

**108th (Centenary) Session of the International Labour Conference
Geneva, 10–21 June 2019**

**Transcript of the discussion of the Reports of the Director-General
and the Chairperson of the Governing Body**

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Wednesday, 12 June 2019

Mr Mthunzi Mdwaba

Chairperson of the Employers' group (South Africa)

Thank you, Chair. Excellencies, ladies and gentlemen, good afternoon to you all who are in the room, and those who are watching remotely. Chair, I wish to apologise from the outset that once I have spoken and once my colleague from the Workers' has spoken, I am going to take leave of the room, because I need to be in the Finance Committee in about 15 minutes. As it is, I am going to be late for that. So I apologise most profusely. I have structured the response, or rather the intervention, on two parts. So part one relates to the Global Commission on the Future of Work. As we celebrate the ILO's centenary, the Employers' group welcomes the first conference discussion on the future of work. We wanted the conference to give this topic far more air time, but I suspect this will be the first of many discussions on the future of work in the years ahead. Over this fortnight, we are also having our first tripartite discussion on the Report of the ILO Global Commission on the Future of Work. This 78 page document, which was published in January, provides an interesting contribution to this broad and fast moving topic. We thank the participants and the authors for their contribution. Some of us participated in the Global Commission in a personal capacity, and we did so appreciatively as individuals, but not as representatives of our respective ILO constituents. As such, it is important to recognize that the Global Commission's Report is not the position of this house, it is one of many outside contributions to stimulate discussion and thinking on the topic. It is not the final word. As one of my colleagues in my Employers' group aptly said, "It opines, it does not prescribe." Nor can it be the final word. We need to remember that the future world of work is not a static concept that one report alone will satisfactorily address. The future of our working world is unknown and it is always evolving. What is more, the combination of factors that determine and shape our work lives are also going to change, and we cannot know for sure what measures will be best, let alone whether the tools in our current tool kit are even appropriate. Therefore, we need to continually discuss this topic, understand the phenomenon, and check our biases and preconceptions. Our response cannot be tied to one single report, especially one that is not necessarily agreed upon by the tripartite constituents. Colleagues, I would like to address the substance of the report of the Global Commission on the Future of Work. On the one hand, the report includes some important elements. First, the report's overall goal to invest in peoples' capabilities, institutions of work, and decent and sustainable work, is noble and we support this ambition. Second, the report captures the agency of the challenge before us, and it recognizes the opportunities that advanced technologies offer. Third, we are pleased that the report full embraces the understand that there are diversities in the forms of work, and that the report does not adopt the less clear and more political ILO terminology of standard verses nonstandard forms of work. Forth, the report recognizes the role of micro, small and medium sized enterprises as important partners in the design of local approaches to adapt to climate change. National adaptation plans are traditionally based on state driven policies. Therefore, this recommendation to engage micro, small and medium sized enterprises is seen as an innovative approach. On the other hand, it would be remiss of me not to explain the employers' concerns with the report, so that our discussions this fortnight and in the future help the ILO to adopt an approach to the future of work in line with the position of its tripartite constituents. First, while we support the overall goal of the Global Commission's Report, the challenge is with its narrow definition, and on how to achieve its vision in practice. Put simply, we will not achieve this ambition aim without a conducive business environment. Allow me to be a bit blunt: it is an occupational hazard, but the ILO needs to do a better job of promoting and enabling environment for job creation as an engine for decent work for all. The ILO's reluctance or timidity in this respect is holding back progress and undercutting many gains made. Linked to this, employers are frustrated that

the Global Commission Report fails to acknowledge the value that the private sector brings to the world of work. This, despite our numerous requests and language proposals, and despite assurances that this perspective would be included. The report does not include any recommendations aimed at improving the business environment, such as through promoting dynamism and investment, and emphasising productivity and the need for full and productive employment creation. In fact, it appears to mirror the general tide of policy making, which is towards top down punitive or passive compliance measures that stifle investment and thwart dynamism. Hardly the right approach to achieve the ambitious sustainable development goals. Speaking at the Asian Conference in Singapore in April, as part of the Global Commission / Centenary Celebrations, the DG, Guy Ryder, said: “If we look at the Asian region in this context, we see that there is certainly a lot to celebrate here, good reason to look to the future with both optimism and confidence in a region that continues to outperform all others in terms of economic growth. As we heard, the average growth rate of 5 per cent between 2007 and 2017 was well above the average growth rate, and some of the fastest growing economies in the world are represented in this room today, with almost all Asian countries still above 5 per cent annual growth.” This, ladies and gentlemen, is thanks to a huge emphasis on promoting and enabling a thriving private sector in that region. This region is, to me, like Wakanda, to use my favourite example in the Black Panther movie. It is thriving through its use of technology, innovation and productivity, which leads to happier and more sustainable communities. Finally, despite their good intentions, many recommendations are ambiguous, unrealistic and unattainable. For example, the recommendation to establish a universal labour guarantee, and on the expansion of time sovereignty, are extremely problematic for my group, as we consider them too vague, unfeasible, and too costly for business to finance. You may wonder what motivated the ex officio commissioners not to sign the report as appears on page 75. This is it: there is no way we could support a universal labour guarantee that we do not understand. I have listened with great intrigue, as there is an attempt to sell this concept. Probably, the attempt is to have something unique come out of the centenary celebration. However, I do not believe, as a pragmatist, and as someone who has built businesses and sold them, and always paid attention to keeping my word rather than coming up with fashionable populist concepts, in selling a product that is utopian and makes no sense. It is not fair to raise peoples’ expectations in this way. Likewise, the recommendation on setting an international governance system for digital labour platforms, that sets and requires platforms and their clients to respect certain minimum rights and protection, is very challenging. We do not think that such a system of transnational rights can be established or successfully managed. On the contrary, it could be exploited or undermine certain freedoms. Alternatively, this requires more in-depth research and empirical evidence on how it should be approached. We need to be cognoscente that some countries are still struggling with even having the word ‘digital’ in their discourse. Until this has been addressed, all we would be doing is acting contrary to our repeated utterances of not leaving people behind and being inclusive. It would be empty rhetoric. We would be opening the gap further between the developed and the developing world, and entrenching the dominance of some, while leaving others behind. Lastly, the recommendation on reshaping business incentive structures to implement the human centred agenda lacks any accompanying proposal for establishing incentives for businesses to thrive in the future and invest in technology. Colleagues, as the world of work evolved, so too does our need to evolve with it. Employers’ organizations recognize this challenge, and we are carefully considering our future, our future role as we confront the reality of technological innovation, demographic changes, the impact of climate change, the need for greater sustainability, and the widespread skill shortage to meet these challenges. Earlier this year, the IOE and ACTEMP published a report of our own to guide employer and business membership organizations to identify opportunities emerging from these changes, and prioritize action to shape such transformations by adjusting and innovating. We make the case that business needs to maintain confidence in the possibilities available by associating under the umbrella of employer and business membership organizations that offer the right mix of representation and services. The future of work is a daunting prospect

for everyone. Through efforts, such as our report, we are stimulating strategic discussions among our members about their future role and how they can be best adapted, and best innovate to serve their members and society at large as well. Ladies and gentlemen, what lies at the root of how we prepare for and manage the future of work, which also lies at the root of tackling so many social and labour related challenges, from child labour to informality, is the critical importance of education and skills. Allow me to quote my dear former President Nelson Mandela, whose video of his ILO visit was played in this august house when my President, the current one, Cyril Ramaphosa, was here a day or two ago, on the centenary of his birth, started last year and ends in July, a month from now. “Education is the most powerful weapon which you can use to change the world,” said Nelson Mandela. This truism applies to governments, as policy makers, budget allocators and curriculum setters; to employers, as hiring managers and skills developers; and people themselves, as workers and members of families and their communities. This truism is also the reason that in spite of the intentions of Apartheid in my country to destroy some of us, and in spite of some having lived our lives under Apartheid for half of our lives, in far flung rural villages with no infrastructure, Apartheid failed. Partly because we still had education; it may not have been great, but it was certainly something to go on. It is the reason I am here today to address you. It is powerful beyond measure. Education and skills free you, and it is our individual and collective responsibility to make it possible for all. This how we contribute to taking a lot of people with us and leaving no one behind. When it comes to deciding how we collectively apply our energy and resources, education and skills development should be at the top of the list. Roberto Suarez, our Secretary-General, already covered this aspect in his intervention earlier, but it is worth repeating. Skills are the currency of the modern workplace, and focusing on skills development is the best way to empower workers to reach their potential and provide for their families. Yes, we are striving for decent work, but decent work is illusory without jobs, and workers cannot get jobs, let alone good jobs, without skills. There is no way around this. A just transition without education and skills is, again, empty rhetoric. Our report found that it is already becoming harder to recruit people with the skills needed. What is more, education systems are partially responsible for the dearth of capable and skilled workers. At the same time, our report found that businesses themselves are interested in playing an active role in skills development, and that while improving skills requires investment and new approaches, the long term necessity is apparent to business leaders. Skills development and better education are a global imperative. My group calls on the ILO and its member States to dramatically increase their focus on supporting lifelong learning and development programmes. These are essential to building and maintaining a functional talent pool, so that the labour force matches the labour market, and so we can ensure decent work in evolving labour markets. I recently read a tremendous book called *Factfulness*, by a Swedish professor, Hans Rosling. In it, he provides ten reasons why we are wrong about the state of the world, and why things are better than we think. Professor Rosling also explains that we need to educate our citizens better, especially children. For example, he says we should be teaching our children that their country is on all different levels of health and income, and that most are in the middle. He also says we should be teaching them about their own country’s socioeconomic position in relation to the rest of the world and how that is changing all the time. We should be teaching how to hold the two ideas at the same time, that bad things are going on in the world, but that many things are getting better. We should be teaching them that the world will keep changing, and they will have to update their knowledge and world view throughout their lives. These points, especially the last one, are the recipe for an honest approach to our challenges, and an honest approach to young people and other workers that allows them to adapt and grow. If we want to help workers cope with stresses of our changing world, providing quality education and opportunities for skills development are essential. In relation to the Report of the Chair of the Governing Body, colleagues allow me to turn my attention to the Report of the Chair of the Governing Body for the year 2018-2019. As the Employers’ spokesperson in the Governing Body, I can attest to the robust debates we have had in the last 12 months on a wide range of topics that are covered in the Chair’s Report. We thank the Chair for preparing

this summary, and we would like to provide some observations on it. First, while there is still some way to go before the goal of universal ratification of the ILO Core Conventions is attained, with 123 ratifications covering 43 member States still needed, it is encouraging that many reporting countries have provided richer information on their efforts in this regard. More quality information allows the Office to bolster progress and support constituents on the ground to overcome challenges, such as through concrete requests for technical assistance. As I already said, ratification is important, but more important is effective implementation. One without the other will deliver no positive impacts on the ground. Second, regarding the Enterprise Initiative, the strategy for wider ILO engagement with the private sector is a priority for the Employers' group. Engaging with enterprises of all sizes and in all regions allows the Office to better understand the challenges and realities that companies face and can help the Office to develop a more practical approach to problem solving. It also facilitates a two way exchange of information. Third, employers call on the ILO to step up its efforts to promote and protect the role of social partners in all aspects of the UN reform process and its outcomes. There has not been sufficient consultation with employers and the private sector on a number of issues, and we worry that efforts to amalgamate the UN's work under various UN Resident Coordinators will further diminish our collective voice. One concrete and shared goal of the IOE and ITUC, which you heard both from Sharan Burrow and Roberto Suarez earlier on, is for both our organizations to be granted observer status in the UN General Assembly. We appeal to states in the ILO centenary year to help make this a reality. Finally, the Office needs to make a far greater effort to represent all three tripartite constituents equally in its work and in its composition. I already raised this point in my opening remarks earlier this week, and I kindly refer you back to what I said in that speech. In so far as the situation facing workers of the Arab occupied territories is concerned, ladies and gentlemen, for almost 40 years the Director-General has produced an annual report on the situation facing workers of the occupied Arab territories. This year's report follows an ILO mission to the West Bank, including East Jerusalem, Gaza, Israel and the occupied Syrian Golan, as well as a meeting in Cairo and Damascus. Information on the labour market in the Arab occupied territories presents a bleak picture. Unemployment has increased, especially in Gaza, and general labour participation is declining. It is the longstanding policy of the Employers' group to never comment on complex and deep rooted political conflicts which are the result of longstanding disagreements and tensions between states. However, my group would like to make some points about the labour market in those territories. First, it seems clear that, with shrinking public resources, the jobs will have to be generated by the private sector, both in Gaza and the West Bank. However, it is very hard for the private sector to invest in these places. Therefore, we encourage both the Israeli and Palestinian authorities to carry out effective dialogue with business to build an environment conducive to job creation. Second, we encourage the international community to increase financial support, to help the most vulnerable in those territories, and lift restrictions on economic activity, to allow business to operate and contribute to job growth. Third, moving forward in the electronic payment of wages would help curb the problems associated with the activities of brokers. Fourth, as the Employers' said last year, the ILO should provide large scale technical assistance to build the capacities of all constituents on the ground within the framework of the flagship programme on Fragile States and Disaster Response. Fifth, the ILO should continue supporting labour reform processes through tripartite partnerships and consultations. And lastly, we encourage the ILO to provide technical support and advice on the skills development of Palestinian workers. Ladies and gentlemen, in conclusion, this segment of the conference addresses many challenges in the world today. Yes, we are here to celebrate the success of the ILO through the work of its constituent; this is entirely and deservedly appropriate. Celebrate, we must. However, just because we made it to 100 does not mean we will endure for another 100 years. None of us can rest on our laurels, and the Employers' group takes this challenge very, very seriously. I refer all of you to my speech again, that I delivered on Monday, so you can have a context to what we are talking about. It is our firm belief that we need to be honest about the challenges and uncertainties that lie ahead, and we

also must encourage workers and employers, especially the younger generations, to take on the challenge ahead in a way that empowers them and allows them to adapt and grow. As a proud South African, I would like to quote Mr Mandela again: “May your choices reflect your hopes, not your fears.” This, ladies and gentlemen, is the future we must create, and I thank you.

Mr Luc Cortebeek

Chairperson of the Workers’ group (Belgium)

Thank you, Madame President, Secretary-General, excellencies, dear colleagues. It was a pleasure and an honour for me, together with Philip Jennings and Reema Nanavati, my Workers’ colleagues, to be members of the Global Commission on the Future of Work: 27 people from different regions, with very different backgrounds. And I really enjoyed to make, as one of the ex officio members, the relationship between the Governing Body and the Commission. We could count on the excellent co-presidency of President Cyril Ramaphosa and Prime Minister Löfven, and support from the Director-General, Guy Ryder, and the staff. I liked the richness of the analysis, the brightness of the ideas, the mutual interest in each other’s experiences and views, the open discussion. It was an excellent idea and initiative of the DG, later backed by the Governing Body, to open up the preparation of the centenary and the discussion on the future of work towards other people; people with experience, but not only belonging to the ILO or its constituents. Added to this, we could count on the commitment of the commissioners, and all these elements made the report not a report from the Office, but a report from a very diversified Commission. Therefore, the report, under the title ‘Work for a brighter future’, is so strong and has its authority. The message is clear. The world goes through challenging times, where a majority of the people in the world is left behind. This will worsen if we do not act, sure is that we are not ready for the future of work. Therefore, the most ambitious social contract ever needs to be reinvigorated if we want to avoid more crises in our societies than we have already. It was remarkable how the heads of state yesterday and the day before spoke about the creation of the ILO as the most important social contract of history. It was not just a slip of tongue or an exaggerated image to please the ILO public. The Commission did not drop one or more of the values and objectives of Versailles or Philadelphia; they remain valuable, and they need to be reinvigorated, renewed, strengthened. The Commission’s human-centred agenda gives us, in three pillars of action and ten recommendations, some strong points on how to deliver the social contract. One of the most important sentences can be found on page 28, I quote: “It is not about adjusting people to fit into this new landscape. It is a bolder vision that seeks to steer the transformations under way towards a future of work that affords dignity, security and equal opportunity, expanding human freedoms,” end of quote. Let me remember towards the audience some of the strong points of the report. Investing in people with a universal entitlement of lifelong learning within their working time; a right to lifelong learning. Guidance of people through transitions; the difficult kind of transitions. The transformative and measurable agenda for gender equality and ending violence at work. The horizontal and vertical extension of social protection: no one can be left behind. This is, in the first place, important for rural workers and workers of the informal economy, but more and more also for the gig economy. I welcome the remaining role of the employment relationship as centrepiece of labour protection. Anyway, labour protection is needed for every worker, regardless of her or his employment status or contractual arrangement. Another point in the report that makes a difference is the Universal Labour Guarantee, adding the three important issues: adequate living wage, maximum limits on working time and safety and healthy workplaces added to the actual fundamental workers’ rights. I know this is difficult point for our colleagues of the Employers’ group. But also on this point, I heard the world leaders yesterday and the day before supporting the different issues of the Universal Labour Guarantee. That an international instrument is needed for the digital platforms is another point that was supported. I welcome the idea of a right to digitally

disconnect the regulation for ‘on call’ workers and guaranteed minimum working hours and time sovereignty. The call towards governments to promote workers’ and employers’ representation. The necessity of social dialogue and collective bargaining and the insufficiency of the individual approach. The recognition of the importance of the labour standard system and the supervisory system. The ‘human-in-command’ approach: it is not only a question of adapting to technology, but of managing technology; technology has to be a choice. The investments in care, green economy and infrastructure to answer the challenges and to create work. The added indicators beyond GDP to measure the human-centred progress, linked to alternative business incentives to avoid short-termism. These are the very strong points of the report. In the Commission, we had very profound discussions on issues that we wanted to see more outspoken in the report than it is now. The challenges for democracy and the danger of populism as mentioned clearly by the heads of state yesterday. The analysis we made about the actual business models and their influence on the problems we are confronted with now, on short-termism and buybacks, the shareholder value model, tax evasion and avoidance and the need for reforms, for a global financial register, for tax systems for the digital economy; the role of the big players, MNEs, the big digital five, both on tax paying and the way they control and use data. Data and value extracted from digital work is most often used for private gain rather than for societal objectives. The Global Supply Chains and how to convince them to respect workers’ rights: using methods of compulsory due diligence maybe? The concentration of power. On this point too we found support in the speeches yesterday and the day before made by heads of state. The call towards member states to take responsibility in the human-centred agenda will need the support of new standards to regulate the many rights abuses that come with digitalization, to inspire member-states and to guarantee an equal level playing field. The role of quality public services, it is mentioned in the report but needs to be stressed strongly. The role of cross-border collective bargaining needs stronger support. Notwithstanding some weaker points, the report as a whole is very strong, and I could experience this myself, how the report was welcomed by workers’ groups, but also I made some introductions to tripartite constituents in different member-states, by the civil society too. The report provides the constituents with the steppingstones for the Centenary Declaration. A lot of ambition will be needed to reinvigorate the social contract that we need for these and future times. Let us do what the world leaders commended to us, making a strong Centenary Declaration. I thank you.

Ms Josephine Teo

Government (Singapore)

Well, as the first speaker coming after the Workers’ and the Employers’ spokesperson, I will try my best to keep to five minutes. Conference Chair, distinguished delegates. Singapore congratulates the ILO on its centenary. This is a very significant milestone. It speaks to the continued relevance of the ILO and its unique tripartite structure. Singapore would also like to commend Director-General Guy Ryder for his leadership in starting important conversations about the future of work. The Global Commission’s Report ‘Work for a brighter future’ is a clarion call for each country to prepare our economy, our businesses and our workers for the future of work. On such important topics, Singapore’s firm belief is that learning from each other is always helpful. In this spirit, Singapore co-organised the Singapore Conference on the Future of Work with the ILO. This event attracted 700 tripartite delegates from 18 countries. This includes the ten ASEAN member states, ASEAN’s six dialogue partners, which are Australia, China, India, Japan, New Zealand and the Republic of Korea, as well as Mongolia and Timor-Leste. During the conference, the ASEAN labour ministers reaffirmed our commitment to prepare ASEAN’s workers and businesses for the future of work. Significantly, we issued a joint statement, the first such statement by a regional grouping. To build on this momentum and contribute to the legacy of the ILO’s centenary, Singapore mooted the idea of a future of work regional initiative for continued dialogue and capacity building in ASEAN and our wider region. We hope this will spur more

of such regional initiatives to promote experience sharing and collaboration. Singapore has in fact started preparing for the future of work since a few years ago. We introduced several key initiatives to build a brighter future for our people, taking into account our unique set of circumstances. For many years now, we have had more jobs than people. Our businesses have many opportunities in a growing region. However, as an open and connected economy, we are always vulnerable to the global winds of change. At the same time as business models are increasingly disrupted, the pressure to transform jobs and skills is also building up. Against this backdrop, we have the challenge and opportunity of increased longevity. Our people are living longer and enjoying more healthy years. How can we make longevity productive for workers, for businesses and society? How can we chart our future of work together? And, for Singapore, the answer is clear. One word unites us all, and that is tripartism. Over the past few years our economic agencies and tripartite partners have worked together to draw up 23 Industry Transformation Maps covering more than 80 per cent of our economy. These set out how employers can tap on opportunities in the future economy, and prepare and support workers to take on better quality jobs. In addition, the Singapore National Trades Union Congress, or NTUC, will work with our employers to set up training committees in companies. These company training committees will identify areas of training and skills for workers to keep up with industry transformation. This initiative by the labour movement is supported by the Singapore National Employers Federation and the national SkillsFuture initiative. Another example is the tripartite workgroup on older workers. The workgroup has successfully built a new consensus on the retirement and re-employment age, to help our people earn more and save more for productive longevity. Colleagues and friends, in Singapore's vision of the future, workplace safety and health remains a key priority. Singapore recently launched our Workplace Safety and Health 2028 strategies. Our workplace fatality rate has been reduced to 1.4 per 100,000 workers over the last three years. Our target is to reduce it to less than 1 by 2028, on a sustained basis. To reaffirm our strong commitment to provide our workers with safe and healthy work conditions, Singapore is pleased to announce that we will be ratifying the ILO's Occupational Safety and Health Convention, Convention number 155. In conclusion, we look forward to working closely with the ILO and express our full support of the ILO's call for a human-centred agenda for the future of work. Thank you very much.

