Standards, which discussed some 25 cases. Nevertheless, as our spokesperson stated yesterday, it is absolutely necessary to adopt a different approach to the preparation of the list of cases. The mission of the Committee on the Application of Standards is to participate in supervising the application of ratified Conventions in a calm and detached manner, at a distance from the internal ideological or political pressures within the countries that have been put forward for examination. Solutions must be found to improve the functioning of this Committee in order to ensure that negotiations do not become increasingly difficult.

Above all, I would like to express our regret at the fact that the case of Japan once again has not been discussed. This is an injustice against the Korean women now in their declining years who are losing hope of seeing their case examined by the Committee on the Application of Standards.

Once again, we were unable to discuss the case of Colombia, although a creative solution had been found.

We also regret that other cases were not examined, for instance, those of the Netherlands, the Islamic Republic of Iran, or the United States, where union freedoms are regressing.

The conclusions of the recurrent discussion on social security for social justice and fair globalization highlight the importance of social security as an indispensable instrument for promoting economic and social development. Social security should not be seen as a drain on the state budget but as an investment. The conclusions of this Committee should be seen in the context of the Decent Work Agenda, which recognizes the right to social security and the important role of social dialogue. The conclusions of this Committee should enable the Governing Body to place on the agenda of the 2012 session of the Conference an item concerning discussions leading to a Recommendation concerning Social Protection Floors, using Convention No. 102 as a basis for this work. We are happy about this initiative, which stresses the standard-setting role of the ILO as reaffirmed in the Declaration on Social Justice for a Fair Globalization of 2008. The proposed new Recommendation will contribute to the extension of social security coverage and make it possible to come closer to the goal of universal social security by 2019. It should also make it possible to contribute to formalizing the informal economy.

At the same time, the conclusions acknowledge the importance of continuing to promote the ratification and application of Convention No. 102. Extension of social security coverage will therefore have to be achieved both horizontally and vertically, in order to cover an increasing number of people while also improving the level of protection as defined in Convention No. 102.

The general discussion on labour administration and labour inspection clearly demonstrated that smooth functioning and consolidation of these areas have become even more indispensable as globalization advances. Not only is it necessary to increase the financial and human resources for these services, it is also vital for labour administrations and inspectorates to recover their status at the national level, in particular the status of the Ministry of Labour in relation to other ministries.

Employment policies and coordination of economic policies in order to achieve the goal of creating decent jobs is more necessary than ever before.

We welcome the fact that the conclusions reaffirm that labour inspection must remain a responsibility of the State and must be strengthened. The conclusions also clearly indicate that specific strategies must be developed to ensure that all workers are protected by legislation and that inspection covers everybody.

We must reiterate here the importance of the Employment Relationship Recommendation, 2006 (No. 198), as well as the role of trade unions in the good functioning of labour inspection and administration. The presence of trade unions at the place of work is indeed essential in assisting labour inspection services, promoting respect for occupational safety and health standards, and enforcing labour codes. However, the unions can do this work only if freedom of association and the right to collective bargaining are respected. More vigorous promotion of these rights

and of the freedom of association Conventions Nos 87 and 98 is necessary.

The Global Report under the follow-up to the Declaration on Fundamental Principles and Rights at Work of 1998 dealt this year with discrimination. Much remains to be done in this area and no country, whatever its level of economic and social development, is immune to the problem. Discrimination is particularly serious when it involves racism and ethnic discrimination, discrimination against migrants or discrimination on the basis of political opinion. As regards gender discrimination, the main concerns are the gender wage gap and discrimination for reasons relating to maternity. Much remains to be done to guarantee that the provisions of Conventions Nos 100 and 111 are effectively implemented. I should therefore like, and the Workers' group through me would like, to encourage the Director-General to continue to work for his policy of universal ratification and implementation of Conventions Nos 100 and 111, and to increase the material and human resources allocated to combating discrimination.

