

Provisional Record

101st Session, Geneva, May–June 2012

5



First sitting

Wednesday, 30 May 2012, 10.20 a.m.

Presidents: Mr Vines, Chairperson of the Governing Body of the International Labour Office, and Mr Alburquerque de Castro

OPENING OF THE SESSION

Mr VINES (*Chairperson of the Governing Body of the International Labour Office*)

It is my honour, as Chairperson of the Governing Body of the International Labour Office, to declare open this 101st Session of the International Labour Conference. I should also like to take this opportunity to wish you a warm welcome to Geneva.

ELECTION OF THE PRESIDENT OF THE CONFERENCE

Mr VINES (*Chairperson of the Governing Body of the International Labour Office*)

Our first item of business this morning is to elect the President of the Conference. I will now call for nominations for that post.

Mr DHIRAR (*Government, Sudan, Chairperson of the Government group*)

In my capacity as Chairperson of the Government group, and on behalf of the entire group, it is my honour to present the candidacy of His Excellency Dr Rafael Francisco Alburquerque de Castro to the post of President of the 101st Session of the International Labour Conference. Dr Alburquerque is the current Vice-President of the Dominican Republic. The Government group at its meeting yesterday unanimously supported his candidature.

Dr Alburquerque's links to the ILO go back long years. He honoured many sessions of the Governing Body and of the Conference with his presence, either leading the Dominican delegation or chairing a technical committee. He acted as the Special Representative of the Director-General for Cooperation with Colombia and was a member of the Committee of Experts on the Application of Conventions and Recommendations, a role that he was obliged to abandon on taking up the Vice-Presidency of the Dominican Republic in 2004. Dr Alburquerque graduated in Law from the Autonomous University of Santo Domingo, thereafter specializing in labour law and social security at the Sorbonne in Paris, and in private international law at The Hague Academy of International Law. Visiting Professor of Labour Law at the Mother and Teacher Pontifical Catholic University in the Dominican Republic, Secretary of State from 1991 to 2000, noted member of the Drafting Committee of the Dominican Republic Labour Code, a text agreed by the social partners in an exemplary process of social dialogue, senior

member of the Ibero-American Academy of Labour and Social Security Law, founder of the Group of Nine, an unquestionable reference in Ibero-American labour law – these are no more than a few highlights from the brilliant political and professional career of Dr Alburquerque.

He is also a prolific author who has communicated his passion for the rights of workers in a large series of specialized publications and books which have become obligatory reading for those interested in labour law. In recognition of his tireless efforts to encourage integration among and between Central American and Caribbean countries, building a regime of social well-being for all of them, Dr Alburquerque was recently awarded the Grand Cross of the Order of the Five Volcanoes by the Government of Guatemala. The Government group is convinced that Dr Alburquerque will bring to the presidency of the International Labour Conference the lucidity and considered judgement of a man deeply imbued with the principles of law, as well as the vision of a true leader in promoting decent work in Latin America. With those words, it is my great honour to nominate Dr Alburquerque of the Dominican Republic as President of the 101st Session of the Conference, in the confidence that those present in this assembly hall will fully approve this candidature. It is in the true spirit of the ILO that the honour of presenting a real son of the Organization falls to me, an African.

Original Spanish: Mr FUNES DE RIOJA (Employer Vice-Chairperson of the Governing Body of the International Labour Office)

On behalf of the Employers' group and as Chairperson of this group, it is an honour and a pleasure to second the candidacy proposed by the Government group for Dr Rafael Francisco Alburquerque to preside over this Conference. In addition to his political and institutional background, which has been highlighted by the Ambassador of Sudan on behalf of the Governments, I would briefly draw attention to the fact that he has been active in the Governing Body of the ILO, has headed the Dominican delegation on a number of occasions, has acted as Special Representative of the Director-General for Cooperation with Colombia and has also been a member of the Committee of Experts. In view of this track record, added to his knowledge of this House and his ability to lead this important

Conference, on behalf of the Employers I fully support his candidacy.

Original French: Mr CORTEBEECK (Worker Vice-Chairperson of the Governing Body of the International Labour Office)

The Workers' group supports the candidacy of Dr Rafael Francisco Alburquerque de Castro, Vice-President of the Dominican Republic.

We appreciate his knowledge of the ILO, his knowledge of standards and his wisdom. The Workers' group fully supports his candidacy for the presidency of this Conference.

Mr VINES (Chairperson of the Governing Body of the International Labour Office)

The proposal made by Ambassador Dhirar of Sudan on behalf of the Government group has now been made and duly seconded. In the absence of other proposals, I have great pleasure in declaring His Excellency Dr Rafael Alburquerque, Vice-President of the Dominican Republic, President of the 101st Session of the International Labour Conference. I offer him my warmest regards and congratulations and invite him now to come to the podium to take the chair.