Mr Tidjani Hassan Haddam

Government (Algeria)

Madame Vice-President, ladies and gentlemen, excellencies, ministers, ladies and gentlemen. This session of the ILC is very distinguished. It is a session that celebrates 100 years from the establishment of our organization; 100 years of deeply entrenched efforts to enhance social justice and the world of work. In this session, we shall consider important issues that will come up with decisive results related to the future orientation of our activities in the ILO. The report that we are discussing is the outcome of work by a distinguished group of persons, and it establishes the foundations for dialogue on issues of utmost importance related to the future of work. In addition, the issue of enhancing the democratic space in the service of social dialogue, and to take into account all necessities. [vgr INTERRUPTION 2:30] This referential document that places the human being at the core of economic and social development policies, in a world that is getting more digitalised every day, this reflects the determination of the ILO to consolidate the social contract in the service of prosperity for future generations. Every person finds a place to express his capacities in this service of economic and social development that is fair and harmonious, with no party marginalised. Madame Vice-President, ladies and gentlemen, from this report we hope to come up with an active roadmap for the ILO, where it will be able to address the challenges that address the world of world. On this occasion, Algeria calls for extending greater support to the member countries, particularly African countries, to enable them to continue the implementation of the programmes contributing to actualising decent work and broadening the base for social

protection, and to put an end to poverty and marginalisation, and to develop the tools of sustainable development. In this context, I would like to underline the importance of bringing in those who work in the informal sector into the main labour sector, and this is one of the main challenges that the ILO faces within this second hundred years of its activity. In the same context, the African continent, more than any other area of the world, faces the challenge of providing universal social protection, and to find the ways and means to establish this to benefit all from the system of social security as stipulated by the relevant international conventions. Out of its responsibility and solidarity with fraternal African states, and Arab states, the Algerian government, in cooperation with the ILO, has established its role in the context of the South-South partnership in programmes on social dialogue and social protection. And a number of experts have been extended to benefit from the experience of Algeria in these areas. And I would like here to underline the readiness of Algeria to coordinate with the ILO to continue providing support to all the countries that would like to benefit from the Algerian experience. Ladies and gentlemen, Algeria supports the recommendations and guidelines of the Global Commission's Report, for it is a report based on the values of justice and equality. It also underlines the great principles of the 1 November 1954 Declaration of Algeria, and the national liberation battle, on which the Republic of Algeria was established as a democratic and social state. Algeria has made major efforts in the field of human development, and it has provided social ... On this occasion Algeria reiterates its support for the Palestinian people, a people that struggles for its freedom and justice and human rights, particularly as it relates to labour conditions in the occupied Palestinian territories. It also underlines its commitment to the principles of the Philadelphia Declaration on the establishment of this organization. I thank you for your attention. Peace be upon you.

Ms Carla Bacigalupo Planas

Government (Paraguay)

Good afternoon everyone. Madame Chair, Ministers of Labour, ladies and gentlemen. On behalf of the President of the Republic of Paraguay, and on my own behalf, I would like to express the congratulations from Paraguay to the ILO in its centenary year. We congratulate you for these 100 years that have been striving for decent work and for greater social justice throughout the world. I would also like to congratulate the Director-General of the ILO for the report he presented this year, in which he mentions all the progresses and the new technologies, and different challenges that face is, and also in view of changes in the world today. These changes mean that today, more than ever before, the principles of the Constitution of the ILO, the Declaration of Philadelphia, and the Declaration on Social Justice, are even of more importance today for a more equal world. My country, and it is an honour for me to say this, is a founding member of that tripartite dream that was brought into being by President Roosevelt, when this institution was born in 1999 with the Treaty of Versailles, to help so many workers in the world. Paraguay, thanks to this strategic alliance with the ILO, and also through a decided policy adopted by my government, have made major progress in preventing and eradicating child labour and other forms of forced labour. Paraguay, as a founding member, stresses that it will continue its strategic alliance with the ILO, built on social dialogue, so that we can bring about serious changes to produce decent work. A special mention is necessary in this centenary year, today is the world day of eradicating child labour, and this of course is a magnificent way of expressing our need to take specific action. Thousands of boys and girls who are not in their classrooms but they are working, so today, ladies and gentlemen, we cannot imagine that we talk about the future of employment if we do not look to the future of our children. They deserve an opportunity to have a real life and not just working, so that they can develop correctly, and they also need to realise their dreams as well. So if we do not look at the future of our children today, there will be no future for humanity. Paraguay is thoroughly committed to eradicating child labour, and we have managed to reduce this over recent years, but today more than 100,000 children

in Paraguay are still working. We have ratified our commitment through the international treaties to eradicate child labour and to protect them, and try and provide decent labour for people. This is based on tripartism and multilateralism. Looking to the future of employment and the right to have lifelong learning, again we are behind this, and this is supported of course by the ILO, and major changes have been made in terms of training for work, depending on supply and demand in the labour world. We work more closely with the companies and the employers, and also we deal with the different sectors, the working groups and also the employers. And we have taken a very positive step forward in ratifying Convention 108 and 105 on part time work; that is, of course, produced by the ILO. And of course this gives a very string regulatory framework, so that we can then implement better social security, and we have a more official registry of all those employed. Paraguay has a great deal of unauthorized labour, and now we are, through legislation that has been passed, have a more integrated view of labour, registry of labour, and social security rights. More than 16 million have been brought in under this strategy, and they are now benefitting from the social protection scheme. Other countries in the region are also trying to reduce these difficult labour situations, but of course a microeconomic situation often when it is negative does give rise to these unauthorized and unregistered labour situations. We have to count on all of the different areas, we have to look to youth employment, and employment of adolescents. We want to bring in the new technologies; we understand that they are important. Also using artificial intelligence, looking again to supply and demand so that we can be more efficient in responding to this. Also we need to involve academia. This is a very innovative approach that we have achieved, thanks to social dialogue and also to working more closely with companies. The excluded sectors and extreme poverty is a priority for us. We need to overcome the problems there. We need to take specific action with a civic society, and we cannot continue with these vulnerable sectors excluded from society. We have to look to a more demanding future for employment. We need to redouble our efforts to provide capacity building for the vulnerable groups, who have been all, throughout time, excluded from the formal sector. This must be a priority for all of us, and we must, obviously, stress child labour. And we now have laws about this, and also, again, a strong drive towards apprenticeships. And we are now implementing a plan for equality, looking to violence and harassment at work. Again, we are establishing goals, which are a very high standard. Finally, I would like to thank the ILO for its support throughout time, and they have certainly helped us to set up things on a tripartite basis. And we need to have more tripartite dreams, as I said at the beginning. So long live the ILO, after its 100 years another 100 years, and also all the best for more social justice. Thank you.

Mr Nicolas Monckeberg Diaz

Government (Chile)

Thank you very much. I would like to express the warm greetings of the government of Chile and President Piñera. This organization has existed for more than a century, where we have defended the values of this organization, the respect and observance of the importance of work. A hundred years ago, we had the worst employment crisis. We heard the strong message of directors, when leaders violated the rights of hundreds of thousands of workers. We are now commemorating the centenary of the ILO. But human rights of thousands of workers and employer in Venezuela, and in other nations, are being violated, because they are led by governments that are not democratic. Our duty is to raise our voices as we did in the past, the voice of tripartism, to condemn these abuses firmly. It is certain that we believe and defend the free determination of peoples, but not the free determination of dictators. The history of Latin America very often has experienced suffering and pain, but our continent also has magic and innovation, and we want to be a new world, visionary and ambitious. We need to define labour issues, looking at the new society. Of course, we should not restrict the labour rights of those that issue from the dignity of individuals and their families. We need to look at changes in technologies that go beyond borders, and world have

to look towards the future, and use technologies to the benefit of mankind. And we have to look at labour customs which are from another era and another world. We have classification between workers, manual, technical, intellectual workers, producers, consumers. These are obsolete dichotomies. We have one life, and we are all creators, consumers, inventors and artisans. Though workers are called upon to avail themselves of the opportunities afforded them. And we note these cards all on the table, so that everyone can fulfil his or her role, and more than ever before we need to value the workers' contribution. If we do things correctly, labour flexibility does not have to signify precarity, as some have said repeatedly in the past. No, we need to improve the quality of life. In the first 15 months of our government, we have given impetus to a new policy, which promotes the opening up of new possibilities for decent work, to maintain these options, to improve income resources. We have always maintained the need for social security and social welfare, while respecting the rules and all labour rights. Nothing would give more precarity to our workers if we thought that everyone had to proceed in the same way. We want to defend the principles and the irrevocable tenets of decent work, without fearing changes, leaving people behind, because today we do not have any algorithm in place which replaces a person when we want to motivate our peers and colleagues. We have to recognize the truth of this. Thank you very much, and we would like to acknowledge the ILO at the time of its centenary. Thank you.

Mr Dimitar Manolov

Worker (Bulgaria)

Honourable President, ladies and gentlemen, delegates. First of all, please allow me to congratulate you on behalf of the Bulgarian workers for the 100th Anniversary of the ILO, the organization which at world scale has the greatest impact to the protection of workers' rights, throughout its proactive law-making, combined with well established mechanisms to guarantee the enforcement of labour law and the tripartism, and the social dialogue. At the same time, nowadays the ILO has the duty to comply with all challenges posed by the new digital world. The ILO must respond to those challenges in an adequate manner, developing and improving the system for protection of the right to work, opposing the increasing pressure on workers. New obligations have to be set up for the states in order to deal with the changes in the world of work and working conditions, creating effective guarantees for decent life of workers and their families. Bulgaria is one of the countries where the risk of poverty is higher than the EU average. Every one in three Bulgarians is at risk of poverty and social exclusion. Inequalities, as polarization among social groups in our society, are getting deeper. In that respect, it is high time to realize that to combat poverty, social exclusion and inequality, is a key prerequisite to economic growth and progress in our country. In Bulgaria, a large portion of the population relies on the minimum income, but there is no clear and long-term mechanism for raising it. Despite the relative stability of financial indicators, combined with sustainable economic growth and low unemployment rate, the quite low redistributive effect of the flat income tax and the low level of the expenditures on social protection are continuing to exacerbate inequalities and increase poverty, leaving one in ten working Bulgarians in the trap of the working poor. Bulgarian state policies concerning the redistribution of the revenues in the national budget need to be changed also in order to achieve a fairer redistribution between the capital and the labour of the realised added value. Between the basic challenges, regarding the protection of decent work in Bulgaria, still are the payment for night work, the problems with application of aggregated working time's calculation, the frequent and baseless changes of labour law made by the state under the pressure of the large capital. During the past year, the Bulgarian state has refused to increase the additional remuneration for night work. Researches are showing that night work damage is a greater extent than previously thought. It increases the risk of industrial and work accidents. The correlation between long-term night work, and the emergence of a number of diseases in the people who make it, is scientifically proven. Night work damages health, but in Bulgaria also the pay for this is humiliating. The problem with

the aggregated working time's calculation is still framing the provision of possibility for decent work in Bulgaria. The significant liberalization of the aggregated calculation of working time, done in the past with the goal to help employers in the complicated economic conditions during the transition period, has had a very negative impact on workers, and deviations from international working time standards. Such excess of working hours in accordance with the ILO standards is allowed in economic activities with nonstop operations, where due to the nature of work, are needed successive shifts. In the Bulgarian labour legislation, this restriction has been suspended. In the past year, the state and the Ministry of Labour and Social Policy, once again undertook a large campaign for changes in the main labour law, as during recent years such unjustified governmental initiatives for revision of the labour legislation have become a systematic practice. They are in reply to the pressure made by certain investors, and in most of the cases their aim is the limitation of workers' rights. Thanks to the strong opposition of the trade unions, the dialogue on the amendments of the labour law proposed by the State has been postponed. But all of our efforts are being compromised by the globalization process. Capital and production are being moved to countries with lower pay, where often no labour standards are applied. The lowering of working conditions and attacks on labour legislation in Bulgaria are largely in result of competition between countries; which of them will make more serious retreats from labour rights to attract investors. Honourable President, ladies and gentlemen, delegates. In conclusion, we should take into account that the increase of the effectiveness of social dialogue and the strengthening of the role of social partners are one of the best guarantees of the right to work, especially in times of labour flexibility and blurred lines between work and life. With all my wishes for successful activities of the session, I thank you for your kind attention.

Mr Pat Breen

Government (Ireland)

Thank you very much indeed, Chair, and distinguished guests, delegates, ladies and gentlemen. It is an honour for me to be here today to address the Plenary of the 108th session of the International Labour Conference during this, the ILO's centenary year. This organization's centenary resonates very strongly with Ireland, given the central role that an Irishman, Edward Phelan, played in the foundation of the ILO in 1919. During his term as Director-General from 1941 to 1948 he was principal author of the seminal Declaration of Philadelphia, which chartered a new path for this organization, whilst reaffirming its founding values. At this year's ILC constituents are together negotiating a Centenary Declaration which will include this organization into its next 100 years, and I wish them every success in this regard. Ireland's close relationship with the ILO is evident by the fact that the ILO was the first international organization which the Irish Free State joined in 1923. Further, the centenary year coincides with Ireland's first ever term as a full member of the Governing Body, which is a source of great pride for us, and is the fact that this year Ireland is also chairing the Committee on the Application of Standards. Delegates, the International Labour Standards remain at the heart of the organization. In this regard, I am very pleased to say that in February of this year Ireland became the 29th member State to ratify the Forced Labour Protocol, demonstrating Ireland's commitment to combating forced labour in all its forms, and making us part of the 50 for Freedom campaign. The strong relationship which we have with our social partners is fundamental to our ability to play an active role within the ILO, and this was amply demonstrated by the cooperation from the social partners, the ICTU and Ibec, in respect of the ratification process. One of the Centenary Conference's committees is negotiating a standard on combating violence and harassment in the world of work. The Irish Government is fully committed to the adoption of a convention which is as widely ratifiable as possible on this very important topic. As it enters its next 100 years, the continued work of the ILO will be key to ensuring a brighter future for everyone in the changing world of work. Many of the elements in the Report of the Global Commission on

the Future of Work are reflected in the Irish Government's future work initiative. Ireland's economic turnaround over the past seven years has been remarkable. However, there is no room for complacency as Ireland faces a strong range of new challenges, including declining productivity levels in SMEs, infrastructural constraints, skills deficits and labour availability, as well as concentrations in some sectors and markets. Internationally, Brexit, growing trade protectionism and other geopolitical risks provide even further challenges. A comprehensive new framework, called Future Jobs Ireland is the government's response to these challenges. It reflects considerable input from stakeholders, including all our social partners, who engaged in the consultation process for its development. Can I say, Future Jobs Ireland echoes many of the themes highlighted in the Report of the Global Commission on the Future of Work. Adapting to the realities of the future economy and embracing technological advances will require change on the part of people and businesses. It is essential that we identify these changes in advance. A key element of the Future Jobs framework is the creation of a transition teams model to help prepare workers in vulnerable jobs and enterprises in declining sectors and to take steps to secure their future. Ireland's tripartite think tank, the National Economic and Social Council, will lead on the work in this area, and together we will identify sectors, jobs and roles which are most vulnerable, and develop a practical framework to support workers to up-skill or retrain. A renewed commitment to lifelong learning will be key in this regard. Ireland recognises that the importance of digitisation is advancing in new and often in unanticipated ways. This will bring about fundamental changes to many occupations as they exist today, and the creation of new roles in the workplace. In this context, my department is leading on the development of a national artificial intelligence strategy. This strategy will examine its considerations and how Ireland can exploit the opportunities of artificial intelligence. Additionally, ensuring that people remain at the heart of the considerations, it will also look at issues around data, consumer and worker protection. Finally, ladies and gentlemen, the level of ambition at this year's Centenary ILC is unparalleled. However, I am sure that this organization's unique tripartite structure, which facilitates the meeting of minds and cultures of governments, workers and employers from over 187 countries, will enable the delivery of these ambitions, and I wish everyone success in the important work being taken in this centenary year. Thank you.

Mr Ahmad Suliman Alrajhi

Government (Saudi Arabia)

Director-General, ladies and gentlemen, heads of state, delegations, and the tripartite structure of the ILO. May peace come to all of you. I would like to congratulate the President of the conference during this particular 108th Session. I would also like to congratulate the Vice-Presidents, and I sincerely hope that they will be successful in conducting the work of this conference. I would also like to thank our Director-General of the ILO for his hard work in an attempt to raise the level of this organization that is no celebrating its 100th year, and playing its role for bringing social justice to the world. Madame Chair, the Director-General is providing us with a special space, different to what we usually find on these similar occasions. There is a special nature to this, not only in the content, that of course lays the touchstone or the building stone for the future of work, but also from what is expected from the Global Commission, particularly in terms of the future of work, Stefan Löfven being the chairman of that, and also Mr Matamela Ramaphosa, President of South Africa. This report is the start and not the end of our route. The start of our work, for the future and also the future of work, in which all those involved are interested in adopting their responsibilities to achieve this objective, to give workers protection, and to protect them against the threats that are coming, and also to protect their rights. Ladies and gentlemen, our future is uncertain, and it is difficult. I do not want to say that it is less just or less secure, but there are many challenges. There is much said about the repercussions of the new technologies on our jobs, now and in the future. There are some pessimists who believe that we will lose jobs. There

are other, more optimistic, who thing the opposite. But whatever the case, the role of our governments, of course, are very necessary to prepare citizens, to give them the necessary models that will allow them to face change, technological change and also the repercussions of ways of working. The changes, demographic changes, are others that we face, and the increase of the number of people who are seeking jobs, among young people as well, and the increase of the working age of people, this has all led to changes in the structure of the workforce. And we cannot forget the repercussions on the environment, climate change. And also new opportunities for work in different areas, of course, will arise. So to face our responsibilities, particularly at national level, and also to make our vision and objectives clear, working in cooperation and in coordination with the different stakeholders in production is essential for us to build a better future, and a safer and more enticing future. And also we need to improve relationships between the different international parties, countries, organizations, governments, and not just governors. It is important that this route forward, this forum for example, and also the G20, are excellent examples of the importance of cooperation and multilateral coordination. We, of course, are looking forward to the work that will be done in 2020. Again, there is this need to have partnership and coordination, and complementarity among the different parties involved. And also the 2030 vision, also in my country, is important for encouraging the economy to produce sustainable jobs for our citizens, and also for the citizens of friendly countries. And I think this is important for the future. And we are going to be extending the Moroccan coastline. Again, the private sector plays an important role for the future of work. We have established 68 different initiatives to encourage the private sector to produce more jobs, and certainly the future of work means that we need to establish qualities. I would like to thank you, and I sincerely hope that this Centenary Conference will be a great success for the ILO. Thank you very much.

Mr Camille Abousleiman

Government (Lebanon)

Madame Chair, distinguished ladies and gentlemen. It is a pleasure for me to address you on behalf of the Arab group participating in the 108th Session of the International Labour Conference. My greetings also go to the President and officers, for the trust placed in them, and I would like to wish them success during this conference. I am also pleased to avail myself of this opportunity to congratulate and welcome Director-General Guy Ryder during the ILO's centenary, and for his efforts to improve conditions of workers, to promote decent work especially in the Arab region. As the Arab group, we also would like to stress the appropriate selection of thematic issues for this session. We want to continue working along the same path that the ILO has traced, deploying all our efforts to face up to the challenges, to fight against violence, poverty, reduce unemployment levels, and guarantee a favourable environment for decent work. In order to achieve the objectives of Agenda 2030, the Arab group would like to emphasise the importance of increasing cooperation for development for Arab countries, in particular in Palestine, and with the support offered through the social protection fund, because these people continue to live under occupation, and the International Labour Organization should give up to its responsibilities with respect to this matter, which requires attention and solidarity. We cannot speak about social justice when an entire people is deprived of its rights. The Arab group also would like to state to the ILO how thankful it is for the reports on the rights of Palestinian workers, and we request the ILO tripartite groups to put into practice the substance of these reports through a number of action plans and mechanism guaranteeing the interests of the Palestinian workers, and their right to decent work, and the exercise of their full rights. We do hope that we will have an outcome document, which will contain many of the principles that we believe in as the Arab group, but we stress the fact that this historic outcome document should refer to the rights of peoples living under occupation. They should receive their liberty and be able to live in dignity throughout their entire territory, and I hope that all countries stress the importance of this situation, based on the principles of the Declaration of Philadelphia. I

would like to mention the production of factors, and I would like to mention solidarity and efforts to achieve social justice, and the wellbeing of all peoples. Thank you very much.