The Workers' group regrets that this 100th Session of the Conference was not able to adopt a resolution on policy coherence in the multilateral system. Nevertheless, we are happy that the Officers of the Conference recognized the strategic importance of policy coherence and recommended that discussions be held in November in the Governing Body on policy coherence within the multilateral system and the role of the ILO, focusing, in particular, on the Declaration on Fundamental Principles and Rights at Work of 1998 and the Declaration on Social Justice for a Fair Globalization of 2008.

I would like to take this opportunity to reiterate our very grave concern with respect to the situation in Bahrain and to express our full support for our brothers from the General Federation of Bahrain Trade Unions (GFBTU) in their fight against all manner of arbitrary measures, violations of their trade union rights, and mass lay-offs. We will come back to this subject during the Governing Body meeting in the context of the follow-up to the complaint filed yesterday under article 26 of the Constitution.

In conclusion, I should like to pay tribute to the Clerk of the Conference, Mr Christophe Perrin, and his team, for their excellent work and support. I would also like to commend the good work of the interpreters, without whom communication would have been difficult or even impossible. I must also mention those officials working under Mr Donati who have provided the necessary documents.

And finally, I would like to pay tribute to our Chairperson of the Workers' group, Sir Roy Trotman, who will be leaving us as Chairperson after having completed three terms. I want to express my sincere and warm thanks to a great man, an exceptional spokesperson, who made us feel proud to be a part of the Workers' group. We will all miss him greatly and I wish him all the best.

The annual session of the Conference remains for us Workers a platform that is unique in the entire world. This year, it was even more special because this was the 100th, centenary, Session.

Although there are still many challenges in achieving decent work for the majority of workers, we are happy that this Conference contributed to redressing the injustice against domestic workers by giving them an historic standard, and we are pleased

that the recurrent discussion on social security concluded that it was necessary to adopt a Recommendation on the Social Protection Floor. This Conference has thus demonstrated the essential standard-setting role which the ILO must continue to play in the years to come in order to promote decent work and social justice in the world.

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*Original Spanish: Mr HERNÁNDEZ SÁNCHEZ (Government, Dominican Republic; Government Vice-President of the Conference)*

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First of all, I would like to join those who have already lauded the merits of Sir Roy Trotman. The Organization will miss you, Sir Roy.

I would like to thank the Latin America group for having nominated me, the Government group for having accepted my nomination and all the participants at this session of the International Labour Conference for having elected me as Government Vice-President of the Conference. This was an honour for me and I hope that I have not disappointed you.

I would like to take this opportunity to congratulate Mr Juan Somavia, Director-General of the ILO and Secretary-General of the Conference, for his valuable efforts, as every year, to hold this 100th Session of the International Labour Conference. My thanks also go to the entire team within the secretariat, in particular Mr Christophe Perrin, who was always ready to offer us his assistance at any time.

Our respect and gratitude go to our President, Mr Robert Nkili, Minister of Labour of Cameroon, for his effective leadership and understanding during the course of this session of the Conference and, in particular, during our Officers' meetings. I must say that you are an eloquent politician. To my fellow Vice-Presidents, I express my thanks for your constant solidarity.

This session of the International Labour Conference is coming to a close and, once again, it is doing so in a very positive way. The Conference is reaching the end of its 100th Session having obtained new achievements: the adoption of the Convention and Recommendation on domestic workers is a milestone in the history of the ILO. Furthermore, we congratulate ourselves that we have reached agreement by consensus on the importance of policy coherence within the multilateral system and the role that the ILO should play in that regard. We have always affirmed that, because of its importance and relevance, this subject area needs to be analysed extensively and in depth before any conclusions are reached, in the knowledge that we will all benefit from the results.

The International Labour Organization, of which the Conference is its supreme parliament, is the most privileged Organization in the world. The main decisive elements of every existing society converge in the Organization: the governments, employers and workers. It is not a coincidence that this creates so much hope among all human beings in our world. This has led, for more than nine decades now, to Conventions, treaties, resolutions and Recommendations, for the good of all humankind. Regrettably, however, these achievements have not been sufficient to eradicate social injustice completely, nor to establish lasting peace for all of humankind. It is not at all rare to observe on a daily basis, through all forms of increasingly sophisticated media, the hunger, poverty and atrocities that still exist, either as a consequence of natural disas-

ters or because of disasters caused by us, the citizens of this world, through abuse of power or mere greed for greater wealth.