(Mr Alburquerque de Castro, Vice-President of the Dominican Republic, is elected President of the Conference and takes the President's chair.)

PRESIDENTIAL ADDRESS

Original Spanish: The PRESIDENT

I would like to express my gratitude to all the delegates here at this 101st Session of the International Labour Conference for having conferred on me the immense honour of electing me as President. I am especially grateful to the Group of the Americas for having proposed my candidacy, and to the Government group for submitting the official proposal to the Conference. I would also like to express my thanks for the support I have received from the spokespersons of the Workers' and Employers' groups. With the cooperation and assistance of everyone, I hope to be able to discharge my duties in accordance with the Standing Orders and to lead this session of the Conference to a successful conclusion.

Among the signatories of the Treaty of Versailles which led to the establishment of this Organization, there were 32 member States of the League of Nations; of those, 11 were countries in Latin America. In addition, of the 13 States invited to accede to the agreement, six were countries from Latin America. At the First Session of the International Labour Conference, held in Washington in October and November 1919, the first Convention ever adopted by this Organization was the Hours of Work (Industry) Convention, 1919 (No. 1). There were 40 delegations present at that Conference, including 16 from Latin American countries.

Five years later in 1924, my country, the Dominican Republic, became a member State of the Organization, and in 1933, it ratified its first four Conventions. The relationship between my country and this Organization has thus been a long and sustained one, and hence a beneficial one. We are proud of this long relationship, as we have benefited from ILO technical assistance on many occasions. We have been involved in countless technical cooperation programmes and, as mentioned in the introductory statement, the Labour Code adopted in my

country in 1992 was influenced by the technical support provided by the ILO. Furthermore, it was the outcome of a dialogue involving governments, employers and workers, and a milestone that served as an example for many other countries in the region.

Moreover, and this has also been mentioned, I feel a very close personal bond with this Organization. I have been a member of the Committee of Experts on the Application of Conventions and Recommendations and I have served as the Representative of the Director-General for Cooperation with Colombia.

This 101st Session of the International Labour Conference marks the start of a new stage, and is the first in the second hundred sessions, with only a few years to go until the 100th anniversary of the ILO. This is also, however, a time of upheaval, a time of risk and a time of crisis – and challenge. The Director-General has made the point very eloquently: we have moved from an era of change into a change of era. At this time of economic and financial crisis, we hope and trust that this Organization will, as it always has since it was established in 1919, be an instrument for the expression of support for the fundamental principles and rights at work.

The issues on the agenda of this Conference could not be more relevant. Youth employment is a major challenge facing all of us. We must, at this session of the Conference, bring all our efforts and talents to bear to find solutions to this problem. The arrival on the labour market of millions of young workers is a major challenge for government policies designed to promote and protect youth employment. Yes, there is a need for jobs, but they need to be decent, protected and high-quality jobs, which are attractive not because of the precarious conditions involved, but because of the productivity of those working in the framework of an employment relationship with guarantees of full protection.

This Conference will be adopting a Recommendation on social protection floors. As the ILO has said, today four out of every five people in the world do not enjoy a level of social protection which enables them to benefit from the right to social security. Providing these people with a basic level of protection and thereby guaranteeing them a decent standard of living is a necessity and an obligation in the context of ILO and human rights instruments.

Lastly – and this is far from being an exhaustive list of the issues that will be discussed at this Conference – the recurrent discussion on the strategic objective of fundamental principles and rights at work will require a focus on a crucial and topical issue. The report prepared by the Office is both a recurrent issue under the follow-up to the ILO Declaration on Social Justice for a Fair Globalization and the first Global Report on the revised follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, adopted in 1998. With a view to harmonizing the follow-up to the 1998 Declaration and the follow-up to the 2008 Declaration, in 2010 the Conference adopted a Global Report covering four substantive categories, namely, freedom of association and the right to organize, the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective elimination of child labour, and the elimination of discrimination in employment and occupation.

To conclude, it is thus a personal honour for me, for my country and the entire region, and with the support of all the delegates, to preside over this Conference, which has before it such important issues at this time of global crisis and upheaval, at a time when we need this Organization to pursue its tradition of defending fundamental principles and rights at work.