Mr Chee Meng Ng

Worker (Singapore)

Madame President. Thinkers have emphasised the need to shift and transform towards Industry 4.0. for the future of work. However, many workers shared with me their fear of technology and digital transformation. Why? Because they fear technology taking their jobs away. While I understand their fear, actually, technology creates a bigger economic pie, and a bigger economic pie creates more jobs, and better jobs. But we must help to shift this fear mindset. The question is: how? The Singapore National Trades Union Congress, SNTUC, is driving the concept of Worker 4.0. Industry 4.0 cannot do without Worker 4.0. Industry 4.0 can only succeed if workers see the benefits that they too can enjoy. Governments, businesses and unions all know this. In Singapore, the Worker 4.0 is one who has a combination of adaptive, technology and technical skills. Equipped with these skills, they can be more productive, increase value to businesses, and in turn, earn better wages. The SNTUC is taking practical steps to realise this for our workers. At the company level, our unions are working hard with businesses to set up Company Training Committees, CTCs, where unions and management work together to help workers re-skill and up-skill. The receptiveness by companies has been encouraging. In only three months we now have more than 50 CTCs formed, and our aim is to have 1,000 CTCs in companies within three years. So what do CTCs do? I'll summarise it into three As. First, accelerate the acceptance of technology with a formalised two-way platform to discuss how technology can benefit both the businesses and our workers. It will help workers overcome their fear of technology. Second, accelerate the adoption of technology. Through the CTCs, there is better understanding of companies' transformation plans and the training needs for workers to acquire relevant technology skills. To give this effort a boost, SNTUC is also helping companies access government grants to adopt technology, up to 80 per cent of costs. In fact, the Singapore Government recently announced changes to the Enterprise Development Grant at our May Day Rally. Companies must now commit to training workers and also sharing gains with workers, in order to enjoy grants from the government. This is indeed welcome news. Finally, the CTCs will help accelerate the actualisation of transformation efforts, to help create and capture value for our businesses and more importantly, make our transformation efforts real for our workers in the form of better wages, welfare and work prospects. This is also in alignment with the ILO's Global Commission on the Future of Work Report to have a human-centred agenda and drive lifelong learning for a stable and just future of work. Key to this, of course, is the strong tripartism that we have in Singapore. With the support of our employers and government, we can further reinvigorate our social contract and strengthen our social dialogue further, to bring the future of work into reality today and turn this into a strategic advantage for a small country like Singapore. Because in Singapore, economic growth must be shared with our workers, otherwise growth is meaningless. We know that when our businesses win, our economy wins, and when our economy wins, more importantly, our workers win. This creates a sustainable tripartite model to anchor economic success for both country, businesses and workers. I would like to conclude by welcoming the announcement by the Singapore Minister of Manpower, Sister Josephine Teo, on the ratification of Convention 155. This shows the Singapore Government's commitment to ensure better working conditions for our workers. Because, every worker matters. Thank you very much.

Government (Uzbekistan)

Madame Chair, ladies and gentlemen, on behalf of the delegation of the Republic of Uzbekistan, may I greet all of you on the occasion of this jubilee conference. Today, our country is actively carrying out large scale reform across the board. The aim of the reform being to develop a democratic state and a just society, where the main priority is going to be the realisation of human rights, including labour rights, consistent enhancement of decent work and real incomes, improving the system of social protection for our citizens, ensuring gender equality, and developing youth policies. In our country, particular attention is being paid to social labour rights, and at the 72nd Session of the General Assembly you heard a statement from our President, Mr Mirziyoyev, about this. We have adopted a whole set of laws and regulatory documents governing labour. In just the last two years, we have adopted nine presidential and governmental decisions on compliance with, on respect for social and labour rights of our citizens. We have now ratified 15 ILO conventions, including the eight fundamental ones. We have adopted special programmes to implement them. We have implemented a number of important measures to develop cooperation with the ILO and to implement international standards. In March this year, Uzbekistan ratified Convention 144, thus making its own contribution to the jubilee campaign for the ratification of conventions. In the next two months we are going to ratify Convention 81 on Labour Inspection in Industry and Commerce, Convention 129 on Labour Inspection in Agriculture, the protocol to Convention 129, to combat contemporary forms of enforced labour, and we are also going to adopt the new wording of the legislation on unions. We are adopting measures to consolidate social partnership and dialogue. Last year, we established the confederation of employers of our country, which is intended to produce a consolidated balanced position for employers in social dialogue. We have parliamentary and social control over social labour rights and their enjoyment. We have a successful parliamentary commission on the development of our legislation in the field of labour, and an interdepartmental commission on the implementation of the ILO conventions, reporting directly to government. We were one of the first countries where we had an expert discussion of the Report of the Global Commission on the Future of Work. We are taking active part in international projects to develop labour relations, and develop new concepts and programmes to this end. We greatly appreciate ILO's contribution to our country's development. We see it as a leader in promoting national decent work programmes, the development of social dialogue, social protection and ensuring employment, and protection in work. Another important subject I would like to dwell on in my statement is the expansion of women's rights. We welcome the fact that the Commission also considers the question of gender equality in the field of labour. Our country is taking significant steps to improve the situation of women in political, socioeconomic and cultural spheres of our life. We are carrying out consistent measures to enhance levels of education and economic activity for women, broadly involving them in entrepreneurship, enhancing their role in the management of both the state and society. We have developed two new bills of legislation guaranteeing equal rights and opportunities for men and women, and on the protection of women from harassment and violence. In March this year we adopted a presidential decree on measures to further enhance labour right guarantees and support to entrepreneurship for women, providing for a number of measures and advantages to enhance self employment and entrepreneurship for women, and also to protect their interests in the labour field. Distinguished participants, in conclusion I would like to stress that we remain, we continue to hold dear labour norms. The visit of Guy Ryder last December to our country not only consolidated our resolve, but was a new, important step towards the development of constructive cooperation between our country and the ILO, laying a firm foundation for improving a trust based dialogue. I thank you.

Employer (Bulgaria)

Thank you, Madame Chair. Allow me, on behalf of the Bulgarian employers, to congratulate the President and his deputies on the occasion of their election to this important position, and to wish the 108th International Labour Conference successful work and fruitful results. I would also like to congratulate all the participants and partners, including those who are not at the conference, but work in their countries to achieve the goals and fulfil the mission of the International Labour Organization. Ever since the first years of Bulgaria's membership in the International Labour Organization, in 1920, the state institutions and the employers' representatives have demonstrated their remarkable achievements in the social sphere, enjoying international prestige and authority. One of the delegates of the Bulgarian employers, at the 19th Session of the ILC in 1935, is a good example of this. The prominent industrialist Balabanov, who back in the 1920s provided in his factory a number of social benefits for his workers, such as a dormitory, a canteen, a bakery, pensions and a home for the retired workers. He even formed a small symphony orchestra with his workers and employees from the circles of the Russian immigrants in Bulgaria. Despite all the criticism, nowadays Bulgarian employers continue to serve as an example of unity and make efforts to include the widest possible range of social partners. A clear signal of the respect enjoyed by Bulgarian entrepreneurs is the visit of the current ILO Director-General, Mr Guy Ryder, to Bulgaria in 2015. It is a good signal of the status of social dialogue in Bulgaria, because during his visit Mr Ryder held meetings with the employers' organizations, the trade unions and the state institutions. All social partners in Bulgaria are proud that our country is a member of the prestigious club of the countries that have ratified more than 100 ILO conventions. But the work of the ILO for promoting the ratifications should continue both with developing and developed countries, in order to create conditions for fair competition between the different economies. The ILO is an institution that, with its conventions, standards, recommendations, decisions of its bodies, regional missions, achievements in the field of training of personnel serving the social dialogue, has made a huge contribution to the creation of modern society and the establishment of civilized relations. Is it possible for someone to evaluate the enormous contribution of the ILO to the countless social conflicts resolved through the standards adopted by it? To the women and children saved from strenuous labour? To the regulations aimed at establishing and preserving the social peace? To the workers whose lives and health have been saved from accidents at work and occupational diseases? Now, the International Labour Organization has adapted to the new conditions and the dynamic economic environment, and works in a modern way, while clearly adhering to the mission it serves. We will continue to rely on the ILO in the future to introduce a progressive framework of industrial relations, a flexible and adequate labour legislation for the benefit of the social partners, and progress through social peace and cooperation. We all have our place and role in this noble mission: the state, to create an attractive and hospitable economic environment and conditions for social dialogue; the employers, to provide modern, competitive production and safe working conditions; and the trade unions, to ensure the active participation of the workers and employees in the maintenance of high productivity, compliance with the hygiene, health and safety requirements at the workplace, and why not, for innovation in today's manufacturing conditions. In conclusion, I would like to assure you that Bulgarian employers fully support the agenda and the efforts of the ILO and the International Labour Conference for achieving the above mentioned goals. Thank you for the opportunity to address this highly distinguished forum and for your kind attention. Thank you.

Mr Ernesto Murro

Government (Uruguay)

Good afternoon everyone, to the authorities, and to the delegates of this Centenary Conference. We come from a very small country in the south, Uruguay, and Dr Tabaré Vázquez, our President, of course sends his greetings, and he has been in the past invited as a special guest to this conference. We hope that this Centenary Conference will contribute to an ILO that will lead to more action than words, more international conventions, and more application of these conventions in each country, with more decent work and social justice. We expressly support the support of the Global Commission working for a more promising future, and we hope that its very substantial content should continue, and that the peoples of the world will work to carry it forward, and to apply its objectives and with specific plans. It is time to start doing more in each country. We support the Convention on Violence and Harassment at Work, and we are pleased that the ILO has received a Nobel Peace Prize. And we, again, support the right to strike in discussion in the ILO, and in Uruguay this is enshrined on our Constitution of the Republic, in Article 57. Our country, Uruguay, has the characteristic of democracy; one of the few thorough democracies in the world, and one of the first in Latin America. It is a democracy that is fully transparent. It is conducted under the rule of law, and of course freedom of legislation, freedom of expression and association, peace, a low level of corruption, inclusion and social progress, labour protection and social protection, prosperity, quality of life, equality, GDP per capita and distribution of the same, salary levels and benefits, collective bargaining and social participation in the preparation of public policies. And for the first time in our history, for 16 years we have had regular economic growth. Also, there are new rights in terms of gender, freedom of option and choice, and opportunity. And we aim to improve, without any doubt. Because a poor country, but no one can believe that they have reached perfection. If we look at the list of cases to be considered in CAS, our country should not be on that list. But, with a clear conscience, we shall defend our ideas, our principles, our programmes and our policies. We know that there are countries that support us, and we are very grateful to them. We have been included for the past 66 years, 66 years, under the monitoring of the system of collective bargaining created in 1943, we have had this in place. Never before in our government, and for the first time, this began in 2005, this system was never queried by the employers, and now we draw attention to the fact the new law passed in 2008, queried by the employers, on collective bargaining, simply is the experience of decades, this practice of collective bargaining has existed in my country. This system predates the ILO Convention 98. Also, Uruguay had an eight hour working day in 1915, and also, before that, we had domestic labour legislation, and that was in Convention 189. We are being questioned, and I take this opportunity to tell you that you should understand that although we are a little country in the south, Uruguay can negotiate on a bipartite, or tripartite basis. There is freedom in my country. And in the round of negotiations going on in my country, there are 231 units negotiating, and 90 per cent of the agreement exists between employers and workers; 90 per cent agreement between employers and workers. And also, we are certainly behind avoiding dispute, and judicial power is there to resolve matters. We are ready, as always, before the ILO and the Workers' and the Employers', to listen, to have dialogue and to negotiate, to have the best possible collective bargaining. We do not want to reduce collective bargaining in any way at all. We are ready to discuss the prevention of disputes, within the right to strike, and also employer rights. Long live the centenary of the ILO, but with more social justice and more decent work, and that we take action throughout. Thank you.

Mr Fadi Gemayel

Employer (Lebanon)

Thank you very much, Madame Chair. We were most pleased and appreciative of what was said. We are gathered to celebrate ILO's 100th Anniversary amidst unprecedented changes in all fields: political, economical, technological, geographical, social, and environmental. The last two decades have brought more fundamental changes than seen during many centuries combined. Today, I will not address the issue of the challenges facing our world as a result of the technological surprises, be it the internet of things, the Fourth Industrial Revolution, Industry 4.0, nanotechnology and artificial intelligence. These developments lead to unprecedented challenges on job requirements, and probably the existence of these jobs in the first place. I will not address neither the challenges of our Middle East region, where despite all the wealth we are blessed with, we are facing a young society with extremely high unemployment. It is well known that economic conditions are blamed as a main cause for the social unrest which marked the Arab Spring. Furthermore, I cannot but remind you of our major concerns in Lebanon, particularly with the consequences of the presence of more than 40 per cent of our population, whom we have welcomed on a humanitarian basis for a temporary period, which is now extending. Currently, it is causing unbearable consequences on our economy, on our society. The Syrian displaced issue is threatening, indeed, the future of our generations. Furthermore, I would like to salute the Director-General for asking for a just solution for the Palestinian people. Allow me to address you, nevertheless, on this centennial celebration on a universal issue: confronting constant changes with confirmed and stable values. Indeed, we are moving in a world of uncertainties at all levels, with unknown consequences. I am concerned with two main issues: the culture of work and entrepreneurship, and the code of ethics in organizations. On one hand, the spirit of entrepreneurship is challenged. We are giving our youth false examples of the way to riches in many fields. The turmoil of the last financial crisis led many to question the merits of the free market economy. Many mixed the greed of some financial operators and some oligopolistic practices with the basic premises of Adam Smith for a market economy, where the multitude of firms maintains its progress. Big business practices are not better than big government abuses. Excessive financialization of the economy is not a substitute for real growth in the real productive sectors. On the other hand, the culture of work is not in today's youth's vocabulary. Furthermore, the work framework is changing. For a long time, one would allocate most of his week for work and some for leisure; nowadays one allocates more time to leisure and some to work. Furthermore, and at the same time, thousands of young people in other parts of the world seek basic jobs which are not there. A world of blazes, living side by side, with another one where basic needs are short. For an economist with solidly rooted beliefs in the liberal economic model, this phenomenon jeopardizes the stability of our liberal economics. On one part, we are witnessing a never-ending obsession with the export of goods, which is accompanied by a reverse flood of immigrants. Can we reformulate our economic model to focus more on the quality of life rather than the quantities of goods we export, and develop the demand in the poor countries themselves by offering job opportunities locally through investments? As a liberal economist, I see no other way for us to maintain the features of our liberal systems and to avoid the appeals to the systems which were negated by reality, and by history. More than the technical challenges, they are threatening the stability of our socio-economic system. I urge you, as we celebrate the ILO's first 100 years, with many achievements, to start addressing these challenges on a priority basis. Therefore, I call upon ILO members to adopt a universal code of ethics, rebuild our work values, and reinvigorate the spirit of true entrepreneurship. Yes, as responsible employers, well rooted in our beliefs in the free market economic model, and with our social partners, we want to celebrate our liberal system for next one hundred years, in 2119. Thank you.

Government (Zambia)

President of the Conference and distinguished delegates. It is my singular honour and privilege to address the 108th Session of the International Labour Conference on the auspicious occasion of the ILO's centenary celebration. What a milestone indeed. Chairperson, Zambia welcomes the Report of the Global Commission on the Future of Work highlighting the imperative necessity for a human-centred agenda for the future of work. An agenda that pushes for strengthening the social contract, placing people and the work they do at the centre of economic and social policy, and business practice. Chairperson, the discussion elicited by the report could not have come at a more opportune time than now, when the ILO commemorates 100 years of its existence. At such a crucial milestone, it is incumbent upon us as a community of nations to deepen our commitment to the pursuit of social justice. We must reflect upon the monumental strides achieved by the ILO from 1919 in pursuing social justice for peace and prosperity everywhere, using its rights-based normative mandate and in full respect of its tripartite character. At this 100th year mark, Zambia poses to reflect upon the valiant efforts of the ILO in maintaining strategic focus in an ever-changing world of work. The transformative nature challenges that call upon us to gird ourselves to meet and surmount these challenges. Chairperson, the transformative changes that characterize the future of work require sober and concerted action by all social partners to aid minimal disruptions in society, and thereby safeguarding the peace and prosperity so far achieved. The Global Report enlists us to candidly and courageously engage in discussion and effectively adopt strategies that will aid our preparedness in navigating the imminent transitions in the world of work. This will increase the chances of our diverse labour markets taking the fullest advantages possible from the opportunities that will arise, thereby aiding smooth transitions and resilient labour markets. Zambia, therefore, aligns herself with the proposals in the report urging adoption of the agenda and allied strategies that will put people and the work they do at the centre of economic and social policy and business practice. To this end, I am happy to share that the 7th National Development Plan currently being implemented by Zambia has adopted a multi-sectoral approach under the theme 'Accelerating development efforts towards Vision 2030 without leaving anyone behind'. In line with the theory of change and the integrated approach espoused under this plan, Zambia has simultaneously prioritized investments in areas such as education, skills development and health. Some outcomes of this plan include the following: economic diversification and job creation; enhancing human development; poverty and vulnerability reduction; reducing developmental inequalities. Chairperson, as Zambia's 7th National Development Plan comes to an end in 2021, evaluation of its outcomes and the recommendations of the Global Report will inevitably inform the vision and objectives of subsequent National Development Plans. The plans will formulate measures that effectively translate the human-centred agenda to suit national circumstances. As the changes and transformations in the world of work continue to unfold, the precise extent of the changes remains unclear. It is therefore vitally important that the ILO continues to deepen our collective understanding of how processes of digitization and automation are continuing to affect the world of work. This is imperative, especially for developing countries that have a great working-age population. Zambia, therefore, aligns herself with the call for the ILO to exploit its strategic role by promoting co-ordination amongst other multilateral institutions in moving this human-centred agenda. This is the clarion call we must make on the occasion of the ILO's centenary celebration. Our resolve in adopting the changes so inevitably before us will be our legacy for the generations to come. Posterity will judge our action or inaction in this regard. Chairperson, once again, I join the rest of the tripartite constituents in wishing the ILO a happy centenary, and look forward to greater opportunities and collaborations in the future. I thank you.

Government (Poland)

Madame Chair, delegates, ladies and gentlemen. Today, we are privileged to participate in this very special session of the International Labour Conference, which allows us to summarize what we managed to achieve as the International Labour Organization, but more importantly, to indicate the direction in which we want to go. The International Labour Organization had to reinvent itself several times in the past. After World War Two, in the face of the Cold War and decolonization, the ILO depended on the Declaration of Philadelphia and its principal rule that labour is not a commodity. The collapse of the Eastern Block, the rise of international interdependencies, and in consequence globalization, as well as questioning the achievements of the ILO and the significance of international labour standards, led to the adoption of the Declaration on Fundamental Principles and Rights at Work, which was confirmed in the 2030 Agenda for Sustainable Development, in particular in Goal 8 'Decent work and economic growth'. Today, after 100 years, it seems that the labour world is vastly different. Many of the issues raised in the ILO Constitution and in the Declaration of Philadelphia still remain valid: striving towards full and productive employment, freedom of association, equal pay for work of equal value or equitable remuneration. There are also new problems: growing social inequalities, new forms of employment and related challenges in the area of employee rights and social security, informal economy, disappearance of certain professions and creation of new ones which require digital qualifications. All of these require decisive albeit prudent action. In the last 100 years, the ILO crossed paths with Poland multiple times. From the very beginning, active members of the organization included representatives of the young Polish state, reviving after 120 years of servitude. We would like to be actively involved in creating its future as well. Ladies and gentlemen, a new human-centred agenda for the future of work, and renewal of global social contract suggested by the Global Commission on the Future of Work, are a good starting point for debates concerning the future of the ILO. In our opinion, the need to invest in human potential, to support employees and to prepare them to cope with the changes, is at the forefront of our concerns. Qualifications, the right to lifelong learning, the acquisition of new skills, retraining and improving qualifications are key issues in this area. Lifelong learning is always an indispensable element preventing professional exclusion. It is necessary to prepare current employees, but in particular the future generations, to the need to constantly expand their knowledge and to acquire completely new skills. The model of education for knowledge should be replaced by a model focused on teaching how to obtain knowledge and to develop new skills throughout the entire life. In Poland, the National Training Fund already supports, in the form of lifelong learning, both employees and employers. In the context of rapidly changing technologies, we should consider spending more funding towards lifelong learning in order to increase qualifications to uptake new technologies based on artificial intelligence. Not less important is the social dialogue, a measure which will allow us to predict changes and manage them, assuming it adapts to the new economic, social and political realities. Social dialogue, both autonomous and tripartite, is a key instrument for the positive shaping of the world of labour. However, in order for the social dialogue to bring about relevant results, we need strong, conscious, both social and governmental partners. It is necessary to revitalize the dialogue at the global level, to revitalize trade unions and to strengthen employers' organizations. In the Polish context, the last amendment to the Trade Union Act, which extended the right to coalition, was a step towards developing the potential of the trade union movement, at least in terms of numbers. This amendment allowed persons performing gainful work, other than on the basis of employment relationship, to join and establish trade unions. The Social Dialogue Council, operating in Poland since 2015, has effectively ensured that social partners are able to have a real impact on existing social and economic changes. Ladies and gentlemen, Poland is convinced that the ILO is the appropriate forum to address the challenges of today's world of work. On 3 April this year, the Ministry of Family, Labour and Social Affairs organized

a tripartite conference, where a discussion on the Report by the Global Commission on the Future of Work took place. The Polish government undertakes to support the ILO in any and all measures adopted in order to ensure social justice and decent work for all. The ILO Centenary Declaration, which is being prepared during the present session, will undoubtedly be the best guiding light. Thank you very much.