Given its structure and mandate, the International Labour Organization, of which we all form a part, is not only a privileged Organization; it also bears a great responsibility to improve the unjust conditions in which a large proportion of human beings continue to suffer. It is not enough to sign treaties or Conventions, approve resolutions or propose Recommendations. We have to go beyond the ensuing obligations and expectations and make them a reality. It is not enough simply to conform and to think that we are coming to the light at the end of the tunnel, because regrettably, there is still a long way ahead. Together, without distinction of race, social class, sex, religion or political ideas, we are all seeking to lead this Organization towards complying with its mandate, which is based on dialogue and understanding, and towards its destiny, in a fair way that is beneficial to us all, in other words, towards the achievement of a better world for all of humankind.

We only need to picture, through the spectre of social injustice, hunger and poverty, and the violence they engender, our children burying their games and their dreams.

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The SECRETARY-GENERAL OF THE CONFERENCE

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Let me simply start by thanking you all for a magnificent celebration of the 100th Session of the International Labour Conference, and I think that we can all be happy and proud of the decisions and the orientations we have taken in this session.

*(The speaker continues in French.)*

Mr President, I am very grateful for your leadership and the calm diligence with which you conducted the business of this Conference. Your reputation as a person of dialogue and consensus preceded you, and now we have been able to see for ourselves these qualities that are to your credit. Thank you, Mr President, and thank you too for the way in which you have conducted the business of this session of the Conference.

*(The speaker continues in English.)*

I should also like to thank the Vice-Presidents of this Conference, Ambassador Hernández Sánchez, Mr Lima Godoy and Mr Hossu, and say what an important role the Officers of the Conference have played. I congratulate them for the speeches they have just made, which I think go to the heart of all our problems from their different perspectives.

I am also especially thankful to Daniel Funes de Rioja, Chairperson of the Employers' group, Sir Roy Trotman, Chairperson of the Workers' group, and Mr Major, Chairperson of the Government group.

Allow me to continue with this list of people I want to thank, because I believe that when things work out well we have to acknowledge that a lot of people were involved in this: the Chairperson of the Selection Committee, Mr Shamir; the Chairperson of the Credentials Committee, Mr Vokouma; the Chairperson of the Finance Committee, Mr Vines; the Chairperson of the Committee on the Application of Standards, Mr Paixão Pardo; the Chairperson of the Committee on Domestic Workers, Mr Cacadac; the Chairperson of the Committee on Labour Administration, Ms Kvam; and the Chairper-

son of the Committee for the Recurrent Discussion on Social Protection, Ambassador Feyder.

The 100th Session of the International Labour Conference has been truly historic; not only because of the anniversary, but also because of the results we have achieved. The Committee work, the external opinions we heard on the panels, the visits of major leaders and your own discussions of my Report, *A new era of social justice* – all showed us the way forward and the way to the future.

Let me begin with the technical committees. They have produced outstanding results and tripartism has again operated at full steam, culminating in these great achievements and again, we have put our values and our methods into practice.

Let me just highlight the discussion on labour administration, this pillar of inclusive labour markets; and the important recurrent discussion linked to the reinforcement of the Social Security (Minimum Standards) Convention, 1952 (No. 102), with all that this implies with respect to its access and extension – and the fact that the notion of a Social Protection Floor has gained a foothold. We will be moving forward with this idea in the future.

The ILO again shows that it can come forward with new ideas, cover new ground and consistently put on the table new areas of common agreement, of common understanding.

In the case of the Committee on Labour Administration and the Committee for the Recurrent Discussion on Social Protection, I would like to thank the people from the staff who were on these Committees, Giuseppe Casale and Assane Diop, as well as Michael Cichon, who are here.