CHANGE IN THE CLOSING DATE OF THE 101ST SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

Original Spanish: The PRESIDENT

Before we proceed to our business, it is my duty to submit to you a proposal which was made by the Officers of the Governing Body and which you will find in the report for 2011–12 of the Chairperson of the Governing Body to the Conference, contained in *Provisional Record* No. 1. The proposal is to modify the closing date of this session of the Conference by bringing it forward by half a day. What that will mean is that it will conclude its work in the evening of Thursday, 14 June, instead of midday on Friday, 15 June. If there are no objections, may I take it that this proposal is approved?

(The proposal is approved.)

COMPOSITION OF THE CREDENTIALS COMMITTEE

Original Spanish: The PRESIDENT

Item 3 on our agenda is the composition of the Credentials Committee. Under article 5 of the Standing Orders of the International Labour Conference, the Conference is called upon to appoint a committee which will be responsible for examining credentials and any objection relating thereto, and to appoint its members. I call on the Clerk of the Conference to announce the nominations made by the groups.

Original Spanish: The CLERK OF THE CONFERENCE

The nominations for the Credentials Committee are as follows: for the Government group, Mr Sawadogo (*Burkina Faso*); for the Employers' group, Mr Rønneest (*Denmark*); for the Workers' group, Ms Sundnes (*Norway*).

Original Spanish: The PRESIDENT

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

(The proposals are approved.)

ELECTION OF THE VICE-PRESIDENTS OF THE CONFERENCE

Original Spanish: The PRESIDENT

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

Original Spanish: The CLERK OF THE CONFERENCE

The nominations to the posts of Vice-Presidents of the Conference are as follows: for the Government group, Mr Sukayri (*Jordan*); for the Employers' group, Mr Matthey (*Switzerland*); for the Workers' group, Mr Atwoli (*Kenya*).

Original Spanish: The PRESIDENT

I note that the three Vice-Presidents nominated are of different nationalities, as required by article 3, paragraph 1, of the Standing Orders of the Conference. May I take it that the Conference decides by consensus that these three candidates shall be elected as Vice-Presidents of this session of the International Labour Conference?

(The proposals are approved.)

NOMINATION OF THE OFFICERS OF THE GROUPS

Original Spanish: The PRESIDENT

We will now proceed to appoint the Officers of the three groups. I call on the Clerk of the Conference to read out the nominations made by the groups.

Original Spanish: The CLERK OF THE CONFERENCE

The groups have chosen their Officers as follows:

Government group:

Chairperson:

Mr Dhirar (*Sudan*)

Employers' group:

Chairperson:

Mr Funes de Rioja (*Argentina*)

Vice-Chairpersons:

Mr Rahman (*Bangladesh*)

Mr Traoré (*Mali*)

Mr Villegas (*Colombia*)

Ms Goldberg (*United States*)

Ms Hornung-Draus (*Germany*)

Secretary:

Mr Wilton (*International Organisation of Employers*)

Workers' group:

Chairperson:

Mr Cortebeek (*Belgium*)

Vice-Chairpersons:

Mr Sakurada (*Japan*)

Mr Djondang (*Chad*)

Ms Byers (*Canada*)

Ms Brighi (*Italy*)

Secretary:

Ms González (*International Trade Union Confederation*)

In addition to the Chairperson and Vice-Chairpersons, the Officers of the Workers' group are as follows: Mr Ghandour (*Sudan*); Ms Francisco (*Angola*); Mr Adyanthaya (*India*); Mr Hussain (*Bahrain*); Ms Wolanska (*Poland*); Mr Gurney (*United Kingdom*); Mr Trotman (*Barbados*); and Mr Martínez (*Argentina*).

CONSTITUTION AND COMPOSITION OF THE CONFERENCE COMMITTEES

Original Spanish: The PRESIDENT

The next item on the agenda is the constitution and composition of the Conference committees which will examine the issues before the Conference. In addition to the Credentials Committee, which has already been set up, the Conference may wish to establish the following committees: the Committee on the Application of Standards; the Finance Committee; the Selection Committee; the Committee on the Social Protection Floor; the Committee on Youth Employment; and the Committee for the Recurrent Discussion on Fundamental Principles and Rights.

The composition of the committees, as proposed by the groups, has already been distributed and is available to you in the room. It will also be published in the *Provisional Record*. If there are no objections, may I take it that these proposals are approved?

(The proposals are approved.)

COMPOSITION OF THE SELECTION COMMITTEE

Original Spanish: The PRESIDENT

I would now like to ask the Clerk of the Conference to read out the nominations made by the groups for the composition of the Selection Committee.