Ms Sylvia Elizabeth Cáceres Pizarro

Government (Peru)

Good afternoon Madame, delegates. It is an honour to address you at the 108th International Labour Conference, to transmit the warm greetings of our President, Martín Vizcarra Cornejo, and from the Peruvian people. These greetings go to the constituents of the International Labour Organization, as it commemorates the original and continuing commitment to peace and social justice during its centenary. The ILO, using various means, has accompanied stakeholders and governments, recognizing the fundamental rights of work, developing employers' capacities in entrepreneurship for employment creation, and strengthening labour administration. Based on perhaps the most powerful tool, social dialogue aimed at conciliating interests of the parties concerned. It is absolutely necessary to endorse commitments assumed by the government for the wellbeing of all Peruvians, through public policies that promote full, decent and productive employment. taking the recently approved Vision of Peru 2050, and the Agenda 2030 for Sustainable Development, as its framework. At the same time, we should underscore the conviction concerning the importance of equipping policy makers with the necessary intersectoral and territorial approaches in order to guarantee the effectiveness of these decisions to benefit all citizens, and in particular those facing exclusion and poverty, and who thus deserve particular attention. Along these lines, we are pleased to inform the international community of our resolute desire to strengthen institutions aimed at ending discrimination of all forms, and closing gaps which affect the equal participation of women in the world of work, and eradicating violence and sexual harassment, through the approval of national gender policies, while promoting standards, protocols and guides which make available to enterprises resources to take up this task. We are hopeful, and trust that this effort will generate a sufficient consensus, enabling us to adapt the Convention on the Elimination of Violence and Harassment in the World of Work. At the same time, the institutional strengthening to which I referred is also focused on generating conditions, normative framework, providing services to reverse the phenomenon of informality, which makes workers invisible, depriving them of their legitimate individual and collective rights, and condemning enterprises that comply with regulatory frameworks, making them compete unfairly with undertakings which avoid their obligations. Our government has given impetus to the strengthening of labour inspection, through broadening its coverage at the national level, and developing strategies to focus their action on labour inspecting on risk assessments, of noncompliance. Our government is also modernizing its technological tools. These results are clearly positive. I would also like to point out that these achievements are unprecedented. We have registered approximately 70,000 workers. This has tripled the figure from last year. We also have ways to counter unemployment, which affects our young people, and we agree with the concern at the global level, the future of work, which will be taken up by this organization. It is indispensable to look to the future with a human-centred approach, when shaping policies and strategies for employment. Lifelong training is the key to employability and economic growth. This notwithstanding, the future is now. Our government has to give particular attention to the improvement of employability of young people, with special emphasis on training at the workplace, engaging with the private sector, academic spheres, and counting on the participation of young people themselves. We renew our call for social dialogue, and as a government we will continue to deploy every effort necessary to generate consensus enabling us to build a country which is characterised by equality, economic growth and more opportunities and rights for all. Thank you.

Mr Fernando Alvear Artaza

Employer (Chile)

President and Vice-President, Director-General, delegates. The Confederation for Production and Commerce of Chile is pleased to participate in this 108th International Labour Conference, since this is the ILO's centenary. The ILO is an international body that is tripartite and is unique in the United Nations system. It has known how to promote peace through dialogue on the part of stakeholders within each of our countries. Congratulations for achievements thus far. We are taking this opportunity to express our warm greetings to representatives of governments and workers of our country, who are accompanying us here at this important event. The ILO centenary invites us to think about the role that we expect of the organization in the coming years, and we would like to comment on our own national particularities. The changes in the world, which are swiftly occurring, have an impact on our societies, and are seen in practice in work and new forms of enterprises, hence the opportunity for studies and dialogue spaces in the ILO and other international organizations to prepare countries for the Fourth Industrial Revolution. As it has occurred in the past, this new revolution promises major changes, and it is generating changes and has a major impact on the form of production of goods and services, and on the forms of relations and employment of persons. It is important to see to it that societies have a minimum balance, and in particular that new technologies do not make us lose our compass. Because people have to be at the centre of all decisions. The new technologies have to improve the quality of life, have to offer us new opportunities for the development of our skills. The ILO has to continue with its work to promote more and better decent work, together with its advocacy for conditions which facilitate developments with respect to sustainable enterprises. We have to adapt to the changes in jobs. In many cases social protection is neglected, and we have to look at the sporadic relationship of people, with many enterprises and digital platforms. Because very often people who have a hammer at their disposal see everything around them as nails. We need to find new forms of achieving the fundamental objectives of the ILO. In Chile, the government sent to the National Congress a series of legal initiatives to promote integration of young people in formal labour, to end arbitrary discriminations which make rare the hiring of women, the improved training of workers, facilitate distance work, and to make flexible individual labour relations to adapt to the needs of people, and to improve the functioning of the pension system. We feel that despite differences with some of the substance of the legal initiatives, these are necessary tools, so that more people may have access to formal employment, to relevant training, and to better pensions at the end of their working life. We believe that public policies have to be debated and perfected, heating the various prospectuses of society, reflected by their political actors. But what should not occur is that we lose the opportunities offered by democracy to address, as a matter of urgency, the changes that are required by society. We react in one way only to the changes that are having an impact on the world of work. We are engaged in dialogue based on diversity, and we wish to benefit from the opportunities afforded by the new technologies. Thank you very much.

Mr Samba Sy

Government (Senegal)

Chair of the ILO Governing Body, Director-General of the ILO, distinguished delegates, ladies and gentlemen. On behalf of the entire Senegalese delegation, as the International Labour Organization commences this second century of its existence, after the first 100 years being dedicated to building a bulwark of values to promote social justice, I would reiterate Senegal's attachment to the principles which guide the life of the ILO, acting to serve decent, productive, freely chosen employment. My country welcomes the publication on 22 January this year of the Report of the Global Commission on the Future

of Work, which bears a message of hope in the light of progress achieved. Growth and employment enhanced, visibility and presence of women in the labour market, progress in fundamental labour rights and principles. Ladies and gentlemen, in this inspiring march towards a human-centred future, Senegal will not be left behind. Indeed, in our country the tripartite constituents have started in depth consideration on three main issues. The centenary discussions organized in 2016 on the fourth thematic issue, as proposed by the Office, consideration in April 2019 of the Report of the Global Commission on the Future of Work, the organization in May of panel discussions on national priorities in the field of decent work, in keeping with changes taking place worldwide and the emergence of new production structures. We were able, thus, to take note of the relevance of the conclusions of the documents submitted to plenary, which give us some highlights on the levers of change in the world of work: technology, population changes, climate change and globalization. I extend warm congratulations to the members of the Global Commission on the scope of the prospects they have opened up. Indeed, technological progress leads to changes in the world of work, in working methods and in jobs. They require that we adopt new skills and thus require an adjustment in the paradigms for collective bargaining, and a refocus in employment policies. And, thus seizing the opportunities inherent in these changes, these in-depth changes to create a better future, to ensure economic security, equal opportunities and justice, all become an essential need for all the member States of the ILO. Senegal shares in the ideas that we need to promote further work to re-dynamize the social contract with a human-centred programme, and that we strengthen the systems for social protection to ensure universal social protection. My country would like to see enhanced democracy in the ILO's method of governance, particularly through strong commitment to ratify the Amendment to its Constitution in 1986. Ladies and gentlemen, the agenda for this 108th Session of Conference calls upon us to continue our discussion on harassment and violence in the world of work. In this respect, Senegal, whilst remaining attached to action to set standards on this subject, reaffirms its position of principle, which is in keeping with that of the African group. And I commend the relevance of the general discussion on the overall study this year covering Recommendation 202 on the foundations for social protection, guarantee of universal social coverage and protection for all workers, from birth to old age, in all forms of labour, including independent labour, must remain one of the fundamental targets of the ILO. In Senegal, signing on 11 December 2018, together with the ILO, of the Decent Work Colleague Programme around the priority focuses of promotion of creation of decent work for men and women, strengthening, extending social protection, will, I really do hope, help us to achieve this fundamental objective of universal social coverage. We are convinced in Senegal through the judicious choices we make we can meet the challenge, specifically because, as the Report of the Global Commission says, we do not know what the future of work holds. Thank you.

Mr Samir Majoul

Employer (Tunisia)

Thank you very much, Madame Chair. I would first of all wish to congratulate you and the Vice-Chairs on your elections to preside over this 108th Session of the International Labour Conference, and wish you ever success as you steer our work. I would also like to congratulate the whole of the ILO family, the Office, the Governing Body, the tripartite constituents, and staff, on the centenary of this international organization, an event which renews the desire of the international community in the world of work to establish sustainable, constructive dialogue among member governments and social partners. I would also wish to thank Mr Guy Ryder, the Director-General of the Office, and all of the members of the Governing Body on the Future of Work, who submitted their report 'Work for a better future' for discussion in plenary, and I commend the effort made by all of those who made an input to consideration, discussion and drafting of this report. President, ladies and gentlemen, distinguished delegates, this report should be a road map, reflecting the

expectations of the tripartite constituents for the years to come in the world of work, a road map for a better vision, taking account of what is at stake and the challenges facing us tomorrow. Subjects such as peace, climate change, the digital transition, Industry 4.0, and so many others which need to be the milestones in our discussions and planning in tripartite dialogue. Needless to say, we as an employers' organization, are keen on an approach which focuses development on human beings, and we demand all recommendations and ideas which focus on knowledge, skills, and which establish the concept of lifelong learning. We share the principle of equal opportunity among men and women in the field of education, training, and in the move towards labour market when we are looking at access to jobs, or economic entrepreneurship and the creation of enterprise. But on the other hand, we do believe that the role of the private sector in job creation and in added value has been rather neglected, whereas the whole process of economic change through digitalization, knowledge sharing, investment in technology and responsible environments, requires high performance, competitive, sustainable businesses in a good financial state of health. Otherwise, everything which the report and the ambitions contained in it, which we are trying to build up, will never see the light of day. It is not the informal sector nor public enterprises which are economically imbalanced, nor the eternal idle dreamers who will create a framework for economic development, ensuring decent, productive, sustainable labour. Private, formal structured enterprises always suffer from the burden of a financial imbalance in the major state accounts and deficits in public policies, and they are often an easy prey to bad methods of governance, which only use fiscal and social pressure, and draconian measures, which choke off the production tool, block investment and destroy jobs, to the benefit of the informal sector and very short term social systems and considerations. I am going to use the words used in the report to say that we need to seize this opportunity to ensure that we correlate work for the future of work with the future of business, and recognize that we cannot talk about decent employment and social rights if we do not have sustainable businesses and an investment friendly environment. Some recommendations in the report are not very practical and we do not find it easy to implement them, such as the universal foundation and the sustainable foundation for social protection, or of the basic minimum, which remains an ambiguous concept, or indeed the very question of the system of work which is closely linked to societal features and socioeconomic dimensions which differ so greatly from country to country. We believe that standard modelling will never be able to respond to various forms of social expectations. The report would do well and become more effective if it were to focus on the role of the social dialogue at the national level in adoption of consensus, consensual agreements and regulations, rather than focusing on very difficult models and protections. We believe that the report has a wealth of subject for discussion for national and regional dialogue, and it is a useful platform for discussion in bipartite and discussions with governments, in order to promote good practice in consultation and participative governance. We would emphasise the need for the establishment of sustainable peace in the occupied Arab territories, and we hope that the ILO will push forward this just cause. We need to put an end to settlement operations and blockading the Gaza Strip, and to accelerate the process of building a two-state solution. The Palestinian people have the right to live in an independent nation with their capital in East Jerusalem. Thank you.

Ms Maeve McElwee

Employer (Ireland)

Madame Chair, distinguished delegates. It is an honour to address the Plenary of the 108th Session of the International Labour Conference, in this, the centenary year, as we look to the future of work. Ireland has the youngest population in the EU. One in three of our citizens is under the age of 25. The population of the island of Ireland is predicted by some forecasters to double to 10 million people by 2050. The demographic growth profile is matched by the economic one. In 2018, Ireland had the fastest growing economy in the EU. This year, it is forecast to be the second fastest after Malta. This growth brings opportunities,

but it also brings challenges. How Ireland manages this growth will have implications for the coming years and for decades ahead, as more and more people seek employment and to enjoy good living standards in workplaces that are themselves undergoing significant change. Today, I would like to raise three areas that we as Ibec, as policy influencers, will focus on. Firstly, and some would argue it should always be the first item on the agenda, is education. Forty-five years ago, Ireland had the foresight to introduce free secondary school education for all our children. The ramifications of this momentous and enlightened decision are still felt today. At the heart of Ireland's business model is a highly educated, English speaking workforce. More than three out of four employers are confident that our graduates have the requisite academic knowledge as they enter the workforce. Yet, challenges remain. More needs to be done to improve our university rankings. Ireland's lifelong learning rate is less than half the benchmark set by the EU, and is significantly below what is required by a knowledge-based economy. We must harness a collaborative approach by educators, employers and government to develop employability skills that meet future workplace and society needs. We should use the curriculum as a catalyst for innovation and a way of embedding employability skills into the teaching, learning and assessment of our students. To do this effectively, we need to enable institutions to foster a culture of lifelong learning through progressive education policy and strategic funding. And we need to champion the role of employers in supporting the development of relevant skills. Secondly, we must adapt to changing circumstances by enabling flexibility at all life stages. The workforce and workplace of the future will be very different. It will be more diverse and more flexible. Balancing social and personal demands with the needs of employers and work can be difficult. A fundamental rethink of how we manage and support this new working relationship and environment is required. To manage this transformation, employers will need to facilitate and champion new and more adaptable ways of working, including making greater use of technology. Public policy also needs to change to better support those at work. We need an approach that does not discriminate, or disincentivize work. Childcare, lifelong learning, retirement, pensions and taxation structures that keep people engaged with the labour market are a priority for Ireland. We need an approach that recognises employers must sustainably manage their businesses, in line with national legislation and retaining the integrity of our voluntarist collective bargaining and industrial relations framework. We welcome the important decision of the Irish Government to ratify the Protocol on Forced Labour in January this year; recognising the importance of combating all forms of forced labour and ensuring measures are in place to ensure access to appropriate remedies. Thirdly, I would like to stress the importance of maintaining a dynamic labour market. How we regulate our labour market will be a key factor in determining our ability to attract and retain employment and jobs in the economy. Businesses must be able to compete successfully in international markets. To achieve this, we need a balanced relationship between the employer and employee. In a globally competitive economic environment, we need labour market policies to support the development of workplaces that are driven by dynamic science and technology. We need flexibility in our working practices and an ability to engage, whether directly or collectively. We need to be able to attract talent, which is highly mobile, to sustain strong economic growth. In conclusion, we are in the early stages of profound change in the workplace. To position Ireland, and indeed Europe, at the forefront of this workplace revolution, we need to adapt and to be flexible. Well-designed policies supporting competitiveness and job creation will underpin our futures and help us deliver the next generation of innovative products, processes and services needed to support sustainable and decent employment. We must be ready. We must prepare. We must ensure our children and their children have the workplace opportunities we were fortunate enough to enjoy. Thank you.

Mr Sayed Zulfiqar Abbas Bukhari**Government (Pakistan)**

As-salamu alaykum. It gives me immense pleasure today to be addressing the centenary session of the International Labour Conference, on behalf of the Islamic Republic of Pakistan. The importance of the ILO globally, especially in the world of social justice, in the world of work, and the recognition and the source of guidance that it has given us in the world of the rights of workers. Pakistan stands tall and proud that it has been associated with the ILO over a century now. We also take pride that we have had national consultations, have been held in Pakistan, numerous ones have been held in Pakistan, in order to discuss the recommendations stated in the Future of Work outcome document. Consensuses have been developed by diverse groups in Pakistan. We have taken pride in trying to lead the rights of our workers. Very few countries in the South Asia region are signatories to over 36 ILO Conventions, including eight fundamental conventions. This shows our government's commitment. It shows what we want to do for our social rights for our workers. We are particularly forcing, our new government is pushing the social dialogue, the trade union is working freely in this government, it is being allowed to operate without any government intervention. Tripartism has been introduced, encouraged and empowered, to help relieve the grievances of the workers. The Prime Minister of Pakistan, Imran Khan, has taken office about ten months ago. In those beginning months he has introduced a programme called the Ehsaas Programme. The Ehsaas Programme translated into English is the 'Compassion' Programme, or you can call it the 'Realization' Programme. It is focussed on social protection. It is focussing on bringing the informal employment and making it into formal employment, so a lot of your domesticated work, and especially our labour, our female labour coming into the formal sector, and that gives them protection over social security, it gives them pension, it gives them healthcare. Yesterday we passed a budget in Parliament which consisted of 21.5 billion rupees towards this programme, and we are looking for an increase. It transcends all departments and all ministries, and it is a programme that has been led by the Prime Minister himself. So it shows you the seriousness of this new government. Pakistan, unfortunately, over the years has been troubled by the War on Terror which has led to a certain type of poverty, it has led to economic instability. This naturally leads to, ultimately resulting to unemployment. I today stand and request the ILO to take more of an active part into Pakistan, and perhaps look at what we can do in developing countries. We request today, and from this prestigious platform, that the ILO should consider a new social contract for developing countries, so that it is more localised with its geographical problems and its localised problems. We would feel that something which is more in tune with its localised problems will benefit both the ILO and Pakistan. I again thank everyone and assure them that the seriousness when comes to social welfare, and the mandate that the Prime Minister has given us in terms of our labour social welfare, is of immense importance, and if we look back at the last ten months of the newly elected Prime Minister, everything, everything he does is circulated around there. So I thank everyone for giving me this opportunity, and lastly, I applaud the Director-General for asking for a just solution in Palestine. I humbly request the Director-General to request the same for Kashmir. Thank you very much.

Mr Yousuf Fakhroo**Government (Qatar)**

May God be with you. First of all, I would like to begin by congratulating the President of the Conference for being the head of this conference. We are celebrating the centenary of

this prestigious conference and organization. I wish you all the best of success, so that we may reach the objectives that have been set out. I would like to thank the Director-General for his report, which has been submitted. I would also like to congratulate the committee on the Future of Work for its report, which speaks of the important challenges of the future. It aims to ensure social justice and a better economy for all. This report is actually an ongoing process to ensure social justice in a world that is undergoing very fast change. In some countries it is important to link the problems, such as unemployment and falling economies, with the future. It is important to link this to sustainable development and social justice in order to improve the conditions. The report also underscored the importance of managing these changes in the world of work. It is important also to redefine the social contract. The report puts humans at the heart of the world of work and focuses on decent work, in order to ensure a better world in the future.

Qatar has a vision for 2030. It takes into account the SDGs, in view of the organization of work. The aim is to put in place some programmes for action in order to ensure decent work for all. To do so, we must invest in human capital. The collaboration between Qatar and the ILO is exemplary. We need, as I said, to place humans at the centre of our agenda. On this occasion, on the centenary, some programmes will be launched in Qatar and in Geneva. Here, we will also be discussing the future of work and we will base our action on the noble aims of the Constitution, i.e. social justice and decent work, in order to improve the world of work for all. Thank you.

Mr Oumar Hamadoun Dicko

Government (Mali)

President, Secretary-General of the ILO, distinguished delegates, ladies and gentlemen. May I, both on my own behalf and on behalf of the Delegation of Mali, offer my warmest congratulation to our President on his election, and also congratulate the other officers. I would like to offer heartfelt thanks to the Director-General of the ILO and all his colleagues, and also to the Committee of Experts for the high quality of the reports tabled for the conference. The 108th Session of the ILC, coinciding as it does with the centenary of the ILO, gives us an opportunity to look back on the history of our organization. In all the fundamentals we agree the ideas and the conclusions of the world report on the future of work, and we welcome the draft declaration which will reflect the hopes and aspirations of all member States. As part of the centenary activities, from 21 and 22 June 2018, my country organized a national tripartite forum on the future of work, and at the conclusion of this a national plan of action was drafted. Its implementation is intended to contribute to providing decent work and is completely in line with the conclusions of the world report. My delegation read with interest the outcome document. This celebration is an opportunity for the Office, with the thirst for social justice that lies behind it, to create a future for work which will give substance to the founding visions of this organization. This thirst for social justice should be reflected in the future composition of governing bodies, by full democratic participation, on the basis of equality for all member States. Ladies and gentlemen, the Republic of Mali places a high priority on social dialogue, as is shown in the establishment of a Ministry of Social Dialogue, Work and Public Services, which I have the honour to head. As for trade union representation for trade unions, my country intends to organize in 2019 professional elections to ensure full representativity in trade unions. Bearing in mind the importance of youth, if our policies are to be successfully implemented, the President of the Republic, His Excellency Ibrahim Boubacar Keïta, took for his second term of office the theme of youth, in order to give this important component of our population its rightful place in the socioeconomic development of the country. The government, during 2019, will be recruiting 8,600 young people in various parts of the public sector, like the civil service, the

Army, the police, the Gendarmerie, and the National Guard. To combat unemployment and prepare our youth for a better future, Mali has adopted a national policy on jobs; this was back in 2015, along with a plan of action. We also, within the framework of implementing the project called Training, Jobs and Enterprise for Rural Youth, and another project called Capacity Building and Jobs for Youth, we have 169 young people who have been trained in enterprise skills and drawing up business plans, with 77 of them receiving ‘excellent’ in their training. And 4,900 young people were trained on a more basic course, again with entrepreneurial skills and business plan drafting, where 1,778 young people, of whom 1,008 were women, were given start-up funds. Now for social protection, the government has adopted texts to establish a system for universal health insurance in 2018, and a system for workplace accidents and professional diseases for the civil service, the military, and members of the parliament. And we are in the process of adopting our national policy on health and safety at work in 2019. The tasks assigned to my department include concluding with the social partners, including those from the informal economy, a social covenant that takes into account the rights and interests of all stakeholders. The later discussion on ending violence and harassment in the workplace will strengthen standards for better protection for all stakeholders in the world of work, to combat this scourge. You can count on the full of my country and my ministry. Thank you for your attention.