I would like to take a little time to talk about the Convention concerning decent work for domestic workers. I think that we all felt the emotion yesterday at the moment at which this Convention was adopted. We were not just happy that it had been adopted. I think that we all felt that the ILO, with its system of Conventions that are so geared to the formal economy, was able to reach out to people who were telling us they had no protection, and to listen to their demands. They reminded us that they had been overlooked because it is more difficult to deal with the informal sector. And here I must pay tribute to the many leaders of domestic workers' organizations, because it has been their fight, their struggle, not to let us forget that we had the obligation to do what we did at this session, what we did yesterday, to sign this Convention on their behalf. So, the honour goes to them because they kept the issue alive.

But the honour goes to us too, because at this session we have demonstrated what I believe is essential for the durability of this institution, but also for its relevance. On the one hand, we can address the issues of the informal economy and, on the other, we can go to the other extreme and receive six leaders of very important countries; these are both things that the ILO has to do. Addressing informal economy issues without the type of political support we receive runs the risk of simply going in circles. At the same time, if we lack the capacity of being strongly anchored in the reality of life at work, our efforts are not going to be lasting in terms of political relevance. It is a combination of both. We are all very pleased that the ILO has been invited to the G20, but I firmly believe that it is even more important that leaders of the G20 come to the ILO and feel that it is important to speak to the world from

the ILO. On this occasion, Chancellor Merkel, Prime Minister Putin and the President of Indonesia addressed the assembly; a couple of years ago it was President Sarkozy and President Lula. And it is important to highlight this aspect. Presidents come to the ILO because they are calling upon us to be pertinent, to push forward, to think, to debate and to analyse – and because the problems are of such a nature that the world is increasingly understanding that this tripartite voice of the ILO, with its difference and complexities and all the elements that need to come together, has a fundamental role to play in preparing a better future. I believe we need both elements: the capacity to have a Convention that connects with people; and the capacity to have the political support that tells us that we have a particular responsibility as we move forward in the world.

So thank you for the work you have done, because I think that the three technical committees played a major role in advancing along this path. When I saw the leaders of domestic workers' organizations and unions, I realized that this is not the first time that we have done this. When we adopted the Worst Forms of Child Labour Convention, 1999 (No. 182) – some of you may have been here – members of the Global March against Child Labour came walking down this aisle to thank us for the same thing: for reminding the world that child labour exists; for acknowledging that this informal economy work needs to be acknowledged. If we go back a little further in time, the Indigenous and Tribal Peoples Convention, 1989 (No. 169), comes to mind. This is the standard-bearer of indigenous people all over the world, in recognition of their identity, of their status and the rights that they acquired long before other people arrived in their territories. As we celebrate this moment in the ILO history, the 100th Session of the Conference, we also have to remember that the things that we are doing today, we have already done in the past; and if this is the case, we have the obligation to make sure that we do them again in the future.

This is the essence of my Report to you. It is up to us to say: "What comes next? Where do we go from here?" It is acknowledging that the world has a problem that we need to address – and that problem is called inequality. It arises as a result of a type of growth pattern that is not sustainable; and we, because we are tripartite, have to examine ways in which we can transform a type of growth that has not fulfilled our aspirations into a type of growth that is going to alleviate social tensions.

I want to thank Employer Vice-President Lima Godoy for his words on this issue because he highlighted something that is essential to us here. We cannot think about social justice in the future outside of the way in which markets work. What we have to do is ensure that markets have a different outcome – and for this to happen, sustainable enterprises in the real economy need to have the space to be able to create jobs. We are not going to have decent work if there are no jobs at all; and in order to have work, we need to have the enterprises that produce these jobs. This is the type of challenge we have in front of us: the way the world economy is organized today, the financial system takes precedence over the real economy and captures a large share of the resources. One message from the leaders who came here was: "Look, you need to discuss; you need to debate; you need to think; you need to look at the world and see how your vision can allow

us to find new solutions." I think that this is very much what we need to do.