Original Spanish: The CLERK OF THE CONFERENCE

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

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

The 14 regular Employer members are as follows: Mr Allam (*Egypt*); Mr Frimpong (*Ghana*); Mr Funes de Rioja (*Argentina*); Mr Furlan (*Brazil*); Ms Goldberg (*United States*); Mr Julien (*France*); Mr Mackay (*New Zealand*); Mr Matsui (*Japan*); Mr Mattar (*United Arab Emirates*); Ms Moskvina (*Russian Federation*); Ms Mugo (*Kenya*); Mr Rahman (*Bangladesh*); Mr Rønneest (*Denmark*); and Mr Traoré (*Mali*).

The deputy Employer members are as follows: Mr Alrayes (*Bahrain*); Mr Conzemius (*Germany*); Mr Echevarría Saldarriaga (*Colombia*); Mr Jeetun (*Mauritius*); Ms Liu (*China*); Mr Mdwaba (*South Africa*); Mr Megateli (*Algeria*); Mr Modi (*India*); Ms Muñoz (*Bolivarian Republic of Venezuela*); Ms Päärendson (*Estonia*); Mr de Regil (*Mexico*); Mr Savané (*Guinea*); Mr Welzijn (*Suriname*); Mr Woolford (*Canada*).

The regular Worker members are those nominated as Officers of the Workers' group, as read out previously.

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

Original Spanish: The PRESIDENT

If there are no objections, may I take it that these proposals for the composition of the Selection Committee are approved?

(The proposals are approved.)

ADDITIONAL AGENDA ITEM

Original Spanish: The PRESIDENT

As you will be aware, at its 313th Session in March this year the Governing Body of the International Labour Office decided to place a new item on the agenda of this Conference. The item reads as follows: Review of measures previously adopted by the Conference to secure compliance by Myanmar with the recommendations of the Commission of Inquiry. The Governing Body requested its Officers to undertake a mission to Myanmar and to report to the Conference on all relevant issues with a view to assisting its consideration of that review. This matter will be examined without prejudice to paragraph 1, subparagraph (a), of the resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar, adopted at the 88th Session of the International Labour Conference in June 2000. Under that paragraph, the question of the implementation of the Commission of Inquiry's recommendations and of the application of the Forced Labour Convention, 1930 (No. 29), by Myanmar should be discussed at future sessions of the International Labour Conference, at a sitting of the Committee on the Application of Standards specially set aside for the purpose, so long as this Member has not been shown to have fulfilled its obligations. It is proposed that the special sitting of the Committee on the Application of Standards be held on Saturday, 2 June. It is further proposed that the discussion of the new item on the agenda take place in the Selection Committee in such a manner as it deems appropriate. The Selection Committee will have an analysis of all the relevant issues and options which the International Labour Conference deems appropriate for consideration under this new item, including those set out in the report prepared by the Officers of the Governing Body on the Mission they undertook and in the Office report. The Committee will submit its report to the Conference and will make such recommendations as it deems appropriate. Everything will be done to ensure close coordination between both discussions, so that they can be truly complementary. May I take it that the Conference approves these proposals?

(The proposals are approved.)

SUSPENSION OF CERTAIN PROVISIONS OF THE STANDING ORDERS OF THE CONFERENCE

Original Spanish: The PRESIDENT

The next agenda item is the suspension of certain provisions of the Standing Orders of the International Labour Conference. Under article 76, the Conference cannot take the decision to suspend a provision of the Standing Orders until the sitting following that at which the proposal was made. Given that the next plenary sitting is scheduled for Wednesday, 6 June, the three Vice-Presidents and myself suggest that the Conference hold two consecutive plenary sittings today. In the first sitting, now under way, we will propose the suspension of certain provisions of the Standing Orders. We will then close the sitting and, after a brief interval, we will start the second plenary sitting, at which the Conference will take a decision on the suspensions which are being proposed.

Some of these suspensions relate to the work in plenary and others to the work of the committees. I shall now list those which we are proposing. To the extent necessary, and only with regard to statements at the round table entitled “Looking forward: Lessons from the crisis within the framework of the Global Jobs Pact”, which will take place in plenary, we propose that the following provisions of the Standing Orders of the Conference be suspended: article 12, paragraph 3, which limits the number of statements of each delegation in plenary; article 14, paragraph 6, regarding the time limit on speeches; article 14, paragraph 2, on the order in which the floor is given, in order to facilitate the exchange of views; and the first sentence of article 23, paragraph 1, to allow summary records to be made of statements at the round table. We also propose suspending the rules concerning the closure of discussions under article 16 to the extent necessary to allow presentations to be made at the round table or statements by special guests in plenary.