Mr Jacek Dubinski

Worker (Poland)

Mr President, Mr Director-General, distinguished delegates, ladies and gentlemen. First of all, I would like to congratulate you, Mr President, for your election. The present session of the International Labour Conference constitutes, in a way, the turning point of 100 years of creating the foundations for the dignity of human. The dignity of human work, alongside the undoubted sense of pride in creating instrumental pillars of humanization of work, confronts us with the challenges we read about in the report. The ambitious goals set out in this document require that we shall invest in human potential and further increase our investment in dignified and sustainable work. It means, so we, each of us sitting in that hall, has to take the whole responsibility for our future. The Polish workers’ delegation expresses its strong support for the adoption of a solid, new ILO instruments on violence and harassment in the world of work. We expect the ILO to make every possible effort to promote these standards and the member States to ratify them after adoption. We hope the basis for a renewed social contract should be real, conducted in good faith social dialogue. In this place, it is worth recalling the warning known very well from the London metro: ‘Mind the gap’. We have eight great pillars of social justice. We could create more and more ILO instruments, but still, after leaving this wonderful hall, there is a great difference between their ratifications and implementation. And further, between their implementation and everyday reality. Let us look at the example of my country, the founder of the International Labour Organization. Poland had ratified the pillars of the ILO, and there so many impressive structures for social dialogue have been built. Therefore, if there ILO, human spirit is lacking off in these cold national structures. Therefore, if our lately elected democratic government follows the route established by former, also democratic governments, continues to build not only the gaps, but the gulfs, a new Mariana Trench, it is the deepest hole in our world, between the sides of social dialogue. The Polish government, that is also an employer in governmental enterprises, obviously violated the principles of social dialogue in the case of teachers’ strikes or the strikes at the state-owned enterprise, Polish Airlines LOT. The big number of directors of state-owned enterprises, such as Polish Steamship Company, do not care about social dialogue, and they disregard the instruments of the ILO ratified by our government, including Conventions 87 and 98. What can I say about trust concerning social agreements, when members of the government

and, nominated by them, directors of state-owned companies seriously undermine national and EU legislation on the ILO instruments? So, we cannot imagine the future of work without a strong ILO with its effective supervisory mechanism, and development of new international labour standards, which will be widely ratified and respected. Polish Workers are really tired of working as performers in the government's tripartite theatre. Every day, the same kind of scenario, the same, sometimes slightly renewed, decoration, and the same result: words, words, only words, without any effects. Talking about the dignity of working without work for this dignity. It is, therefore, a fact for me that fulfilling only formal obligations, it is not enough. There is no social dialogue without the atmosphere of good will and responsibility of all its participants. Therefore, I hope so this report, this document, so I can call it the new social deal for all of us, which is strongly supported by our unions. This, in turn, will contribute to the creation of real mechanisms for implementing the postulates of the employees' world. The world in which the last verse from a poem written by the Nobel Prize poet, Mr Bob Dylan, would only a historical phrase: so this poem is short, "How many ears one man must have before he can hear people cry? How many deaths will it take till he knows? That too many people have died?" I hope we find the answer for those questions during this session. Thank you for your attention.

Mr Tanel Kiik

Government (Estonia)

Honourable excellencies, distinguished guests, ladies and gentlemen. We have learned that change is a constant feature of the world of work. The 100 years since the ILO was established have witnessed remarkable developments. Nowadays, game changing inventions, like industrial robots, 3D printing, drones, the internet of things, genomics, are evolving. In 2025 caregiver robots will come to the everyday market. In 2027 artificial intelligence will be daily used for diagnosing patients. In 2033 self-driving cars will be allowed to drive on Estonian roads. But it does not stop there. The future is not a fixed destination. Digital change has an enormous impact on our labour markets. The cost of new technologies is falling and we will see digital transformation breaking the supply chains in the near future. Ladies and gentlemen, I would like to thank the authors and especially the Swedish Prime Minister, Mr Stefan Löfven, and the president of South Africa, Mr Cyril Ramaphosa, for the ILO's latest report 'Work for a brighter future'. The ILO has always stood for social justice and provides a very appropriate forum for discussing the topic and sharing experiences. Estonia is a small state with 1.3 million people, decreasing working age population and a rather small administration. This has pushed us to look for smart solutions. We have experienced that through the smart use of technology, small can become powerful. We have designed several digital solutions to provide fair working conditions and social protection for workers in all forms of work. Firstly, it is an enormous challenge to ensure equal and sustainable access to social protection. All workers should be covered by social protection and should personally contribute to it, but if the mechanism is expensive and not easily accessible, people may give up. We need to change the way of thinking. The employment contract exclusively cannot remain the centrepiece of social protection. The outcome of such a rigid linkage distorts the labour market and increases precarious work and inequality. We need to focus on the worker when shaping the future of social protection systems. Accordingly, we need simple and transparent tax systems. Our tax services are digital and accessible 24-7, as most customers do not care for office visits. Moreover, ridesharing and crowdfunding platforms collaborate closely with Estonian Tax and Customs Board, so that data on income goes automatically to the tax authority. One possibility to enlarge the social protection coverage is an Entrepreneur Account that Estonia has recently created. It is the best choice when one natural person pays another natural person for services or goods that they have provided. The person has no financial accounting obligation and

calculation of taxes and payment to the Tax Board is automatic. The most important register in Estonia, when working is concerned, is the universal employment register. All natural and legal persons providing work are required to register persons employed by them in the system. All workers, irrespective of the type of contract, must be recorded there and before the start of work; also persons working on a voluntary or self-employed basis. Registration is easy and quick through using the e-Tax Board or by calling or sending an SMS. The worker has digital access to his or her account to check whether he or she is properly registered and whether all the taxes have been paid by the work provider. Moreover, ideas of holistic personalized ID tax accounts for ensuring workers' risks against flexible work arrangements, skills mismatch, unemployment and old age, would be worth considering. As average life expectancy is increasing and people are becoming more involved in their work-life decisions, personalised tax accounts could become complementary to the solidarity based social protection system. Secondly, we need to keep in mind that the digital transformation poses also risks to the health and safety of workers. By creating the Estonian digital work-life information system, where all employers and workers in Estonia will soon have accounts, we provide a simple way to manage and develop occupational health and safety at work. Employers will have an easy access to information, tools and consultants to make the work environment safer. Also, workers will have access to information about the relevant safety instructions and work environment risks. The system is equipped with automatic control functions that will help the Labour Inspectorate to identify companies with a high risk work environment. This is a good example of how new knowledge can be created when automatically combining information from many digital registries. These gains are extra valuable when time critical issues, such as undeclared work and work related abuse, are inspected and prevented. Dear colleagues, to conclude, with new and flexible working forms emerging, harassment and violence unfortunately have not disappeared. Let me express my gratitude that at this conference we are discussing the subject at the highest possible level. This is the momentum for approving the convention and recommendation. The future of work must be without violence. I hope that at the end of this conference we will have two new ILO instruments and I can propose to our government and social partners to start the work for ratifying the convention. Also, as a newly elected member of the UN Security Council, I assure that Estonia will also stand for equality at the workplace and justice in the world of work. Thank you very much.

Mr Gregoire Sebastien Owona

Government (Cameroon)

President, representative of the Director-General, excellencies, ladies and gentlemen. President, I would like to address the congratulations of the Cameroonian government on your election, and I would like to wish you all great success in the work undertaken since Monday. I will take this occasion also to communicate the cordial greetings of the Head of State, His Excellency Paul Biya, who is very glad of the excellent quality of cooperation with the ILO. And he hopes that this historic relation will move forward in order to promote even better decent work and social justice within the framework of the declaration that we will be adopting. We have made progress with the ILO and we are very proud of the following. The ratification of 50 ILO Conventions, of which the eight fundamental conventions. Moreover, in 2014 we signed the Country Programme for Decent Work. In 2017 our country adopted an action plan for the elimination of child labour in Cameroon. We have established social dialogue tools, a consultation committee and a follow up committee for social dialogue, as well as a hygiene committee and an OSH committee. And those are just a few. We have also done a lot of work in the sector of moving towards a more formal economy. We have achieved a great deal, and the evolution in the world of work in Cameroon invites us to become more aware of the challenges that we are still facing. Today,

we find ourselves in a world that is in full mutation, and that is impacted mainly by the new technologies. We must look ahead with optimism and determination in order to prepare the world of work in Cameroon to the evolutions that are prepared. Both Cameroon and the international community are going to have to mobilize in order to use new technologies and social networks in a positive manner. Moreover, legislation and investigation methods are going to have to be set up in order to prevent hatred, lies and threats against peace, that are channelled via these networks and technologies. Ladies and gentlemen, I would like to reiterate the commitment of Cameroon towards the strengthening of the social security system in Cameroon, as well as the improvement of working and living conditions for all inhabitants of Cameroon. This is a vision which is in perfect alignment with that of the ILO. We hope that we will have an even better cooperation, more fruitful cooperation, with the ILO. We hope that this cooperation will be strengthened as time goes along for the promotion of decent work and social justice. Without any reserve whatsoever, we support the priorities that were defined by the Director-General and the Governing Body of the ILO. Thank you very much.

Mr Bakhitiyor Makhmadaliev

Worker (Uzbekistan)

Good evening ladies and gentlemen. President, I would like, if I may, before I begin my statement, to congratulate the ILO on its centenary. As the representative of trade unions in Uzbekistan, which have many million members, may I bring to your attention the fact that our country is going through huge changes today, in all aspects, public sector, private sector, economic and social development. Over the last two and a half years, under our new president, we have found ways to tackle many of the huge problems that mounted up over the previous 25 years. At the moment we are renewing our legislative mechanisms for labour. We are also developing a new labour code, and there is a draft law on employment. Convention 144, the tripartite convention, is before our parliament, and the ratification of the Protocol to Convention 29 on Enforced Labour, and Convention 81 and 129 on Inspection, the work on these is all under way. There is also under way in preparation for legislation on the digitalization of labour. Our parliament also has a draft law on trade unions, in a new wording, which is going to very much broaden the rights of trade unions and their right to monitor what is happening in the world of work. Government is taking part in all these initiatives, as are the trade unions, to defend the rights of workers, to make sure that not just the old fashioned view of work, but nonstandard and nonofficial types of work are also taken into account. We support the work of the Global Commission on the Future of Work. This shows how urgent it is for us to face the changes in this world and face the future, how we are to master these changes and use them for the good of all. We are very grateful for the fact that in this report we have found reflection of those aspects which were of great concern to trade unions, including those in Uzbekistan, and which we have brought before the ILO many times. For instance, when you take the classic system of social protection, which the ILO has always supported, we need to reformat these, because they do not deal with any kind of informal economy. In the formal economy there is a crisis today because of the growing number of non-formal jobs, nonofficial jobs, where people have no protection. So one of our priorities has to be social protection for all, and we support the work through this document on providing social protection for all, from the cradle to the grave. There are things like norms for working time, for holidays; these are also urgent and they must be tackled. Some employers do not provide an eight hour working day, although this is in the basis of our legislation, and is indeed in the very first ILO convention. Payment, too, has to be at an acceptable level; certainly not lower than the minimum required to keep people alive. We also need to make sure that working conditions, whether people have to work in very bad climatic conditions, and other aspects of their work, these are all priorities

for our efforts. We cannot consider that all our plans have been implemented, so we are more than happy to hear in the document the call to defend all workers' rights, the right to a decent wage, the right to decent conditions and a decent life, the right to a decent length of working day, and to health and safety at work. The discussion is ongoing on the subject of how representative trade unions actually are, and are the right people taking part in social dialogue. We expect in the near future to be able to adopt the ILO Convention on worker control over these issues. Thank you very much.

Mr Sayed Anwar Sadat

Government (Afghanistan)

Your Excellency, President. At the outset, please allow me, on behalf of the Afghanistan Delegation, to congratulate you for your election as the president of the 108th Session of the ILO International Labour Conference. We are highly confident that under your wise leadership and guidance we will achieve the objectives of the conference as set forth in the agenda. In the span of 100 years, the ILO agendas and recommendations for the proliferation of decent work and labour market administration have always been the road map for member States. Excellencies, ladies and gentlemen, the recent report of the Global Commission for future of work addresses the labour market challenges instigated by technological developments, climate change, and use of artificial intelligence, and consequently a large number of jobs in the labour market will be lost and a lot of new jobs will be created. The new jobs require new skills, and consequently a lifelong training agenda needs to be established. The recently launched report of the Global Commission for the Future of Work, work for a brighter future, was greatly appreciated in our country and we take appropriate steps for convening a national dialogue with our social partners. As we are working on our national employment policy, this will be a timely opportunity for us to consider the recommendations of the Global Commission in the context of our employment policy and also to synchronize our major economic and education policies with these changes. Afghanistan's major economic policies include numerous programs, such as quarrying, domestic energy production, modernization of agriculture, road construction, international trade, etcetera. In each of these programmes, new technologies will be used and new jobs will be created, which demands for workers who have acquired new technology and equipped with new skills. Excellencies, this year is one of the busiest years for Afghanistan. The presidential election is scheduled to be held on 28 September this year. Recently, we had the Supreme Peace Consultative Jirga with the participation of more than 3,000 members across the country. The Jirga depicted the government's main pillars for peace talks, and once again confirmed that the people of Afghanistan, without exception, want peace in the country. They called on the government to have the ownership of peace talks so as to safeguard the country's new democracy and the achievements of the past two decades. During the last year, in spite of the extremely difficult social and economic conditions, we have gained significant achievements in the labour arena of the country. For the first time, we launched a National Labour Conference with the participation of representatives from government, private sector, civil society, youth and women. The ultimate goal of this conference was advocating job creation, focused on priority policies, programs and principles. The conference suggested a number of policies and programmes that could facilitate new jobs. The Second Decent Work Country Programme for Afghanistan was developed in close cooperation with social partners and the International Labour Organization's Office in Kabul. And moreover, ten labour related regulations were finalized and launched. Furthermore, for the first time, the Labour High Council as a supreme labour body in the country, established and started its regular meetings. We are planning to launch a National Social Security Conference this year in order to identify and find solutions to the difficulties and challenges faced by the elderly, unprotected women,

and people with disabilities, orphans and children. The conference will profoundly focus on child labour, especially the worst forms of child labour, drug addicted children, other children at risk, and assess the actions we have taken so far and adopt necessary decisions to avert the desolated problems. According to official figures of the country, from the country's population of 29.7 million, about 14.5 million of them are children; 29 per cent of the total number of children is between the ages of 5 and 17, and about 3.5 million children are at risk. The miserable situation of our children is the result of the high unemployment rates, and a weak national economy, where around 50 per cent of the population are below the poverty line. Afghanistan's population is one of the youngest populations in the world. The youth bulge in Afghanistan is both an asset and a drawback in terms of employment. Currently, the youth unemployment rate is over 27 per cent. Besides job placement at the local market, we are planning to send labour, through regular migration, to the labour receiving countries. At the end, I would like to congratulate the ILO DG, Office and member States on the centenary anniversary of the ILO. Also, I would like to express my appreciation and gratitude to the ILO Office in Kabul for its technical cooperation. Furthermore, we hope to see an increase at the level of Kabul and Geneva ILO Offices' collaboration with Afghanistan. Thank you.

Ms Michèle Boccoz

World Health Organization

Madame President, your Excellencies, ladies and gentlemen. The World Health Organization, the specialized UN Agency for health, warmly congratulates the International Labour Organization, our sister agency, in its 100th anniversary. The WHO is working closely with the International Labour Organization to achieve Sustainable Development Goals, that includes promoting decent work for all. To achieve those targets we need all workers in the world to enjoy the highest attainable standards of health, and we need a fit-for-purpose, robust health workforce. Ensuring the health and wellbeing of workers in big or small enterprises, in farms, working under digital platforms, in offices, in homes, on the streets, in formal or informal economy, is essential for a healthy world, and for sustainable economic development. Therefore, we applaud the ILO Centenary Declaration which recognizes occupational safety and health as a fundamental principle and right at work. The WHO is committed to working with the ILO and other UN organizations to support all member States to strengthen institutions of work and ensure adequate protection of health and safety at work of all workers. The ILO and the WHO already have ongoing collaboration on implementing the international labour standards on occupational health and safety and on measuring and monitoring the health impacts of the most common occupational risks. Our common goals are workplaces that are healthy and safe, strong measures on prevention of occupational and work-related diseases and injuries, and, of course, access to health coverage for all workers and all people. The ILO and the WHO co-chair the Global Coalition on Occupational Safety and Health, a multi-stakeholder partnership to advance working across health and labour sectors to implement SDG3 and SDG8 on improving the working environment, health and wellbeing of workers. Ladies and Gentlemen, I also want to speak up for health workers. Health workers are at the forefront of the fight against diseases, as the first points of contact with sick people. And sometimes, they pay the ultimate price. Unfortunately, the current response to the Ebola outbreak in the Democratic Republic of the Congo is not an exception. I want to pay our tribute to all health workers who died and were injured while treating people. The WHO hence would like to call for the protection of health workers' safety globally, and especially in conflict areas. Their right to secure work environments must be ensured at all times. Your Excellencies, global demand for health workers is rising. And the main challenge we face is that the world needs 18 million health more workers by 2030 to achieve and sustain universal health coverage. The ILO, the OECD

and the WHO are at the forefront of addressing this shortage, with the global action plan on health employment and inclusive economic growth. The rapid growth in health employment will especially contribute to gender equity and women's economic empowerment, and it will bring an estimated 9 to 1 return on investment. And we need you, your Excellencies, to work together to assess needs, design solutions and fund those solutions. The key to improving the health of workers everywhere is universal health coverage. The concept of health and safety for all workers promoted by the Centenary Declaration is closely related to the global efforts on universal health coverage. We expect all of you at the High Level Meeting of the UN General Assembly on Universal Health Coverage, which will be held in New York on 23 September this year, to strengthen this commitment. We are committed to working together with the ILO and with all of you here and in your countries to build a new, decent, healthier and safer future of work for all workers, including health workers. We invite you to work with us to promote health, keep the world safe and serve the vulnerable. Thank you

Thursday, 13 June 2019

Mr Grygorii Osovyi

Worker (Ukraine)

Mr Chairman, distinguished delegates, the centenary anniversary of the ILO will clearly become a major milestone in modern history. Participation in this Conference with so many Heads of State and Governments reflects the key role played by the ILO in the world of work. The ILO is the only international organization representing workers and who take part directly in the establishment and adoption of working standards. It is no less important to point out that tripartism and the social dialogue, which are at the core of the ILO's work, will enable the consolidation of the efforts of governments, employers and trade unions to achieve our common goal, which is to provide decent work and social justice for all. We recall that on the stone which is set in the foundation of the ILO in 1926 we have the engraving in Latin which says if you seek peace, you must achieve justice. At present, as the divide between the rich and the poor is ever growing, we have a major threat which is that of social unrest, and social justice is more important than ever, and therefore the Director-General of the ILO has stated that achieving social justice will be the key task of the ILO for the next century. However, unless we settle matters regarding decent work, social justice will be impossible. It is fortuitous that among the key goals of the SDG '30 Agenda we have Decent, Work which is one of the key priorities. Clearly, the ILO should be commended for actively promoting the SDG addendum. I wish to thank the ILO for its help to Ukraine on the path to independence. With the participation of the experts of the ILO, we have adopted labour legislation on minimum income, salaries, social protection. We have established labour inspection institutions, and we have social dialogue and dispute settlement bodies. In this regard, I should recall that the very embryo of these labour institutions are to be found in the history of the Ukrainian People's Republic which has recently celebrated its 100th anniversary. The rule of law and living standards in the European Union, which is the path Ukraine has chosen, the development of democracy, these have attracted many of our fellow citizens. People are quite rightly demanding from the Government and employers radical changes, the removal of poverty, providing gender equality, decent wages and social justice. Of course, workers now have to turn to the ILO to protect the rights of workers. You will agree that in the twenty-first century, this is absolutely unacceptable that we have let the problems amongst Ukrainian workers who have to achieve wages that enable them to pay off their debts and expenses. We are seeking to achieve a world of work with consolidation of the role of the ILO. The dissemination of new forms of conducting business, automation and digitalization of labour lead to fundamental changes, on the basis of which we must build a new social dialogue. And at present, we have ten Recommendations which have been set out by the Global Commission, and taken together these represent the key thrusts for the agenda which sets out economic policy. Capitalism in its current form and its neoliberal ideology, as we have seen from authoritative research, has fully run its course, and therefore the social pact and the very foundation of the International Labour Organization require renewal, adopting at the Conference the Declaration on the future of labour at this Centenary Conference. This is a key task. We call on all parties to the social dialogue to achieve this noble goal. Thank you very much indeed.

Ms Sonya Janahi

Employer (Bahrain)

Mr President of the 108th Session of the ILC, Director-General Guy Ryder, your Excellencies, distinguished delegates, ladies and gentlemen, my greetings. It gives me great pleasure to be part of these negotiations and discussions of this session. I represent the employers in my country, the Kingdom of Bahrain. It gives me great pleasure to greet you all on behalf of the Bahrain Chamber of Commerce and Industry. We believe that this Conference assumes special importance, and we highly appreciate the efforts of the ILO and the constituents of the organization in their efforts to ensure greater coordination, greater support for social dialogue and to achieve social justice for all constituents. This will undoubtedly have its impact on raising the level of economic and social development in all countries. Ladies and gentlemen, it is a great pleasure to see that the Report of the Director-General is the starting point of our discussion, and we believe that the outcome of this report, which carries the title of 'Work for a brighter future', is worthy of our discussion, and we highly appreciate the effort by the Director-General to prepare this report. We believe that the report will contribute to the improvement of working conditions and the ten recommendations incorporated into the report will ensure that workers' rights are guaranteed. And we believe that three main elements should be taken on board: greater investment in human resources, investment in enterprises and investment in decent work. Ladies and gentlemen, we cannot discuss this issue without making reference to the role of the private sector in Bahrain where we have taken important measures to increase employment, improve employment of youth and improve quality of work opportunities. We have been able to see more than 1,000 new start-ups, and we have been able to incentivize a growth in the labour market. The private sector plays an important role in solving unemployment issues, and by the second quarter of 2018 more than 159,000 Bahraini employees found work. This has helped to ensure that there is social stability and security and helped to inject new life into an economic cycle, and we continue to help through promotion of skills and in a way that will be compatible with the evolution of the production process. On the other hand, we know that this report touches upon several preoccupations that we feel that need to be dealt with if we were to provide decent work and to ensure a balanced relationship between all the components of production, governments, workers and employers, and we hope that the recommendations of the report will be taken on board seriously. And as a representative of employers in the Kingdom of Bahrain, I would like to assure you that we will continue to work with all of our constituents and all relevant bodies, government, non-governmental, international, local and with civil society to ensure that working conditions are improved and that human resources are exploited to the maximum. Thank you for your attentive listening, ladies and gentlemen.