We heard from a large number of distinguished guests here, including Heads of State and former Heads of State. We heard much political wisdom from President Obasanjo, Prime Minister Al-Eryani, President Kufuor and Prime Minister Wim Kok. When I met with them, I asked them what interest lay in our relationship with them. They had been candidates, they had made campaign promises; they had been Heads of State and Prime Ministers. I asked them if they had realized in advance how difficult some of those campaign promises were to keep. I asked them if I was right or wrong, and they replied that I was right. I stated that our interest in a relationship with them was to understand where the blockages lay, and why they said they were going to create so many million jobs and then could not. And I asked them about their own experiences as people who had exercised power in order to help us define the way in which we might address these policies – so that we can use their experience and put it in terms of the types of policies that we propose. I think that their presence here was extremely important.

The Committee on the Application of Standards did its job; the Finance Committee did its job. In relation to the Committee on the Application of Standards, allow me to mention one thing. I am extremely worried about the situation in Bahrain – about the security of trade union leaders and the reinstatement of displaced workers. There is a need to reinforce social dialogue and, as in similar situations in other countries of the world, I think that the ILO has a particular responsibility to be very watchful.

As for the Programme and Budget 2012–13, I thank all of those who allowed us to gain such a large majority. We have a basic understanding to continue our efforts to achieve greater efficiency and cost-effectiveness; but I also want to thank those who could not give us their vote, because they went out of their way to make the point and to make a distinction between their support for the ILO and the fact that, because of their budgetary policies or their budgetary situation, they could not give us their vote – and I thank them for that. I can understand that countries have policies, but I want to accept publicly the support they have given to the ILO, and thank them very much for that.

As I was saying, we were accompanied by the voices of our special guests. I would like to mention two things: the panel we had on Arab youth and our work next year on youth employment. We heard from a young woman from Yemen in the short snapshot of the Conference. We witnessed the strength, the conviction and the capacity to explain why these things had happened in Egypt, why they were happening in Yemen, and why they had happened in Tunis.

Why these events are not only occurring there but in a number of other places is something that we certainly need to take into account. Again, this puts us in touch with real life. We had a young Egyptian woman who was in Tahrir Square, and another person involved in the struggle in Yemen. I think that this is the type of thing that the ILO has to be attentive to, and we have been very close to all that is happening in the Arab world.

We had a Finance Minister here, who has longstanding links with the ILO, and he said something



very simple: fiscal policy is an instrument of social justice. Now, the Finance Minister, in these conditions, who tells us that fiscal policy is an instrument of social justice, is not far out in the analysis of all of these questions.

So, the question is, what now? I have already mentioned what the Heads of State told us. One way ahead may be the contribution that the ILO can make in terms of policy coherence. I am happy that we will be able to move forward on that. But I think that we have a key voice, again – and the President of Switzerland said it very clearly: because of your tripartite structure, you have a contribution to make to the world, and to the manner in which these international organizations work together.

I would like to thank you for the support that you have given to my Report, *A new era of social justice*. I believe that we need, and you have concurred, a new pattern of efficient growth that will open the way to a new era of social justice. So, thank you for the overwhelming support and the very encouraging comments.

But let me also say thank you to some of you who were critics, because we also have to respect the fact that some of these things may be seen differently. This is part of what the ILO is about. We have to consider both what the majority feels and the aspects that others feel need to be refined.

I talked to many of you, and you gave me many examples of areas in which this could be a true agenda for your own countries. I want to encourage you once again to take this debate home, to see to what extent you can use tripartism as a point of departure for a national conversation. These are obviously issues which are deeply rooted in the structures of the respective economies – but unless we are able to find national and global ways in which we can change this direction, it is going to be very difficult.

In this context, I want to highlight the significance that I see in social dialogue. I mentioned in my opening address that social dialogue here in Geneva was great – and it has been extremely successful this year – but the real test of what we stand for is social dialogue at home. It is vital to bear in mind that many things occurring in our countries have to do with the way the world is going. We may attribute many problems in our countries to external factors, not least to the fact that we have had a financial crisis for which most countries in the world were not responsible.