With regard to the Director-General’s reply, we propose suspending the second sentence of article

23, paragraph 2, to allow the Director-General to reply in writing to the points raised during the discussion of his Report in plenary. The Director-General’s written reply will be published in the *Record of Proceedings*. Lastly, to the extent necessary, in order to facilitate the work of the Committee on Youth Employment and its round tables and the Committee for the Recurrent Discussion on Fundamental Principles and Rights, it is proposed, should each Committee so decide, to suspend the following provisions: firstly, the second half of article 62, paragraph 1, on the order in which the floor is given after the Chairperson speaks; and secondly, article 62, paragraph 3, regarding the time limit on speeches.

If there are no objections, I take it that, pursuant to article 76 of the Standing Orders, these proposals will take effect once they have been approved by the Conference at its next plenary sitting, which will be held very shortly.

(The Conference adjourned at 11 a.m.)

Second sitting

Wednesday, 30 May 2012, 11 a.m.

President: Mr Alburquerque de Castro

Original Spanish: The PRESIDENT

I have the honour to declare open the second sitting of the 101st Session of the International Labour Conference.

Before we begin our work, I give the floor to the Clerk of the Conference for an important announcement.

ADMISSION OF SOUTH SUDAN AS A MEMBER STATE OF THE INTERNATIONAL LABOUR ORGANIZATION

Original Spanish: The CLERK OF THE CONFERENCE

In a communication from the Government of the Republic of South Sudan, received by the International Labour Office on 29 April 2012, the Director-General was informed of formal acceptance by South Sudan of the obligations of the Constitution of the International Labour Organization under article 1, paragraph 3, of the Constitution. Under these provisions, South Sudan, as a member of the United Nations, may become a Member of the International Labour Organization by communicating to the Director-General of the International Labour Office its formal acceptance of the obligations of the Constitution of the International Labour Organization. I am therefore pleased to inform you that the Republic of South Sudan is the 184th Member of the International Labour Organization as of 29 April 2012.

Original Spanish: The PRESIDENT

I would now like to welcome the Republic of South Sudan as a Member of our Organization.

SUSPENSION OF CERTAIN PROVISIONS OF THE STANDING ORDERS OF THE CONFERENCE

Original Spanish: The PRESIDENT

We will now turn to the proposal to suspend certain provisions of the Standing Orders of the Conference which was presented at the first sitting. If

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

(The proposal is approved.)

DELEGATION OF AUTHORITY TO THE OFFICERS OF THE CONFERENCE

Original Spanish: The PRESIDENT

We now turn to the delegation of authority to the Officers of the Conference. As you are aware, the Conference will not be meeting again in plenary until Wednesday, 6 June. Therefore, the daily tasks relating to the organization of the Conference during this period will be carried out by the Officers of the Conference, if the Conference agrees to delegate the necessary authority to them. I now call on the Clerk of the Conference to read out the delegation of authority.

Original Spanish: The CLERK OF THE CONFERENCE

By this act the International Labour Conference delegates to its President and Vice-Presidents the necessary authority to take any decisions or perform any functions which fall within the mandate of the Conference with regard to any matter which has to be dealt with before the Conference meets again, unless the Officers consider that the Conference should hold a sitting to examine a particular issue.

Decisions taken under this delegation of authority will be set out in the *Provisional Record* of the Conference. This delegation of authority will take effect at the end of the second sitting and will expire when the Conference meets again in plenary.

Original Spanish: The PRESIDENT

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

(The delegation of authority is accepted.)

(The Conference adjourned at 11.15 a.m.)

Third sitting

Wednesday, 30 May 2012, 12.15 p.m.

President: Mr Alburquerque de Castro

ADDRESS BY THE DIRECTOR-GENERAL OF THE INTERNATIONAL LABOUR OFFICE

Original Spanish: The PRESIDENT

I now have the honour to give the floor to the Director-General of the International Labour Office to address the Conference.

Original Spanish: Mr SOMAVIA (Director-General of the International Labour Office)

Dr Rafael Alburquerque, Vice-President of the Dominican Republic, it is a great honour to have you, a great friend of the ILO, presiding over the Conference. Thank you for everything that you have contributed, with your knowledge and wisdom, to the development of labour law in your country and in Latin America.

(The speaker continues in English.)

We have an agenda that goes to the heart of the disquiet and insecurities in our societies – youth employment, social protection and rights at work. But I think that we all have something on our minds this morning. Two days ago, the tenth Director-General of the ILO, Mr Guy Ryder, was elected. My warmest personal and institutional congratulations to him – let us give him a big round of applause. You must know that I have enormous respect and admiration for his vision, the knowledge, experience, and abilities he brings to this responsibility, capacities that I have seen in action over and over again throughout the last years. And in our tripartite Organization I think that the well-known consensus-building capacities of the Director-General-elect ensure that the heartbeat of social dialogue will inspire the ILO's decision making. And I am sure that on assuming the leadership of our proud Organization, he will receive the full support of Conference delegates and members of the Governing Body, to make the voices of the world of work heard and respected.