Mr John Pinder

Government (Bahamas)

Conference Chairman, distinguished participants, ladies and gentlemen, good morning. Let me first apologize for Senator the Honourable Dion Foulkes, the Minister of Labour of the Bahamas, who had to return home due to circumstances beyond his control. On behalf of the Government of the Commonwealth of the Bahamas, I congratulate you, Mr President, and your Vice-President on your election as Chairman and Vice-Chairman respectively of this historic 108th Conference. I am certain that all delegates, particularly from the Caribbean region, are assured that under your able leadership this session will be extremely productive as we collectively celebrate the 100th anniversary of the International Labour

Conference. Mr President and distinguished Vice-Presidents, ladies and gentlemen, on January 22, 2019, the International Labour Organization launched its 100 anniversary celebrations and each member State was invited to plan and organize a national event in their respective country in commemoration of the centenary. On May 27, 2019 the Ministry of Labour and the Bahamian social partners were joined by representatives of the International Labour Organization Decent Work Team and Country Office of the Caribbean region in a national symposium to celebrate the ILO Centenary. Under the theme ‘The ILO in the Bahamas: How far we have come’, symposium participants enjoyed exciting discussions and informative deliberations on the many contributions that the ILO had made to the development of the Bahamas since becoming a member State on May 25, 1976. Mr President and distinguished Vice-Presidents, in addition to participating in the Bahamian celebration of the centenary, representatives from the International Labour Organization Decent Work Team and Country Office of the Caribbean, led by regional director Ms Claudia Coenjaerts, held extensive discussions with the members of the Bahamas National Tripartite Council on a number of issues, including review and update of the Bahamas Decent Work Country Programme, consultation on the development of a national child labour policy, and consultation on an establishment of a National Productivity Council and an enactment of productivity legislation. The Bahamas Government is committed with the Tripartite Council and undertakes a series of initiatives designed to improve the world of work for citizens and residents, and they are expected to be implemented over the next three years. Some of these projects include, but not limited to, the transformation of the function of the Industrial Tribunal to the civil side of the Supreme Court, amendments to and amalgamation of the Employment Act and Industrial Relations Act, establishment of a national workers pension plan, recognize workers’ rights in Heads of Agreements, and creation of a national return-to-work policy. Mr President and distinguished Vice-Presidents, the Government of the Bahamas remains committed to keeping with the fundamental principles outlined in the ILO Convention 144 and fully supports the 2018-2021 strategic objectives of the National Tripartite Council. Additionally, the Government of the Bahamas remains an active participant in the regional initiatives, Latin America and the Caribbean Free of Child Labour project and supports all of the other initiatives and goals and International Labour Organization Decent Work Team and Country Office of the Caribbean region. Happy 100th anniversary. God bless the member States of the ILO, and God bless the Commonwealth of the Bahamas.

Mr Miguel Morantes Alfonso

Worker (Colombia)

President, on behalf of the workers of Colombia, we would like to congratulate you on your election to lead this important event for the 100th anniversary. We are very, very pleased with this centenary, and we are also very pleased and reassured with what we find in the Director-General’s Report, his commitment to work for a better future based upon the ILO’s studies on the Future of Work in light of the advances in science and technology and with the coming of artificial intelligence. The proposal to renew the social contract is important with the commitment to tripartite approaches with workers involved in finding a just economic future. Now also then when it comes to the Governing Body’s commitment to continuing to pursue the Sustainable Development Goals, also will be very important in ensuring sustainable development. Now all of these aspects are very, very important for the workers, at this a crossroads, when there is great pressure being brought to bear on the social security systems, on the fundamental rights of workers, as we see very little progress being made on social protection for the great masses of those who are excluded and marginalized. According to the figures, there are 2 billion workers who are working in the informal sector and 300 persons who are suffering from extreme poverty. The proportions of these groups are similar in Colombia. I would like to just stress the figure of 2,780 million workers who are affected by deadly work-related diseases. This is something which affects all different

sectors of the world of work. Now in our country a high proportion of workers are affected by this lack of prevention in the areas of health and safety, and today they are not being taken care of. When it comes to gender equality, well, it is simply not happening. There is a 20 per cent gap between what is earned by men as opposed to what is earned by women, and we need to take advantage of this time of change to try and do things to this as we review the social contract. In the same way, we would like to give our uncompromising support for the Convention Recommendation on the text on violence and harassment at the world of work. We would like to be able to say there has been some progress made in Colombia when it comes to respect for labour, but that is not actually the case. We continue to see a bias of many employers against the workers. This is true for the public and the private sectors. We have seen a few exceptions, fair enough, but nonetheless it is still very difficult to unionize. It is difficult for new workers to join existing unions. In the same way, there are barriers to collective bargaining to such a degree that now we often see that employers will bring conflicts and disputes to the arbitration tribunal and there they will lay or stay for years and months with nothing happening. In the meanwhile, other agreements are signed between those who are not unionized and the employers, and then these, at the end of the day, become a *fait accompli*. This is a tool which is now being increasingly used to combat against freedom of association. We also should mention that the Government of Colombia has signed a number of trade agreements which do have facets on labour and union rights, and indeed quite often. However, they are not respecting these and other commitments. In fact, none of these commitments have actually been respected. Also, the recommendations which came out of the High-level Mission of the ILO to Colombia, which visited Colombia in 2011, and took a look at the issues of freedom of association, particularly when it comes to issues involving outsourcing, abusive forms of contracting, collective bargaining and anti-union violence, and none of those recommendations were taken on board. We have seen that there has been continued association of labour union organizers, also those defending human rights, those involved in land restitution, African community country representatives and indigenous community representatives and labour union representatives, and we have seen this happening throughout the country. There is a clear intention to try and contain labour union activities. There has even been interception of telephone calls of union leaders. There was recently the case of the Avianca pilots, and a public official has already pleaded guilty to having performed just this interception of telephone calls. Mr President, we would just like to say we are very thankful to this house for now, throughout a hundred years, you have played a very positive role. You have helped the workers, both men and women, throughout Colombia, and we have had lots of help at the most crucial difficult times of our history from the ILO. We would like to stress how important the ILO is in trying to shore up this social security system. Now we should not see this as not being distinct from the need for the universal social protection which would protect from birth until old age. This is something covered by the Director in his Report. We must continue to fight against poverty. We must fight on behalf of decent work and for sustainable development. The ILO, with the implementation of the Agenda 2030, states clearly that work is not a commodity, that it needs to be something which works on behalf of social justice and in favour of peace. Thank you very much for your attention.

Mr Jaekap Lee

Government (Republic of Korea)

Mr President and distinguished delegates, let me begin by extending sincere congratulations on the 100th anniversary of the ILO. I am very much privileged to join this historic moment of the Centenary Session of the Conference. Following the 1944 Philadelphia Declaration, with the famous statement that “Labour is not a commodity”, the ILO has been working hard to realize social justice and decent work for all in the past century. To achieve this goal, the ILO has adopted 189 Conventions and 205 Recommendations as well as the Declaration on Fundamental Principles and Rights at Work.

Through these instruments, the organization has done its best to reflect the rising demand for new norms as our world of work changes. On the other hand, the ILO has provided assistance to the developing countries in order to ensure creation of decent jobs, strengthen social protection and promote fundamental rights at work and social dialogue. I am sure that every single effort of the ILO has contributed tremendously to the enhancement of quality of life for people around the world today. Nevertheless, we are facing challenges which must be tougher than the ones we have already managed to address. Rapid technological advancement represented as the Fourth Industrial Revolution, the greater flexibility in terms of working hours and places, and greater diversity in employment types are the new trend we have not seen before. As the ILO's Future of Work Report highlights the need for responses to such developments, the Korean Government is putting efforts to cope with the changes, to realize an inclusive labour market and to seek human-centred job policies. First, the Government has adopted vocational skills development innovation measures and ten agenda to invest in people to help workers and businesses remain competitive in the era of the Fourth Industrial Revolution. The Government plans to integrate the current two separate training account schemes for jobseekers and employees into a single lifelong vocational training account system for all working life to offer more training opportunities throughout people's working lives. To remove barriers to education and training opportunities, it plans to build an online smart training platform to provide high school education to all free of charge and to expand college education opportunities for employed high school graduates. The Government has also established a national plan for skills development reflecting the changing demand of industry. Second, the Government plans to introduce an unemployment assistance programme from July of 2020. This is a further response to address workers in diverse employment types who are not covered by the current employment insurance scheme, including the rising number of platform workers. Thus the social safety net against the unemployment will become stronger. Unemployment assistance will be paid to jobseekers whose income level is below 50 per cent of the median figure for a period of up to six months along with intensive employment support services. Third, in response to a changing environment, the Government is increasing its investment in improving public employment services to strengthen reemployment support for vulnerable groups. It has adopted an AI-based online employment services to strengthen job placement services at job centres and has brought innovation to the process of claiming unemployment benefits. Along with the introduction of an unemployment assistance scheme, the Government plans to make public employment service more accessible and strengthen in-depth counselling and case management in order to ensure that quality employment services are available for all citizens. Last but not least, the Government is working continuously to achieve a society which values human aspects of labour. Since taking office, the new government has raised the minimum wage to address income inequality. It implemented a policy to reduce working hours by limiting weekly overtime work to 15 hours and drastically reducing the scope of exceptions from working hour regulations. This has led to a large decline in both the proportion of low-wage workers and the wage gap among workers. The annual working hour is also dropping. In addition, the new Government has set the ratification of the core ILO Convention as one of the priority in national agenda and has engaged in social dialogue since last year. On May 22, the Government announced its position regarding its plan for the ratification of the ILO Conventions on Freedom of Association and Forced Labour, although the dialogue has failed to reach a social consensus. Mr President and distinguished delegates, the Centenary Declaration which will be adopted by this Conference will be a historic document that inherits the spirit of the Philadelphia Declaration. The Korean Government will be an active participant in the conference discussions, helping to ensure that the ILO and the member countries mark a milestone for preparing for the next hundred years. In a world more connected than ever, with reduced time and the space constraints driven by technological advancement, labour issues cannot be addressed by one country alone. I hope that the ILO continues to play a pivotal role in dealing with the changes and shaping a better future that is advantageous for all generations. Thank you.

Mr Maung Maung (a) Pyi Thit Nyunt Wai

Worker (Myanmar)

The Confederation of Trade Unions Myanmar, a product of the workers' struggle over 25 years within Burma and with the help of the ILO's complaints mechanism, is proud to be part of the Centenary Conference of the ILO. The CTUM and its members look forward to another hundred years of decent work as a strong constituent of the ILO. CTUM also would like to express that we do not agree with any kind of violence, whether within the communities or at the workplace, and are working hard to establish a modern community that works through social dialogue. In the February 2019 Report by the Committee of Experts, we find that our Government is responsible to many requirements regarding eradication of forced labour in Myanmar, in law and practice, and to eliminate the worst forms of child labour and to guarantee freedom of association. We thank the ILO and the Committee of Experts for providing the detailed reports. And as social partners, we, the trade unions, also feel responsible and would like to inform the ILO that we will be actively participating to eradicate forced labour in our country. For that, we also request adequate training on the ILO complaints mechanism for the workers and farmers all over the country. At the same time, we would like to report that the National Tripartite Dialogue Forum is a mechanism that the social partners and the Government have been using to amend the Labour Organization Law, the Dispute Settlement Law and the minimum wage. Deleting the public sector workers from the Dispute Settlement Law, denying the construction sector workers the right to organize, denying the new forms of jobs developing through a more open and democratic society, such as independent journalists, modern dancers, the bicycle service delivery and messenger services, the right to organize and represent as an organized body, and denying freedom of association are issues that we are frustrated with, yet we will work through the social dialogue mechanism to achieve our goals. We would also like to inform the ILO that within our Parliament there is now a committee that will concentrate on the items that need to be amended within the national Constitution. We will work with the ILO and propose to the Parliament so that when the amendments are discussed Article 359 will be also included. Members of our agriculture sector, the AFFM, are also disappointed with the Land Law, Vacant, Fallow and Virgin Land Management Law, and are now requesting the Government for an early amendment so that there will be less harm done in the land dispute cases. As a country that is opening up and where the youth are looking for a better future, many have become migrants. Safe migration, zero cost migrations are being discussed with the help of the ILO, but as we have very low awareness within the rural population, brokers are around to prey on uninformed members of the community. There needs to be strict enforcement with higher penalties of the anti-trafficking laws. Since 2016, the jade mine licenses have not been renewed, but local military officers and local militia took bribes to allow the mines to operate. The Irrawaddy media reported that Major General Nyi Nyi Swe, Head of the South-western Command and former head of the Northern Command, and Brigadier General Maung Maung Zan, Head of the 101 Battalion based in Hpakant, were transferred to the auxiliary force and are under investigation. From these unlicensed and unmonitored but big mines, there are workers' rights violations, unpaid compensation in cases of accidents, landslides from tailings that kill tens of people who work on them. There is a big need for more enforcement by the Mining Department, as well as Labour Inspectors, on the occupational safety and health issues of these mines. Chair, in my presentation to the ILO last year, as well as in 2017, CTUM had requested the present Liaison Office of the ILO be upgraded to a regular office with a full-fledged Country Director. We had also requested that a full-time FoA officer be placed in country, so for a country that is opening up, both for the economy as well as for developing a better understanding of industrial relations. In September of 2018, as mentioned in the report, Myanmar's social dialogue partners signed an MoU for the Decent Work Country Programme. We, the trade unions, are committed to the Decent Work Country Programme as well as the SDGs, especially the Goal 8, and yet still need more technical help, especially

with the governance issues. In conclusion, we call upon the ILO to support our transition towards a modern workforce with solid industrial relations awareness and with a full-fledged country office and more technical support. Thank you very much.

Ms Myriam Telemaque

Government (Seychelles)

Mr President, ladies and gentlemen, I am honoured to address the 108th Session of the International Labour Conference on the historic occasion of the ILO's hundredth anniversary. The people and Government of Seychelles thank the Director-General, Mr Guy Ryder, as well as his predecessors, in leading the ILO through its centenary. The ILO was founded in 1919 in the wake of a destructive war. In 2019, the ILO marks its hundred years amidst a war which the planet is facing by climate change, and we are witnessing its impact on employment. The Future of Work Report is timely because workers and businesses should be better prepared to embrace the future realities of the labour market. I must emphasize that the ILO is dedicated to improve workers' rights, promote social justice, social protection and elimination of discrimination at work. I call on all member States to acknowledge the successes of the only United Nations tripartite organization which has delivered a social contract that advocates a human-centred approach in the future of work. This approach is a bold vision that seeks to transform the world of work for the present and future generations. There is legitimate recognition that technological advances will create new forms of jobs, but we must ensure that actions are taken to mitigate the negative impact on our workers. Ladies and gentlemen, the ILO shares a special place in the history of Seychelles. The values of the ILO have guided the setting up of our labour administration system. When we became a member in 1977, soon after, in 1978, we ratified 18 ILO Conventions. Today, more than ever, the domestication of ILO standards and the approach of social dialogue are important for our workers. For a century the ILO has promoted this, and rightly so. Through this organization, we have seen new international labour standards adopted to address the employment challenges of our time. Like many island states, Seychelles has unique vulnerabilities against the transformations of the world of work. We are a small country with a large ocean of 1.37 million square kilometres. Our future of work is notably represented by the Blue Economy. The tourism and fisheries industries contribute 25 per cent and 8 per cent respectively to the nation's GDP and they create a high number of jobs. Therefore, our efforts are geared towards protecting our ocean, creating incentives and placing our people at the centre of development, particularly in the Blue Economy. The Future of Work initiative promotes this, and the Government of Seychelles is committed to this. In May this year, we were privileged to host a group of regional African island states in partnership with the ILO to discuss just transitions towards a sustainable future of work and the Blue Economy. We agreed on four programmatic building blocks. These are developing approaches to better integrate youth and strengthen investment in the Blue Economy ensuring fair labour migration and promoting transition from informal to formal economy. The Government of Seychelles is committed to spearhead the promotion of this agenda in all regional and international forums. As tripartite constituents we have a role to play in this change of direction. We must ensure a fair and sustainable transition towards a future of work. In this digital age of the Fourth Industrial Revolution, I wish to pledge my country's support for the next centenary ahead. I thank you.

Mr Marcelo Abdala

Worker (Uruguay)

Mr Elmiger, President of the 108th Session of the ILC, Guy Ryder, Director-General of the ILO, ladies and gentlemen, for over a hundred years the people were shaken by the

First World War, so they created the ILO to set rules which would foster social justice and peace. Now, a hundred years on, we have made lots of progress in the area of labour rights, yet our civilization is going through a crisis of such extent that it is really calling into the question of human dignity itself. Now the report from the ILO sets out that 1 per cent of the rich of the world have seen their wealth increase by 27 per cent in terms of incomes while the bottom half has only seen a 12 per cent increase. This for the period of 1980 through 2016. This means that developing is leading to a scandal of inequality. Humanity has what it needs to produce enough to meet its needs, the needs of all humans on the planet, yet there are 190 million people who are unemployed, 2 billion people working in the informal sector and 300 million workers suffering from extreme poverty. This is the fruit of capitalism, full stop. We have got to find a new way to build our society, a new way to structure our social relations where indeed being human and where people, their well-being, their happiness, is at the centre and not the accumulation of capital. We are at a crossroads. We see that there are three main changes occurring. First of all, we have got a technological revolution. Secondly, we see an expansion of trade relations between nations, and the third, a geopolitical transition which sees the rise of new powers. Humanity then is really at a crossroads, and we are either going to either see increasing concentrations of wealth or we are going to come up with new social relations and new policies and we will see the technologies then put to the use for human emancipation. And we think that we are at a point in time when we do need to think about the sharing of work, the reduction of the working day, a new approach to taxation and guaranteed salaries. The report 'Work for a brighter future' is on the second option, and we fully agree with what is laid out in this document. The report provides us with a programme which is based on people, with new protection for people and for workers. It has binding rules. Without rules it is just the laws of the market, and what you lead to then is to greater inequality. Perhaps of special importance, the questions of unequal development, and then we look at the dependence in particular on new technologies. We need to find a way to share technologies. We need to have a society which is more democratic, fair, where all the different peoples can have access to the necessary technologies to improve their lives. The report covers protection and social dialogue, the importance of tripartism and the development of collective bargaining. We can but agree. On the other hand, Uruguay has been challenged by the employers' sector on the current collective bargaining system. We have a system which is based upon tripartite and bipartite negotiations. We see a reflect for fair democratic and balanced approaches when it comes to the distribution of the wealth that is generated. Our country has a collective bargaining agreement covering 100 per cent of the labour force, and we have seen an increase of 56 per cent in the salaries for the period of 2004 through 2016. The GDP has increased at a rate of 4.67 per cent annually, and we have seen that the minimum wage has increased by 276 per cent. This has led to retirements, better pensions, and they are inflation adjusted. We have seen a reduction of poverty by 32 per cent, and we have seen that there has been less use of the informal economy. We have rules that promote dialogue and collective bargaining. They protect and promote labour freedom. And then if we look how this ties in with the ILO document, well, you cannot have it both ways. Either you agree with what the document of the ILO says or you would agree with the criticism which has been launched on our system by the employers. We want to be involved in a constructive dialogue despite what I have just said. We want to have something which does respect the rules and the achievements which have been made. We would also like to restate that we would like to support the role of the ILO when it comes to its rule setting and standard setting roles where they play a particular important role in the United Nations, with their role clearly outlined in the UN system. We think that without having liberty, fraternity and equality, without these values, there will be no way that we can dream of trying to move on to a better society. So let us salute and celebrate this hundredth anniversary of the ILO.

Government (Turkey)

Mr Chairman, Honourable Ministers, distinguished delegates. It is a great honour to address here on the occasion of the 100th anniversary of the ILO. We also appreciate Global Commission for its Work for a Brighter Future Report. I believe that this report and the Centenary Declaration will be an important stepping stone to shape the work of next generations. As a contribution to this agenda, we recently convened Labour Assembly of Turkey to discuss the issues for the future of work with the participation of all stakeholders and the high presence of our President, Recep Tayyip Erdoğan. Ladies and gentlemen, as we all witness, the global economy is getting through a new era, the codes of production and consumption prone to remarkable changes in terms of content and volume. Living in a digital age presents unique opportunities and challenges. While technological shifts create vast opportunities for new jobs, it may also decrease demand for manpower. It is estimated that, due to automation, 14 per cent of existing jobs are under the risk of disappearance. Therefore, we have to focus on developing human-centred policies to provide a smooth transition from manpower to mind power. In this regard, there is a need for redefining existing jobs, working methods and skills. Distinguished delegates, the path to strong growth requires high value-added and technology-oriented production. While doing this, special emphasis should also be given to care, green and rural economies to ensure sustainable and balanced growth. Having said, these efforts will stay meaningless without the power of human capital. Turkey is a resource-rich country when the subject is human capital. We have a population of 82 million, and nearly 40 per cent of our population is under 24 years old. Our labour force is more than 32 million, which is alone higher than the population of 175 countries around the world. In the last decade we have generated more than 8 million additional jobs. On the labour market policies, we are providing more incentives to create more jobs. As a recent example, we have launched an employment mobilization campaign aiming to generate additional employment up to 2.5 million people. Thanks to different labour incentive policies, we efficiently contributed to 11 million people insured by our social security system. We also continue to diversify youth-oriented labour policies to benefit from favourable population dynamics. We will soon initiate social work programme which gives opportunity to undergraduate students to be in formal employment through social responsibility projects. Ladies and gentlemen, we target to increase labour participation rate of women while preserving work and family balance through policies like flexible working models and day-care centres. As a result, female labour participation rate has increased from 24 to 34 per cent during the last decade. In the coming period, we will design new policies to foster women entrepreneurship in our economy. I also would like to emphasize that while passing through this digital transformation era, we also need to ensure well-functioning social protection systems for all. In Turkey, thanks to the social security reform introduced in 2008, we are proud that now 99 per cent of our citizens are entitled to use health services through the Universal Health Insurance System. Honourable Guests, Turkey's labour policies have always been a product of tripartite dialogue between the Government, employers and workers of public and private sectors. As a reflection of this social dialogue, we strongly support unionization of workers, and combined rate of public and private sector workers increased up to 22 per cent as of now. In the last 17 years, there have been extensive developments in our trade union legislation in line with the ILO standards. Distinguished delegates, we lost 251 innocent lives, and more than 2,000 of our people got wounded at the bloody coup attempt in July 15, 2016. Democratic institutions of Turkey tried to be seized by FETÖ terrorist organization. One of the main features of FETÖ is to be organized under the guise of educational, civil society institutions or trade unions. Hence protecting national security of our country against this terrorist organization should not be deceptively reflected. Turkey is, and will always be, a democratic country upholding the rule of law. Distinguished delegates, Syrian conflict is in eighth year, and Turkey opened its doors to more than 4 million Syrians while most of the countries do not raise their voice against this tragedy. We

have adopted a legal framework which provides refugees and asylum seekers with access to rights and services. So far, we have unhesitatingly spent more than \$37 billion, and we once again call all international community to share responsibility. Distinguished delegates, Palestinian people are trying to maintain their lives in their lands where conditions get worse day by day due to Israeli occupation, and as Turkey, we firmly believes that it is time that we should say no to such tragedies [vgr INTERRUPTION 6:40] in all platforms, [vgr INTERRUPTION 6:43].