Social dialogue depends exclusively on us. There is no country in the world that can claim it is impossible to have social dialogue because there are external forces at play; it depends on us – it depends on the will at the national level to make it work. I have to encourage you in that direction because it is such an incredible tool to stabilize society, and it is such a loss to us all if we decide not to use it.

Looking towards the future, I have two things in mind. Next year we will address the issue of fundamental principles and rights at work. In the last 15 years, including at this session, we have advanced regularly in our standard-setting and supervisory functions – nowhere more so than with the historic adoption of the Maritime Labour Convention in 2006 and the Convention concerning decent work for domestic workers this year, although many other significant instruments have been adopted in the past. They are of course essential to the effectiveness of our Organization.

But there are concerns that tripartite convictions and consensus may be faltering. We should not allow such doubts to persist and must address this issue head-on. The fundamentals of our special identity are our tripartite nature and our standard-setting responsibility. To move forward, we need to have strong consensus and purpose and we cannot falter in this essential mandate.

My suggestion is to use next year's recurrent discussion on fundamental principles and rights at work to address this question head-on; neither weakening this function nor a distancing of some constituents from it can serve the Organization. There must be a good, open discussion, in the traditional ILO tripartite way, to clarify the way forward. I believe we should prepare ourselves well for that discussion, particularly as we have just proved with the Convention concerning decent work for domestic workers that we are up to the task. Let us cast our doubts aside and be sure that we have a clear passage towards the future on standard-setting.

If there was any time or place where I might best pay tribute to the role that Sir Roy Trotman has played in this Organization, I think it is here and now. I will also place some comments on record at our meeting of the Governing Body this afternoon – but let me just highlight your notable contribution throughout the 1980s. You are the best one to explain at this stage what you have done; your style, your elegance, your conviction and the manner in which you combined these three things so extraordinarily well, have characterized your time at the ILO. You have made an extraordinary contribution to this institution, and to the spirit of consensus building in the Governing Body.

We shall also address youth unemployment next year. If one thing is clear from your discussions, it is that youth employment is at the heart of everybody's concern; and this is more than concern – rather disquiet, even anger – if you are a young person or the parent of a young person. I therefore think that we must make next year's discussion a true global summit; the global summit of all those engaged in governments, enterprises, workers, youth organizations, international organizations and others who can contribute to the solution.

After what we have heard at this session, I feel we have the responsibility to transform next year's International Labour Conference into the convening institution of global decision-making on policies and actions that we can put at the service of others. We must do for the question of youth employment what we did vis-à-vis the crisis with the Global Jobs Pact. It is perfectly feasible to do it but we need to be able to convene, and converge, with lots of different actors to actually produce the type of results that we need on youth employment.

In concluding, let me say that there is obviously a great deal of work to do in the future, but I think that you can be satisfied with what you did at this Conference.

I believe that future delegates will proudly look back and say: it was at the 100th Session of the Conference that the roots of a new era of social justice started to emerge on the basis of the 2008 Declaration on Social Justice for a Fair Globalization; that the dignity of domestic workers was upheld; that the new notion of a Social Protection Floor took hold; that we were told, once again, by important world leaders that our voice, values and actions were needed for a more stable world.

I have to say that I am extremely proud of this Conference, of what you have done. I feel energized and we have a lot of work to do.

I wish to recognize the professionalism of the ILO staff servicing this Conference and begin by quoting the closing words of the Secretary-General of a previous International Labour Conference, who said the following:

“The staff was drawn from a number of different nationalities, and all of them have worked very long hours and with great enthusiasm because they realized that they were assisting in a great movement, and that upon their work its success must to some extent depend.”

These words were spoken by Harold Butler in 1919, at the first International Labour Conference, which was held in Washington, DC.