I want to thank the members of the Governing Body, and in particular Greg Vines, Luc Cortebeek and Daniel Funes de Rioja, for organizing a clear, transparent and innovative electoral process. Let me just mention some things. First, candidates had to present vision statements. Second, the Governing Body held hearings with all the candidates. Third, the results of each round of voting were made public. And, for the first time, the nine candidates represented all ILO regions! The Office lent its advice and operational know-how, and I want to thank

Christophe Perrin, Head of RELCONF, and his team. I want you to know that yesterday, the Director-General-elect and I met. We agreed to work together closely to ensure a smooth transition. I have assured him of my full support and that of the Office.

Dear friends, since announcing my decision to advance my departure from March 2014 to September 2012 I have had two overriding managerial objectives.

Firstly, I wanted to do things well, with an open, generous, elegant approach to the process which I had myself set in motion.

The second was to transmit to constituents, the Governing Body and the Office a sense of normality, of an organization at work, executing well our respective governance and management functions while, quite separately, an election process guided by the Governing Body was under way.

There has been, I have to say, an admirable sense of collective responsibility by all involved, a sense of “let us do our job well”. So I think we have all passed the test of electing my successor with flying colours and we should feel proud of our Organization.

Yet elections are never easy. Differences become apparent. Voters choose. Someone wins, others lose. That is democracy. And then comes the morning after, when we must reunite and life must move forward.

And the immediate life for us is the business of this Conference. A Conference meeting at difficult and uncertain times for all, particularly workers, small enterprises and government budgets.

Around 30 million added to the unemployed since the 2008 financial crisis. Nearly 40 million more have stopped looking for employment.

Some 45 to 50 million new jobs are needed each year over the next five years just to go back to the situation in 2007 when the job situation in many countries was not so bright. This of course has different regional implications.

We know that it is time for a policy rethink.

The financial crash of 2008 signalled the beginning of the end of the current growth and globalization model, as I described last year in my Report, *A new era of social justice*. Four years on we are mired in a period of uncertainty, unclear on what the future rules of the game will be. We are at a turning point where crisis brings the opportunity to change course. I see a critical role for the ILO in capturing the opportunities that lie ahead. I will re-

turn to this theme when I inaugurate the high-level segment of the Conference next week.

But I feel obliged to say a few words on the eurozone.

The policies being pursued in the eurozone are extremely worrying for the ILO. Early on after our creation in 1919, European countries progressively embraced our values and made them an integral part of their social, economic and political systems and, later, of the European Union. The austerity-only course to fiscal consolidation is leading to economic stagnation, job loss, reduced protection and huge human costs, undermining those social values which Europe pioneered. While trying to reduce the public debt – unsuccessfully, by the way – a social debt is building up that will also have to be paid.

The most affected countries of Europe subject to direct or indirect conditionalities are backsliding on the ILO's core values on which the region was a leader. The culture of social dialogue, the foundation for the post-war reconstruction of Europe, is being discarded or weakened. Yet we know that it is precisely with social dialogue that we can get out of the crisis, through productive investments in sustainable enterprises that can increase jobs, aggregate demand and fiscal revenues at the same time – it is possible.

This real economy response must be accompanied by a socially responsible fiscal consolidation. And I think that the Global Jobs Pact is today a very useful tool for Europe. Giving confidence exclusively to financial operators while losing the trust of people not only deepens the vicious downward economic spiral, but opens up the way to extreme solutions which I am sure European democracies do not want to revisit. Extreme policies produce extreme reactions. We must welcome the emerging debate in Europe on the need for growth, jobs and social protection, and certainly the ILO will play its part to help the region reorient itself towards its history, towards its values and towards the defence of the values that we hold dear, and that we believe are central today to a stable Europe.

Youth employment

We have been failing our young women and men for some time now. Generally, youth jobless rates are nearly three times that of adults. This is without the many millions worldwide who have become discouraged and stopped looking for work. Furthermore, those who do get a job are likely to be working part time, on temporary contracts, in the informal economy or in precarious work.

And what worries me most is that there is little inter-generational solidarity when the adult generation that formulates policy lets the young generation carry a heavy share of the burden of the crises, and of the effects of the growth and globalization model that is now in crisis.

There is a powerful reassertion of activism from young people who refuse to accept a future of unemployment, marginal work and expensive, poor-quality education. And they range from social entrepreneurs to trade union leaders. Let me say I very much applaud this capacity of youth to react.

At the same time, in many countries the disturbing truth is that the young are becoming disconnected from political processes, fed up with systems that have no effective answers for the job crisis.