Mr Chandra Prasad Dhakal

Employer (Nepal)

President, distinguished delegates, ladies and gentlemen. It is my pleasure to address this important plenary session of the International Labour Conference. I would like to extend sincere greetings to you all on behalf of the Nepalese business community. It is an honour and privilege to address this plenary session of the International Labour Conference on the hundredth anniversary of the ILO. I would like to congratulate the ILO for its continued leadership towards creating a better world of the work, and we, the Nepalese business community, are proud to support the ILO both now and into the future. Mr President, the Global Report on the Future of the Work is very important for employers. We need not only to address the emerging skill gap in labour market but also set the business modality to the challenging context. As indicated in the report, technological innovation, climate change and globalization have an impact on the labour market governance. I call on the tripartite member to work more closely to address this new challenge while continuing the fight against the inequality and promoting the social justice. The Centenary Declaration on the Future of the Work adopted at this Conference would be an important milestone towards this goal. Mr President, we aim to promote the sustainable and inclusive economic growth, creating the more and better jobs and to address the decent work deficit. We strongly believe that the collaborative approach through the dialogue is the only means to get there. Nepal has a good example of how dialogues lead consensus. We have been able to promote the dialogues to resolve the issue. One of the example is the reformation of the labour law and introduction of contribution-based social security system in the country. I would also like to highlight that the future of the work would be saved by the future of the enterprises. Considering this fact, our collective efforts and the appropriate business policy will be instrumental for the sustainable enterprises. Let us work towards this. Mr President, I would also like to share that Nepal has a stable government now with the two thirds majority. We have been revising our law and policy. The Government has recently launched a Prime Minister Employment Programme to reduce the unemployment in the country and has ensured hundred days of work to unemployed people. I would also like to request the business community to take note that Nepal is swiftly becoming a land of the opportunities. Tourism, infrastructure development, agribusiness and manufacturing are all sectors that can provide a good return on investment. Recently, the fact that the Nepalese land link with the two large economies, India and China, will offer the investor an additional benefit. Mr President, considering the fact that we have stable government, improved the business climate, large youth population and several possibility of investment, we think that we are now in the important phase of the economic growth in Nepal. I recall that our Prime Minister has been emphasizing on Prosperous Nepal, Happy Nepali, which we all Nepalese are dreaming for, and I believe is possible through the sustainable enterprises and share the result with no one left behind. Finally, I wish a great success of the Conference. Thank you. Thank you so much.

Mr Kyungshik Sohn

Employer (Republic of Korea)

On behalf of Korean employers, I would like to extend my congratulations to the International Labour Organization on its 100th anniversary. Today, the world is struggling with slow economic growth and serious unemployment issues, and the number of unemployed in the world has reached nearly 200 million. According to the ILO Report 'Economic Trend Model' in 2018, 340 million jobs need to be created by 2030 in order to solve the unemployment problems. Korea is no exception. Last year more than a million Koreans were unemployed, the highest number since 2000. The youth unemployment rate reached 9.5 per cent in 2018, which is more than twice the total unemployment rate of 3.8 per cent, and the real unemployment rate of youth is presumed in excess of 20 per cent. Young people are having difficulties in finding jobs, and it has become a very serious social problem. At this juncture, I agree with the ILO report, 'Work for a brighter future', that the labour market change caused by technology development presents a new opportunity and at the same time poses a challenge. Developments in technology are transforming the traditional forms of employment and creating new jobs and new businesses. At the same time, anxieties and confusions over growing inequality and polarization in the labour market have been also increasing. To successfully respond to these challenges and grab the new opportunities, labour, employers and the Government need to acknowledge and accept the changes in the employment types, business environments and working conditions rather than sticking to vested rights and old practices guaranteed under the existing institutions. By doing so, we can successfully lead the changes to job creation. We must work together to reform the current one-size-fits-all labour regulations which were established in the era of the fast growing days in a flexible and future-oriented way. Second, as the report suggested, we need to promote investments in the areas creating decent jobs for the sustainable growth. For this, regulations that hinder job creation need to be reformed and incentives need to be provided to make active investment. Those are the most effective ways to create jobs, which is the key to solving the growing inequality and poverty issues of the world. Jobs are created by enterprises. For their sustainable growth, we need to build a conducive environment for doing business through more support and deregulation at the national level. Finally, each country has different industrial relations and labour markets based on its cultural and historic background. Given the defining characteristics of the future of work are diversity and autonomy, we need to build a labour market environment befitting its own circumstances and a culture where diversities and differences are respected, not judged by uniform standards and criteria. Mr President, I hope that this centenary the ILC provides a chance for member States to share their experiences and wisdoms regarding the future of work and to discuss for the next hundred years of the ILO, and I would like to ask the ILO to make continued efforts to develop measures to respond to the future changes in the labour market and collect and disseminate best practices for the member States. Thank you for your attention.

Mr Mohamed Trabelsi

Government (Tunisia)

Your Excellency Mr President of the Conference, ladies and gentlemen. I would like to start by addressing my congratulations to the Director-General and the staff of the ILO, as well as all member Governments, employers' and workers' organizations on the occasion of the centenary of the ILO, the vanguard organization among international organizations and the vanguard of human struggle for freedom, equality and social justice. We hope that this Centenary will constitute an occasion to evaluate fully the process of the development of this organization and deepening its representative and democratic nature. We are here in

a meeting at a time when the world is living through a technological revolution that also impacts the fragile balances that exist globally. Among the issues that the Report of the Director-General has addressed are the possibility of using artificial intelligence in the new economy by an elite and by a limited number of countries, whereby they would control the benefits whereas the majority of states and working forces will remain marginalized and with weak capacities in negotiation and manoeuvring. This will deepen the gap between the rich and the poor, and this artificial intelligence might be used to wage economic wars and to pressure countries and lead them to submission. But as happened with former industrial revolutions, this fourth generation revolution may also provide solutions to the current problems but it will be accompanied by other problems. How can we benefit from the positive elements of the digital revolution and artificial intelligence to achieve integration and justice at the national level and to achieve a balanced and peaceful outcome at the international level? The impact of automation on workers, on institutions, on employment, on means of work and relations of production have to be at the core of social dialogue and should constitute the leverage to adapt to digital transformation in every country. Social dialogue will place the social partners before a new form of partnership for the future that is not restricted to the issues that were covered in previous negotiations, but there should be an effort to conduct social dialogue over the future, and it is the role of the State to provide its sponsorship for this dialogue. As for the international level, we have to point out that this Fourth Industrial Revolution comes at a time when we face an unfair disparity and economic gap, as well as social and scientific gap, between a north that is prosperous and advanced and a south that cannot catch up so far. To re-entrench this situation will only lead to further tragedies. This requires a serious dialogue between the countries of the world that will come up with a more fair global system and will allow for a sharing of the benefits of the technological revolution and to create a fair system of exchange amongst countries. Tunisia has committed itself to the principles of Decent Work according to the ILO principles. Tunisia signed the programme of Decent Work in Tunisia in July 2017, and it has established a National Council for Social Dialogue in November 2018 to express the will of the social partners to achieve these aims. As Tunisia celebrates the Centenary of the ILO, a national seminar was organized on 3 May 2019 and the participants underlined that to have foresight that is participatory for future action is dependent on an atmosphere of democracy and protection of individual and collective freedoms, including trade union freedoms. And finally, to address freedoms requires that I also address the situation in the occupied Arab territories and what is suffered by the citizens there as they are deprived of their national rights and basic freedoms. And this form of injustice will only end with the end of the occupation and enabling the Palestinian people to establish their independent national state and the return of the Syrian Golan to Syria and the return of the Shebaa Farms to Lebanese sovereignty according to international law. Thank you. Peace be upon you.

Mr Jacek Mecina

Employer (Poland)

Dear Mr Chairman, delegates, ladies and gentlemen, this year's session celebrating the hundredth anniversary of the International Labour Organization stimulates reflection on the achievements of the ILO from its founding to the present day. It also provides an excellent opportunity to reflect on the future of work. Poland was a founding member of the International Labour Organization. In this context, it is impossible to overlook the merits of Ignacy Paderewski, fine composer, politician, public activist and co-founder of the ILO, and at the same time, the Prime Minister of the Polish Government after regaining independence in 1919. It is also the memory of the significant reforms of Polish social policy, labour legislation in the 1920s and activity in the development of the ILO, as well as the achievement of Solidarity as a great social movement of the 1980s which contributed to the first free election after 40 years of communism and democratization of the Polish State. Finally, it is important to mention an enormous economic and social effort to reform the

socio-economic system. Ladies and gentlemen, Poland can boast about the achievement of almost 30 years of transformation and 15 years of integration with the European Union. Poland is praised for many successes in various areas of social policy which is closely linked to the persistent, rapid pace of development. Those positive changes are accompanied by constant improvement in the quality of work. We can observe a continuous increase in wages, improvement of working condition, thus realizing the idea of promoting decent work. There are still many challenges ahead, especially those related to improving labour standards in Poland, labour law reform, employment policy, development of a senior policy. Currently, the main challenges for Poland are the demographic crisis, migration challenges and the future of the social security system. We should respond to those challenges in tripartite dialogue, seeking compromises in good cooperation between trade unions, employers' organizations and the Government. Ladies and gentlemen, as a representative of Polish employers but also a public activist, I would like to warmly congratulate the Director-General on the report about the Future of Work which addresses the contemporary challenges with extreme precision. The report provides a relevant context to the discussion about the changes in the labour market and the challenges the workers, businesses and governments have to face. The scale of social challenges, economic changes caused by investments in new technologies, IT, digitization and automation must serve man and help in eliminating threats in the commercial space, environmental protection but also in the social area. Ladies and gentlemen, this joint vision is still present for businesses, trade unions and governments from all parts of the world, and it is clearly outlined by the ILO on its hundredth anniversary, just as 100 years ago it was necessary to alleviate the conflict between the capital and labour. Ladies and gentlemen, today we are moving to the next stage of building decent work standards. Thank you for your attention.

Ms Anniken Hauglie

Government (Norway)

President, Director-General, Ministers, representatives of workers and employers. Let me start by saying what a privilege it is to attend this plenary today, and in so doing, participate in the celebration of the ILO's 100th anniversary. For a hundred years the ILO has been a driving force behind binding international regulation aimed at ensuring workers' rights, social justice, active tripartite cooperation and equal condition of competition. This rare occasion gives me the opportunity to emphasize Norway's strong support for the ILO's work, its agenda and the goals the ILO strive to achieve. President, the report presented by the Global Commission is a significant contribution to the agenda for the ILO in the future. We appreciate the human-centred agenda outlined in the report. The three universal pillars of action are important: investing in people's capabilities, investing in the institutions of work, and investing in decent and sustainable work. The pillars give the report a universal approach relevant around the world, including the Nordic countries. One major point in the Global Commission's Report is that a social partner should be treated as a public good, as something that produces a value for the society as a whole. This support the Nordic experience. The three parties often dispute and have different opinions, but there is a mutual understanding of a common goal and a mutual interest in finding solutions. The emphasis on tripartite cooperation at home and internationally is strong and one of the reasons why Norway supports the ILO. The ILO's Future of Work initiative and centenary celebration is timely and most relevant also from a Nordic experience. On this background, the Nordic Council of Labour Ministers has launched a research project 'The future of work: Opportunities and challenges for the Nordic models'. Researchers from the Nordic countries studied the transformation of labour markets resulting from digitalization, demographic change and new forms of employment and work. One of their findings is that the most salient role of the ILO in our region is probably as agenda setter and forum for policy deliberation. This is a good observation and shows the importance of having an organization like the ILO. History tells us that our Nordic models have served us well. Our dialogue between the

Government and the social partners has given us important reforms to secure sustainability on important issues. This Nordic study will tell us if our model will give us the same good results when it comes to the new challenges brought us by technological changes and our common demographic challenges and by this support the ILO's Future of Work initiative. President, the first time I attended the ILC was in 2017. On that occasion, the Norwegian delegation arranged a side-event on the Nordic model, which aroused interest from a great number of delegates. This event has now been developed and transformed into a memorial volume with the title 'Getting and staying together: 100 years of social dialogue and tripartism in Norway'. This paper is Norway's gift to the ILO's hundredth anniversary, and it was handed over from our Prime Minister earlier this week. So on this note, I wish the ILO every success with the centenary year. Thank you for your attention.

Mr Özgür Burak Akkol

Employer (Turkey)

Dear Chair, Excellencies, delegates, colleagues and friends. I salute you on behalf of umbrella organization of Turkish employers, Turkish Confederation of Employer Organizations, and myself. We celebrate the Centenary of the ILO, the oldest specialized agency of the UN. This milestone is an opportunity to discuss and understand the key changes affecting the working life. I hereby acknowledge the ILO's leading role in global working issues and social progress. As Turkish employers, we strongly reaffirm the ILO's founding principles. We are proud to play our part in contributing to the achievements of the ILO. As a young and dynamic country, we have 13 million citizens between the ages of 15 and 24. This means a larger youth population than 140 countries. Our population is expected to reach 100 million in 2040. This can create wonderful opportunities. On the other hand, it has some challenges and threats. Therefore, Turkey, in collaboration with the ILO, is fully dedicated to developing the culture of social dialogue and implementing better labour standards. Certain examples of these works which have come into life with the efforts of the ILO Turkey, Turkish employers and workers are More and Better Jobs for Women Programme and Refugee Response Programme. Within the context of the ILO Centenary activities, 12th Labour Assembly was held in Turkey last month with the theme of 'Work for a brighter future'. Mr Guy Ryder honoured the meeting. I would like to thank him for his contribution and positive messages once more. This was one of the incumbent examples of joint efforts of tripartism on social dialogue. Turkey has ratified all of the ILO's eight fundamental Conventions. To be in harmony with these Conventions, amendments concerning labour legislation are adopted on a regular basis. I strongly believe that Turkey shows full and very high compliance with the ILO. Please note that we show this full commitment despite the failed coup attack in 2016. Dear colleagues, allow me to focus on three key points of challenges and collaboration opportunities. The first one is unemployment and informal work. Persistent high global unemployment remains a major cause for concern in the world. If the unemployed would form a country, it would be the seventh biggest one in the world. In addition, decent work deficits, lost tax revenues and low productivity caused by informal employment inhibit economic development and social progress. I believe that especially the formal employment sector in Turkey does comply at an outstandingly high level with ILO Conventions. We understand and support resilient Government efforts on fighting informal employment. As a result, formal employment in Turkey benefited from an increase of 16 per cent in the last five years. The other important issue is future of work and digital transformation. Changes in technology and demographics bring new challenges and opportunities. According to the Business at OECD Annual Report, 14 per cent of jobs are at high risk of automation and AI, artificial intelligence. On the other hand, the global economy contribution of artificial intelligence will reach US\$16 trillion until 2030. It equals 14 times the annual profit of Fortune 500 companies. The youth aim to enter the labour market for the first time with right skills. Elderly persons face substantial changes in their jobs. Within OECD countries, Turkey has first ranking for the percentages

of women employment of science, technology, engineering and mathematics. We had over 800,000 university graduates last year. We have challenge ahead to match these young persons with the correct jobs, so we are focussing on visionary solutions like model factory, technology and training centres and corporate culture projects for our next generation. The last one is the role of the ILO and tripartism. This is outset of the challenging global environment that we are facing. Therefore, the ILO and social partners need a stronger focus on these challenges. We are thankful for the ILO's engagement and role on this skills issue. However, a deeper and more specialized engagement is also necessary. On the other hand, within the spirit of tripartism, we expect the Centenary Declaration to reflect the expectations of employers adequately. Dear ladies and gentlemen of the ILO, no country or institution is capable to address the ever-increasing challenges of the future. Therefore, strong institutions and everlasting collaboration between social partners are needed. As TISK, we are committed with resilience for addressing these global issues and believe in the value of tripartism. Let us develop in this Conference a strong and convincing vision for the next 100 years so we can fully harness the opportunities which the future of work offers. Thank you very much.

Mr Mohamed Yatim

Government (Morocco)

In the name of God the Merciful, the Compassionate, greetings Mr President, Mr Director-General, distinguished heads of delegates, representatives of professional organizations, workers and employers. We would like to congratulate you all on celebrating this centenary of this organization. We would like to congratulate the Director-General for the excellent work to make this memorable session really worthwhile of the occasion. Allow me to make it clear that we take great pride in Morocco for being a member of this family. We continue to work closely with this organization, as we can see from the programmes that we have implemented. We in Morocco have adopted a tripartite process, and we were able to conclude a social pact with the social partners that was signed on 21 April whereby mutual commitments are made whereby the purchasing power is raised, freedom of association is strengthened, social dialogue is institutionalized. We also continue to be associated with the normative process of this organization. We have recently signed three main Conventions: Convention 187, Convention 97 and Convention 102 on social security. My country continues to adopt a comprehensive approach in dealing with social protection. My country continues, through cooperation with the social partners, to improve working conditions, develop dialogue, enhance the culture of contractual arrangements, and we continue to commit to social partnerships. We have laid emphasis on work inspection and have dealt with vulnerabilities in the world of work. We attach special importance to the Report of the Director-General, a report that deals with the rapid changes in the world of work because of the change in technology and the type of work we are involved in. We are convinced that these changes, with all the difficulties and challenges, should be seen as an opportunity to think of innovative solutions, find ways of ensuring that workers enjoy their rights. We need to make sure that this opportunity should lead to better conditions for decent work and better social protection. This is a clear opportunity to review what we have achieved and what we can do to deal with the changes in the world of work, which puts us in a position to take the following measures. A strategic approach to deal with training and education to meet the requirements of the labour market and to ensure that training would lead to a qualitative change in the ability to enter the world of work, and most recently, we have created specialized bodies that would look into specialized area of skills where we can meet the requirements of the labour market. We also have created a committee to look into the evolution in the labour market whereby consultations are conducted with various parties to ensure that we can develop vocational training. We also believe that one of the most outcomes of this session of the Conference would be to adopt an international standard whereby we deal with harassment and violence in the world of work. We believe that

equality between both sexes in the world of work should be part of every approach that we adopt. Finally, we would like to express our solidarity with the workers of Palestine and the occupied Golan Heights. We urge this organization to take all necessary measures to ensure that the occupation forces would pay the arrears of Palestinian workers. We also call for supporting the Palestinian social security system. We also call for greater measures to help a struggling people in these difficult conditions. Thank you, and I wish you all success in your work. Thank you, Mr President.

Ms Zaruhi Batoyan

Government (Armenia)

Mr Chairman, Excellencies, distinguished delegates, ladies and gentlemen. It is a great honour for me to address this session of the Conference on behalf of the delegation of Republic of Armenia. We believe that the International Labour Conference is a unique platform for promotion and reinforcement of the ideology and principles of the ILO and provides the important scenes for the representatives of the governments and social partners to jointly address the growing challenges and transformative changes in the global arena with a real sense of common purpose which is the undoubted prevalence of social justice and solidarity. On behalf of the Armenian delegation, I would like to extend our sincere congratulations to the organization for completing a hundred glorious years of success, the organization which has the century been struggling for nurturing social protection and justice worldwide. I would like to underline that the Government of Armenia is committed to the consistent reforms, in line with international standards, to ensure social protection and equality, sustainable employment and decent work for all. Recognizing the importance of decent work in achieving Sustainable Development Goals and implementing the United Nations 2030 Agenda for Sustainable Development, Decent Work Country Programme of the Republic of Armenia was jointly developed with the ILO and signed on May this year. This is a vivid proof and reflection of the close partnership and solid links between the Government of the Republic of Armenia, the social partners and the organization. The programme promotes decent work as a key component of development policies, and at the same time, as a national policy objective of the Armenian Government and social partners. By signing the programme, the Armenian Government has reaffirmed its commitment to the implementation of reforms aimed at improving the labour legislation in Armenia, advancing the employment policy and enhancing the employability of women and men, promoting the inclusiveness of vulnerable groups and strengthening social partnership and dialogues. These are the priorities that will further stimulate and give additional impetus to the comprehensive reforms undertaken by the Armenian Government after the Velvet Revolution of April last year aimed at ensuring equal opportunities and full inclusion for all, overcoming poverty and promoting social welfare and justice. Ladies and gentleman, just a few days ago the Armenian Government launched ‘Work, Armenia’ Programme which aims to create the necessary conditions for the full realization of the creative potential of people and, as a result, to improve the living standards of citizens. The principle of the programme is to give an innovative solution to the old approaches based on human-centred agenda. The main pillars of the programme will be the development of human capital in Armenia, the promotion of employment and the implementation of institutional reforms. The measures in the framework of the programme will lead to the decrease in the unemployment rate and increases the labour productivity. The final result of the implementation of the programme will be inclusive economic growth in Armenia where every citizen will be given the opportunity to secure a decent future through his own work. I am pleased to mention that the ILO has been actively involved and supporting the reforms process in the field of labour and employment in the country. On behalf of the Government of Armenia and the social partners, I would like to express my gratitude for continuous cooperation and support. To conclude, I sincerely hope that the consistent work and common efforts of all the ILO constituents will enable to tackle the current challenges to ensure social justice, gender equality, decent work

and prosperous society, and wish the organization all the success for many more years to come. Thank you.