I cannot imagine a better description of the role of the staff, because so it has been for 100 sessions. I would like, before we end, to ask you to join me in applauding the staff who have served you during this Conference.

There are grounds for another round of applause. I want to applaud you, because nothing that happened in this Conference happened by accident. You made it happen, and we are proud that domestic workers are out there thanking us; and we are proud when we defend Convention No. 102 and the idea of a new Social Protection Floor and strengthening labour inspection.

We are proud of having done those things; not because we believe that the work is ended, but because we believe that we have done a good job – and that good job was done by you.

It is my responsibility, as Director-General, to thank you. At this historic Conference, you made things happen to justify our pride in having an institution that has just had a 100th Session. So let me finish, simply, by thanking you and by applauding you.

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*Original French: The PRESIDENT*

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At long last, before officially closing this 100th Session of the International Labour Conference, I should like to make some remarks myself.

The Conference will remember that a draft resolution concerning the coherence of the multilateral system was presented to it at the beginning of our session. After having met several times, the Officers of the Conference noted that there was no unanimity among its members on the question of the receivability of such a resolution. We did, however, all recognize the major importance of the subject of coherence in the multilateral system.

Accordingly, as President of the Conference, I felt it would be useful to convene informal consultations, open to all delegates, enabling a very broad exchange of views to be held on this matter. Following these consultations, which were very rich and interesting, the Vice-Presidents and myself decided unanimously to adopt a declaration on this subject, which it is now my responsibility to make known to the Conference.

The declaration reads as follows:

“We, the Officers of the 100th Session of the International Labour Conference, note the wide degree of convergence among the constituents on the strategic importance of policy coherence, and the need for greater cooperation within the multilateral system and for the ILO to make a contribution to

policy coherence debates on key elements within its mandate.

We suggest that the Governing Body of the ILO, at its June 2011 session, place on the agenda of the November 2011 session a substantive discussion on policy coherence in the multilateral system and the role of the International Labour Organization.

We note that a high degree of consensus has already been expressed by the Conference, namely through the 1998 Declaration on Fundamental Principles and Rights at Work, the 2008 Declaration on Social Justice for a Fair Globalization, the 2009 Global Jobs Pact and the conclusions concerning the recurrent discussion on employment adopted by the International Labour Conference in 2010.

We are convinced that a debate within the Governing Body would be a useful contribution to the ongoing discussions. It would give clear tripartite guidance to the Office on how it should address policy coherence, more generally, as a tool to further the mandate of the ILO, and could suggest and examine ways in which partnerships with the relevant organizations could be strengthened in order to promote decent work and full, productive employment.”

I would now like to speak to you as President of this 100th Session of the International Labour Conference, and share a few personal thoughts with you.

I am the last to speak, and that is a privilege which I shall not deny myself, as I am sure you will understand.

In a few moments, the historic 100th Session of the International Labour Conference will conclude its work. It will make its contribution to the continuing construction of a collective memory of our Organization. It is an honour for me to have presided over this session.

I would like to start by thanking Mr Juan Somavia, Secretary-General of the Conference, Director-General of the ILO, and my friend, for his intervention, which perfectly sums up the results we have achieved.

Nevertheless, I would like to make a few comments, if I may, on the complex issues which have been discussed during this Conference. I shall confine my remarks to the items on the agenda of the Conference or the Governing Body.

We have discussed decent work for domestic workers; it was high time to address this issue, because this category of workers had legitimate aspirations for full recognition as workers. You made a responsible choice in favour of a Convention supplemented by a Recommendation. I know that I can count on you all, with the same spirit of responsibility which you have displayed here, to solve, in your countries, the few potential technical obstacles, thus pushing for rapid ratification by as many States as possible.

We have also discussed social security. Social security is an institution which is over 100 years old, but new demands are being placed on it, particularly as a result of the tremendous economic development which has occurred and globalization, which point to the need to rethink it. Here, again, you have made a responsible choice in favour of the widest possible protection, in particular through the agreement that has been reached to hold a discussion next year with a view to the adoption of a Recommendation on a Social Protection Floor.