And in many different ways, young people are telling us “you do not listen to us”.

So, at the ILO we decided to listen, interact and think together with them to get their ideas into the ILO Conference discussions that you will be having. We held 46 national consultations with around 5,000 representatives of young people's organizations across the regions. It culminated last week in a very creative and stimulating Youth Employment Forum here in Geneva, with some 100 young people from employers', workers' and other youth organizations. A delegation will present a synthesis of their views and ideas to your Conference Committee.

Why do I mention this? Because I think that this is innovation at work; this is not the usual way we organize the debate on an issue in the Conference. The several thousands who assembled in these forums and online are the beginnings of what I believe can be an ILO youth network to connect us with the ideas and needs of young women and men. It should not be a one-off affair; we should be able, as an institution, to create the linkages that enable us to have an idea of what young people in the world are thinking on the issues that we discuss.

So, true to our heritage of dialogue, we reached out. Young people reciprocated, and I have made my own their sensible demand, which is the following: “no solution for us without us”. That, I think, is a very clear indication of what our road forward should be.

Social protection floor

The ILO's capacity to innovate also characterizes this year's discussion of social protection floors.

Within just four years of having formulated the concept, we are on the verge of a new Recommendation, responding to the call of the 2008 ILO Declaration on Social Justice for a Fair Globalization to consider “developing and enhancing measures of social protection ... which are sustainable and adapted to national circumstances”, all of this in promoting a fair globalization.

In 2009, the Global Jobs Pact called for countries to do so drawing on “a basic social protection floor” – the first time the concept was formulated in ILO governance documents. Establishing social protection floors, respecting the diversity of country situations, is about promoting human dignity. It is a basic contribution to reducing poverty, to empowering people, but also to expanding aggregate demand; it has an economic effect. It is a commitment to a decent society, a platform that enables hundreds of millions of women, men and children to progress on a sure footing. That is why the notion of a floor is so important – not a safety net which you cannot stand on, a floor which you can stand on. Country experience and our work with the International Monetary Fund (IMF) show it is affordable, even in poor societies, but of course some international co-operation will be necessary.

Our Recommendation will give impetus to a major international initiative. The ILO, the UN system, the IMF and the World Bank will set up a social protection inter-agency board emerging out of the G20 framework, to promote social protection in global, regional and national development agendas. This, in purely practical terms, is a major step forward in ensuring that the whole multinational system will be able to move in this direction.

Fundamental principles and rights at work

The 1998 ILO Declaration on Fundamental Principles and Rights at Work underlined the role of fundamental principles and rights at work in maintaining the link between social progress and economic growth. Specifically, these principles and rights enable workers to “claim freely and on the basis of equality of opportunity, their fair share of the wealth which they have helped to generate, and to achieve fully their human potential”.

The realization of these principles and rights is an end in itself, and also a means of furthering all the ILO’s objectives. I believe that this will be your compass and responsibility as you shape conclusions, identifying priorities that will give an innovative Action Plan for 2012–16 to promote principles and rights at work in practice as well as in the letter of the law.

Today, with a weak and fragile global recovery, when respect for fundamental principles and rights has come under great pressure, your discussion takes on even greater significance. Your tripartite conclusions will be critical in securing more effective action for their realization. Greater respect for what are today universally accepted basic “rules of the game” for the world of work is urgently needed.

You will also have a tremendous responsibility in considering the circumstances of those in the informal economy – up to 90 per cent of working people in many developing countries – and other categories who face specific difficulties in exercising their rights.

The reports of the Committee of Experts on the Application of Conventions and Recommendations to our Conference Committee on the Application of Standards provide essential tools in helping authorities to move towards engagement and constructive dialogue.

Myanmar

We will have a historic discussion on Myanmar. As you know, for many difficult years, in the face of denial of abuses well documented by an ILO Commission of Inquiry, the Governing Body maintained its unity and pressure. All remained engaged. Our persistence and method of working eventually enabled us to open an office and receive complaints directly from victims of forced labour.

It will be a very special moment when Aung San Suu Kyi addresses this Conference. Last year she sent a video. This year she honours us with her presence. It reflects some political changes under way, which we should welcome, and we must seize and expand the opportunities they represent.

We did not give up, and so it should be for the future. Democracy will come to Myanmar, and when it does, we will be able to say: “the ILO was there”.

The occupied Arab territories

I cannot have the same optimism for the people of Palestine. A combination of political intransigence, the incapacity of outside actors to assist the parties or effectively exercise influence on them, volatility in the region, the elusiveness of Palestinian reconciliation, and a weak response by international co-operation partners create a situation of serious concern.