We also discussed labour administration and labour inspection. It was an opportunity to underscore the essential contribution of these two institutions to managing economic situations, including difficult situations, and doing so, of course, in the best interest of workers and enterprises.

For all these reasons, it is my feeling that we have done a good job, and I am aware of the fact that these positive results were only possible thanks to everyone's contribution. Accordingly, I would like to pay tribute to all of you.

My thanks go first of all to you, the delegates of this Conference for your expertise and for your spirit of cooperation and dialogue, as well as for your sense of responsibility and duty, which we observed in all the committees.

My thanks then go to you, my eminent colleagues and fellow Officers of the Conference: Ambassador Homero Hernández Sánchez, Government Vice-President from the Dominican Republic; Mr Dagoberto Lima Godoy, Employer Vice-President from Brazil; and Mr Bogdan Hossu, whom I call "the Giant", Worker Vice-President from Romania. Together we shared the responsibilities of the Conference.

I would also like to extend my thanks to the Chairpersons and Officers of the various committees. I was very happy to be able to share a few moments with them when we Officers visited some of the committees.

My thanks are also addressed to you, Director-General. First of all I would like to pay a personal tribute to you, a warm, cordial and friendly tribute, and express my gratitude to you for having succeeded over the last few years in enhancing the visibility of our institution. The increasing number of Heads of State and Government attending the Conference attests to this. I would also like to thank you and all your team for the competence, professionalism and motivation which they have displayed, and for the invaluable assistance they have provided to me throughout the Conference.

In this respect, I would like to mention the Director of the Relations, Meetings and Document Services Department (RELCONF), Mr Paulo Barcia. I hope he is here. I would also like to express my thanks to the Clerk of the Conference, Mr Christophe Perrin, and his team. I commend his knowledge of procedures and his very comprehensive notes, which facilitated my work and that of the Vice-Presidents.

I also appreciate the fact that the ILO made available to me a devoted senior official from the Bureau for Employers' Activities, Mr Francis Sanzouango, who provided me with invaluable assistance, with skill and professionalism, and not without a sense of humour.

I was also provided with a young and charming secretary, Ms Yamina Mehellou; I hope she is here. She was everything a President of the Conference could wish for in a secretary, and no further comment is needed.

Last but not least, I cannot fail to mention that much of the credit for our success goes to the secretaries, interpreters, translators, technicians and documentalists, and all those who have worked very hard, sometimes while the rest of us were asleep in our hotel rooms. I commend them for their professionalism and their willingness to be available when required.

In conclusion, allow me simply to say two things: firstly, that I have enjoyed this Conference very much, and I shall certainly remember it, not only because it was the 100th Session, but especially because of the collective victories we have achieved. In this regard, I shall never forget the tremendous applause following the announcement of the historic vote on the adoption of a Convention for domestic workers, of which we should all be proud.

Secondly, the tremendous response to the values cherished by our Organization in a world that is complex, turbulent and dangerous, but has the potential for a better future. While that response is encouraging, we must not forget that it calls on each of us to be ever more committed and engaged.

In this respect, as I did at the opening of the session, I would like to quote once again an African saying which says that "you cannot tie a bundle with one hand".

I wish each one of you a safe journey back to your country. I have not closed the session yet, and I appreciate your attention.

Before closing this session, I give the floor to the Secretary-General of the Conference.

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*Original French:* The SECRETARY-GENERAL OF THE CONFERENCE

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Mr President, I have the honour to present you with the gavel of the Presidency of the 100th Session of the International Labour Conference. You have used it with humour and with authority, especially when you reminded everyone that you were the one who decides when a Convention is adopted.

You have just spoken of our collective victories, and I think that all of us in the room agree that one of our major collective victories was electing you to preside over this session.

It is my pleasure to hand over the gavel to you.

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*Original French:* The PRESIDENT

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I declare the 100th Session of the International Labour Conference closed.

*(The Conference adjourned sine die at 1.25 p.m.)*



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