Yet the indomitable spirit of the Palestinian people shines through. The ILO will continue to work with our Palestinian constituents through concrete

policies and programmes, as they build a fully viable Palestinian State. And when the day of liberation comes – as it will – the Palestinian people, with their heads high and their dignity intact, will prove to the world that the struggle for fundamental rights can ultimately prevail.

This even against seemingly insurmountable obstacles posed by occupation and the never-ending expansion of settlements.

ILO programme implementation 2010–11

We are presenting an implementation report this year. Of the 50 targets set for the biennium, 46 have been broadly met. We now have 61 countries with an active Decent Work Country Programme. All 13 UN Development Assistance Frameworks signed in 2010 mainstream some or all the pillars of Decent Work, with emphasis on employment and social protection.

With the ILO’s 20 major development cooperation partners, we have maintained the volume of some US\$225 million per year in extra-budgetary resources, equivalent to a third of our total resources. We are progressively establishing a solid internal governance and oversight system. I can report to you that once again, the auditors have presented an unqualified report.

To conclude, in the next weeks I will take the Conference outcomes directly to the G20, the Rio +20 Summit and the UN Economic and Social Council, while you take them back to your governments, unions and employers’ organizations and develop policy and promote action at home. What we have learned is that what happens here goes far beyond the ILO. And, as we move into the substantive work of our committees, remember how much your discussions make a difference in the world.

I know it is a responsibility that you assume with conviction and a sense of purpose – even, I would say, a sense of pride. I am sure you will have the vision and the ambition to match the urgency of the moment.

I call on you to visualize the expectations of youth struggling for quality jobs, of people living in poverty for social protection, of workers for fundamental rights. I call on you to see the hope in their faces, to feel their will to work hard if given a chance. I call on you to put yourselves in their place and to think of the dignity that you can bestow or negate according to the way your negotiations go.

So go and build realistic agreements, but do so with the values of this marvellous Organization in your minds and the will to help make this a better world in your hearts.

Dear friends, under the authority and with the permission of our President, I would like to invite Mr Guy Ryder to say a few words.

Original Spanish: Mr RYDER (Director-General-elect of the International Labour Office)

Thank you very much for this opportunity to say a few words at this Conference.

(The speaker continues in English.)

I promise on this occasion not to abuse your time or your patience because you have a great deal of important work before you. I just want to say three things.

Firstly, that I had the opportunity two days ago to express to the Governing Body, my deep gratitude for the confidence that it has shown in me in elect-

ing me as your Director-General. I want to reiterate that expression of gratitude to this Conference and at the same time ask you for your support and for your commitment in taking our Organization forward.

The second thing I want to say, and to reiterate, is that I am profoundly conscious of the responsibility of the Director-General of this Organization, to represent faithfully and equally the views and the interests of all of this Organization's tripartite constituency – governments, employers and workers, Africans, Americans, Asians and Europeans, and my efforts and my capacities will be wholeheartedly dedicated to doing just that.

The third thing I want to say is that, whilst we build on the enormous achievements of the past, and particularly of my predecessor, Mr Juan Somavia, I know that these are times of change in

the world of work and these must be times of change also in our Organization. And with your help, we need to have our Organization change to meet the formidable challenges of the world of work today. And we bring that change in the context of continued faithfulness to the values and objectives of this Organization that have been handed down to us since 1919. Those do not change, and our common commitment to them must be stronger than they ever have been before so that we get the job done. With your help I am sure we can do just that.

Original Spanish: The PRESIDENT

Thank you very much, Mr Somavia, for your moving words, and thank you too, Mr Ryder, for what you have just said.

(The Conference adjourned at 12.45 p.m.)

CONTENTS

Page

First sitting

| | |
|--|---|
| Opening of the session | 1 |
| Election of the President of the Conference | 1 |
| Presidential address | 2 |
| Change in the closing date of the 101st Session of the International Labour Conference | 3 |
| Composition of the Credentials Committee | 3 |
| Election of the Vice-Presidents of the Conference | 3 |
| Nomination of the Officers of the groups | 3 |
| Constitution and composition of the Conference committees | 3 |
| Composition of the Selection Committee | 4 |
| Additional agenda item | 4 |
| Suspension of certain provisions of the Standing Orders of the Conference | 4 |

Second sitting

| | |
|---|---|
| Admission of South Sudan as a member State of the International Labour Organization | 6 |
| Suspension of certain provisions of the Standing Orders of the Conference | 6 |
| Delegation of authority to the Officers of the Conference | 6 |

Third sitting

| | |
|--|---|
| Address by the Director-General of the International Labour Office | 7 |
|--|---|

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