Mr Nouredine Taboubi

Worker (Tunisia)

Mr President, ladies and gentlemen, at the outset, I would like to congratulate you on your election and wish you all success in your endeavours. I would like to take this opportunity on behalf of all Tunisian workers to wish this organization and the Director-General, Guy Ryder, and all its membership our sincere congratulations on this important anniversary. This tripartite edifice has played an important role in improving the lot of workers worldwide, and we are pleased to see an important set of documents that will guide our way in future. The report is useful in dealing with the sweeping changes that our world is facing and will provide a roadmap towards dealing with these issues. After 100 years we have seen how this organization has responded to attempts by capitalism to take over the situation in this world, and following the Philadelphia Declaration and in the wake of World War II, we have seen that there was an attempt to turn labour into a commodity and this approach poses a threat to the world as a whole. We are faced with radical changes, changes that are leading to inequality, and the attempt to continue to turn work into a commodity undermines all the efforts that had taken place over the past 100 years. And if we were to look at the situation in the Arab world, we see a true reflection of how the situation of workers are deteriorating. We also see how migrant workers are dealt with. We see high levels of poverty, high levels of illiteracy, and in the Arab world the levels of working conditions are the lowest. The future of work in our countries is fraught. In the occupied territories the conditions of Palestinian workers are dire. We are faced with exploitation. We are faced with lack of dignity. We are faced with the threats of a digital economy that is undermining the conditions of work all over the world. The systems of production, the methods of management are having negative consequences on all workers, which makes it imperative for us as trade unions that we try to confront these trends and to make sure that social dialogue takes the lead. Education is at the forefront, and we ensure that our children enjoy education. There is no question that we need to make every possible effort to make lifelong learning a method of dealing with unemployment. Employment are reaching exponential levels and this is affecting our economies and the labour market. Therefore, we call on all constituents to put the recommendations in this report and the Report of the Global Commission into implementation, and we call on the industrialized nations and the developed nations to help developing countries to enter the digital world and to live through the Fourth Industrial Revolution. We are closely attached to independence of the labour movement, to democracy and their participation in the strategic planning in the face of the new changes in the world of work and the world of employment. It is our responsibility that we make sure that social protection and its floor becomes part and parcel of any policy and to ensure that all workers, especially those are marginalized, to enjoy the benefits of such a Social Protection Floor. We have to make sure that such social floors will enjoy sustained financing through fiscal policies that would enable workers to benefit from such social protection. Employers should play their role in this process [vgr INTERRUPTION 6:58].

Ms Irina Kostevich

Government (Belarus)

President of the Conference, distinguished delegates, ladies and gentlemen. The 108th Session of the International Labour Conference, which is taking place during the centenary

anniversary of the ILO, will go down as one of the most significant in the history of the organization. Since inception of the ILO, the ILO has gone down a unique road, step by step, unswervingly holding up the principles of social justice. The achievements of the ILO are significant and clearly must be emphasized, and I feel that the major achievements of the ILO are the fact that it is not resting on its laurels. It is looking ahead and taking along with it all those who are prepared to fight for and uphold the principles of Decent Work. Therefore, we have on the agenda of the Conference the discussion on the future of the world of work. In this regard, I wish to thank Director-General Ryder for the excellent report working towards a better future. Clearly, the Global Commission had a very difficult task. At the present, the world of work is going through major change. Globalization, technological progress, demographics and global warming are all having a major impact on the world of work. The process for the implementation of new approaches to the organization of production, including automation and robotization are gathering pace. We see increasing use of unconventional forms of employment which are very difficult to integrate in the conventional paradigm of labour legislation. The world of work is changing. However, what are the consequences of these changes for working people? Can we say that all workers are looking with optimism at the changes underway? Very clearly not. Economic progress is still having a selective impact. Only specific groups of workers can fully feel the beneficial impact of development. The Global Commission has come up with a clear response to the challenge of our time. The need to set up a policy which will draw a future in the world of work as we want it to be. At the heart of which we have the individual. We cannot turn back the clocks. We cannot hold back technological progress, but we can do a great deal in order to ensure that these changes bring about the well-being of people. In this regard, the Global Commission has defined the main thrust of this move: investment in people, in human capacity and in labour institutions, and decent employment. These thrusts have been developed in the proposals of the Global Commission on the organization of work in the modern environment, setting up social protection, creating a system with universal workers' rights, providing the right to lifelong professional training, and the Global Commission is called upon to uphold health and workers' life. And therefore, we fully support the proposals of the Global Commission on the recognition of the right to health and safe working conditions as the fundamental rights in the world of work. A major issue that will have to be settled in the near future is the implementation of the proposal of the Global Commission. We are talking about the renewal of the social pact on its guiding principle, as established initially when tripartism was set up with the ILO. In this regard, in the Republic of Belarus we have cooperation between Government, trade unions and employers' federations which are a key instruments for setting up social and labour policy, agreement between the parties consolidated through broad agreements between Government, national employers' federations and trade unions. The broad agreement is a comprehensive document which touches on all the most important issues of social and economic policy. For example, in the general agreement for 2019-2021, which was signed in December of last year, we have provisions for keeping unemployment below 5.5 per cent, and we intend to reduce the gap between public and private sector pay as part of the broad reform of civil service pay. We are convinced that, as part of the plans for the near future, the national strategy on the issues of the future of work will be the key area as set out in the recommendations of the Global Commission. Thank you very much, and I wish to congratulate you all on the hundredth anniversary of the International Labour Organization.

Mr Camille Abouseiman

Government (Lebanon)

Ladies and gentlemen, I am pleased at the outset to congratulate you on behalf of Lebanon, on behalf of the President and the people of Lebanon on your election to presiding

this Conference. I would like to convey to you also the sincerest thanks and greetings to the ILO and to the Director-General and all ILO staff all over the world. I would like to congratulate you on the centenary, and we wish you all success in moving ahead towards a brighter future for the organization. The ILO has succeeded to be the main pillar to consecrate all the values of social justice and social dialogue on the international level while being based on its own unique structure and being described as being a tripartite organization based on consolidating a partnership between governments, employers and workers. The report on Work for a brighter future and its contents for the past year shed light on important topics in order to create a future that is equitable and fair for work. Lebanon is an active member in the ILO and that is since 1948. Lebanon is committed to the principles and to the basic rights at work in accordance with the Declaration of 1998. Lebanon is always striving to honour its own commitments in accordance with the Convention on work, 51, that has been ratified by the country. It is no secret to anyone that all the challenges that are experienced by Lebanon are unprecedented, being due to the presence of Syrian refugees since the breakout of the Syrian crisis in 2011. Lebanon has become the first country ever in the world hosting the highest number of refugees proportionally speaking to the number of citizens since the number of Syrian refugees has exceeded one third of the Lebanese citizens. That is without accounting the other nationalities present on the national territory. The impact and the outcomes and the repercussions of the Syrian crisis is no secret to anyone and all its effects in Lebanon in all the sectors. It is affecting youth and the Lebanese young people. We have a decreasing growth rate. We have now Syrian labour that is competing with all the Lebanese workers for all the job opportunities, and we have the informal type of work that is becoming a risk and danger for the economic sector.

Ladies and gentlemen, since the eruption of the Syrian crisis, Lebanon has never stopped fulfilling its humanitarian role towards the Syrian refugees that were hosted on its soil. That is due to its respect to all the principles of human rights and humanitarian law. Nonetheless, Lebanon, and with the entering of the Syrian crisis in its ninth year, is suffering from a big crisis, economic social crisis, and they are much above its capacities to handle them. This is why we invite you all to join efforts for the return of the Syrian refugees safely to their country because such a safe return will constitute a solution to the crisis of refugees and a protection to Lebanon and its durability. We highly commend the fruitful cooperation between Lebanon and the Regional ILO Office in Beirut through all the projects that are in force and through the services that are organized, as well as the regional project for fair immigration in the Middle East. This cooperation was reinforced recently through two projects: the amendment of the labour law as well as the law on social security. We had reconsideration also of the custodianship system, *kafala*, and the improvement of the conditions of work for all domestic workers, and we are coordinating with all the responsible authorities. And we are very much aware of the statement that is going to be adopted, and we hope that it will be able to address all the challenges and it will be an opportunity to benefit positively from all the transformations in our world. And thank you for your kind attention.

Mr Abdullah Al Bakry

Government (Oman)

Your Excellency President of the Conference, Excellencies, ladies and gentlemen. May the peace of God be upon you. I am honoured to speak to you and address you on behalf of the GCC Ministries of Work for all the GCC countries, and I am pleased to address you with my congratulations on your election as President to the Conference. I would like also to congratulate the Vice-Presidents wishing them all the success at work. I would like to address you all to congratulate you on the centenary of the creation of this noble organization, this organization that assumed all the responsibility of achieving social justice between the constituents and the improvement of the principles of work. We reiterate our

confidence and faith in the efforts of the ILO and in consolidating its role for a brighter future of work. I am pleased also to address my thanks to the Director-General of the ILO in preparing all the documents with the help of the staff at the ILO, and I am very pleased to see that the Global Commission on Work has prepared all the documents. The future of work, ladies and gentlemen, is one of the most important challenges facing the international community, especially with the increasing number of jobseekers as well as the growth rate of many countries. This needs further investments and human capacities and scientific capacities in order to upgrade all the economic powers and forces in order to be compatible with all the Sustainable Development Goals in order to achieve social justice. The Report of the Global Commission on Work and all the documents and the recommendations that we need to focus on, especially the human action programme, is very important. Ladies and gentlemen, the GCC countries have adopted lots of measure and advanced steps through the strategies as well as the economic and educational and training visions that serve the future of work, taking into account the human being as the centre of development. That is by developing an educational system satisfying all the needs of the job market. We have also promulgated laws and taken many measures for empowerment and women equality and in order to fight discrimination to development SMEs and to guarantee also the social justice and social protection measures. We did not spare any efforts to create more jobs in order to have our efforts compatible with Goal 30 from the SDGs. I would like to seize the opportunity and say that the visions and policies of all the states in the international community should be compatible with all the technical challenges, as well as artificial intelligence, by considering that technology has come to empower the human being and to enforce his role and not the contrary. On the other hand, one of the most important challenges of a digital economy is the number of definitions and also the capacity to protect the people. This is why we need to be very realistic in dealing with them and to integrate them in a transforming economy in order to guarantee a balance between life and work. Ladies and gentlemen, dear participants, as we know, technology and artificial intelligence affect the future of work. This is why the ILO should sense the experiences of all the countries and to make all the experiences an example for the international community and to upgrade all the skills everywhere in order to reach the economy. And on this centenary, we need to renew the support to all this process and to support its efforts in order to increase efforts and investments in human resources. And we do hope that there will be always a cooperation programme between the ILO as well as the other academic institutions and the other governmental institutions in order to participate to all the events that will be held by the ILO in order to reach a brighter future for work. Ladies and gentlemen, in conclusion we would like to extend our support to the Palestinian Occupied Territories, and we need to guarantee the resources in order to guarantee social justice and life and dignity for all the workers in the Palestinian Occupied Territories. I thank you ladies and gentlemen for all your attention, and may be the peace of God be upon you. Thank you.

Mr Kouakou Pascal Abinan

Government (Côte d'Ivoire)

Mr President of this Conference, Director-General of the ILO, distinguished delegates, your Excellencies, ladies and gentlemen. It is a signal honour for me to be able to take the floor this solemn occasion when we celebrate the centenary of the International Labour Organization, the only tripartite organization within the UN system. Mr President, allow me at this point to convey to you, on behalf of the Government and the people of Côte d'Ivoire, my warm congratulations upon your election to the presidency of this Conference. You may rest assured that you can rely on our staunch support in performing this duty. Mr President, we welcome Report of the Global Commission on the Future of Work entitled 'Work for a brighter future'. We welcome it because it contains a careful and highly relevant analysis, thanks to which we are able to gain an overview of the overwhelming challenges which face us as we strive together to promote decent work. Choosing this approach means that we now

have plenty of work in progress, which we have got to tackle in order to provide a better future in a sound and stable economic environment, which will provide a good quality of life to the peoples who aspire to more dignity and justice. The future of work which must open opportunities has to be built by the governments, employers and workers with the support of the International Labour Office, and in this regard we eagerly anticipate the democratization of the Governing Body of the ILO through a more equitable representation of all regions. Mr President, his Excellency Mr Alassane Ouattara, President of the Republic of Côte d'Ivoire, has placed improving the population's quality of life right at the core of his social policy, and to this end, after having initiated and implemented national development plans with promotion of the development of human capital and social well-being as one of its main thrusts, the President of the Republic has declared 2019 the Year of Social Achievement in order that the favourable state of our economy benefit the people of the country to the fullest possible degree. Beyond the Government's social programme, which is going to be put in place throughout 2019 and 2020, a number of policies and programmes have been implemented with a view to consolidating social dialogue and promoting the development of human capital. On the basis of the mature and robust tripartism which exists in our country, the Government has worked hard to further social dialogue by means of a revision of our labour code, thanks to which we were able to strengthen freedom of association and also lay the ground stone for consolidating social democracy in our country. This means that today our social dialogue institutions are up and running, and thanks to this we are able more swiftly to deal with labour issues which always arise at regular intervals in the socio-economic life of any human community. Moreover, when it comes to promoting human capital, a number of initiatives have been carried out to provide greater access to the growing number of young people and women to employment, including introducing different types of internships which enable young people to round off their formal training or to acquire professional experience. Our policy, which is aimed at broadening the scope of social protection in the short term by implementation of universal health coverage policy, is aimed at providing ultimately the whole of the population with cover against health risks. We are faced with a number of challenges, and they range from strengthening the ability of our administrations to ensure that such matters as climate change, technological innovation and new forms of employment are taken into account in our national structures and infrastructures. The Report of the Global Commission on the Future of Work is an opportunity for all states to grasp because it allows us to work towards greater synergy of our activities, and we are certainly going to be committed to this most fully. Thank you for your kind attention.

Ms Barbara Catherine Figueroa Sandoval

Worker (Chile)

Distinguished delegates to this the 108th Session of the ILC, representatives of governments of employers and workers, ILO team, I would like to salute you on this the centenary. First of all, I must announce the fact that, in Chile, professors are in a strike in favour of high-quality public education and demanding that there be an advance in negotiations. After one year, we have not yet had a proper reply from the Ministry of Education to our demands. The centenary of the ILO is a challenge for us all. We are called to look at this so-called revolution 4.0 as we try to increase welfare into our lives and well-being, but there is a risk that this well-being will be put in second place. We are worried more about the growth of our countries' economies but we must make sure that we do achieve equality. We should not just believe those who say that company profits must come first. If we look at the different debates before us on migration, its effects upon us and the different myths, then we look at things about the climate change affecting countries all traceable to the climate change. We look at the debates on public policy and social protection, all of this linked with demographic changes. All of this reflects the fact that it is not a coincidence the ILO in its centenary is looking at the subjects which they have deemed

to be important this year. In Chile, we have had lots of difficult problems in the last period. We must make sure that we do not lose the progress that we have made thus far. We have issues with the labour directorate. There has been a radical change in their interpretation of the laws and the protection of those weakest in the labour relations. We are seeing that there has been an undermining of the right to breastfeeding. There are problems with the mothers being paid unless the children are in proper child care, and we have seen that also we have had issues with workers at the LATAM air carrier. They have been on a strike against their will for over a year because the labour directorate has refused to recognize their union and refused to negotiate with the union and let the union decide the terms of their strike. They have set up other worker representatives which are parallel to unions, but they do not actually have a mandate for negotiation. The reform which has been put forward by the executive, without any consultation with the senior labour council, would like to agree 12-hour working days with an effort in actual fact to do away with unions and has come forward with proposals with non-recognition for platform workers. With all of this, and these examples, we can see that there is a great deal of will on our side to work on trying to manage new forms of work, but we fear that we see that in the future some of us would really like to reduce us to slave-like conditions in terms of our labour rights. This is not something that just affects Chile. Those other countries, Argentina, Brazil, Colombia, they are also a part of this debate here at this Conference with a high level of expectation on the conclusions of our discussions. The Centenary Declaration will be very important here. And then if we look at the cases before the Committee on the Application of Standards, that those countries who do not comply with Conventions and Recommendations are not failing the ILO, they are failing the world, their own peoples. If we look at the cases before us, we know the Lava Jato case in Brazil. That is one of the cases. We are very happy to see this on the list of the Committee of Application of Standards cases, but we are also concerned with the fact that Uruguay is on this list. We are worried because really, at the end of the day, this normative system, this standard system, it should not be abused to bring pressure on the parties when simply they are having difficulty achieving consensus. And then we look at the coming years. We see that we have got a number of different challenges before us that we are here to review. First of all, we have got to look at this attempt to just look at profits as being what really matters. No, we should actually be looking at productivity. We should see that productivity will be something that leads to the development of each and all of us. We talk about work. We need to see that it goes beyond just questions of work. We have to see a way of including each and every man and woman into growth. It should not be a model of growth which just favours transnationals which allows them to compete and which would make it possible for small firms to compete with big firms, for multinationals to compete with national firms. We want to deal with things like what we have seen with the firm Unilever, which just recently closed operations in Chile and put hundreds out of work. These challenges before us, we have got to take up these challenges. We have got to all work together, and we have got to do what we can to make sure that we can indeed not break down into ideological debates. We have got to keep our eyes on the future. We have got to take a look at what we need to achieve while not losing what we have got at the present time to achieve. We see that there are challenges before us. They are not just a risk, but we certainly are happy to be able to count with the support of the ILO in our efforts here. We see there has been a redoubling of our efforts here to make sure that we do have social dialogue, collective bargaining, social justice and basically with an eye towards the future so that we can make sure that we have a bright future for work for all.

Mr Mohamed Mahmoud Ahmed Saafan

Government (Egypt)

In the name of God the Merciful, the Compassionate, Mr President of the Conference, honourable heads and members of the delegations, honourable representatives of the employers and the workers, ladies and gentlemen. At the outset, I would like to congratulate

the ILO for its centenary, and I would like to say that the 108th Session of this ILC this year is characterized by this special opportunity that reconfirms the importance of social justice as well as the work on Decent Work and the important process to address and meet all the new challenges. It is very important for me, and I am pleased to congratulate the current President of this session, as well as the two Vice-Presidents, on their election, and this confirms the principles of the ILO. I wish them all success in the proceedings of the Conference. I would like also to sincerely congratulate Mr Guy Ryder, the Director-General of the ILO, for all the achievements that are important and that have been achieved by the organization in all the fields. We congratulate also all the members of the Global Commission on the Future of Work for all the efforts that have been spent in order to guarantee a brighter future that is the main axis and the main rationale of our Conference. Ladies and gentlemen, dear participants, undoubtedly my country agrees with all that has been included in the Report of the Global Commission, and it should be included in all the approaches taken in the economic policy. We need to concentrate on the human being and also the improvement on the capacity to invest in the human being as well as the labour institutions. We need to invest also in decent work and sustainable work. With such an ambition we all, governments, employers and workers, in addition to the ILO, should be in solidarity and cooperate together in order to take all the measures to carry out this programme. In compliance with a brighter future, I would like to precise that the Republic of Egypt since 2016 has succeeded in carrying out several programmes in the framework of the long strategy in order to empower the economy and to upgrade the skills of all. We have experienced a better improvement that has been recognized by many international institutions, and we have seen that the growth rate has reached almost 10 per cent and also unemployment has decreased by 8 per cent, facing 13 per cent in the first quarter of 2013. Such an improvement has become a reality as a result of all the efforts of the Egyptian Government because it considers that human development is the most important. To this, all the development projects all over Egypt, we sense all the improvement through the satisfaction of all the needs of the national industries. We have empowered the human capital through education, training and health. Ladies and gentlemen, dear participants, Egypt is keen to make its own legislations compatible with all the principles and standards of the ILO, and we guarantee the freedom of association since 2017. We have taken into account all the observations made by the ILO. Since 2008, we have been working with the ILO experts, and the new law we promulgated has succeeded and contributed to upgrade the economic sector through the creation of the labour unions, and they came after 12 years. And we are at present working on amending some of the provisions of the law in order to reach the Supreme Council for social dialogue that will deal with all labour issues and to reduce also the minimum standards for all the ones that deprive the workers from their rights. Moreover, we would like also to confirm the importance we give for the amendments that were introduced to the Constitution of the ILO in order to increase the seats for the members of the Governing Body. This will be fairer in terms of geographical representation, and we would like also to thank the organization that has encouraged the countries to ratify all the principles adopted that have not been doing so yet. Ladies and gentlemen, the serious situation in the Palestinian Occupied Territories and all the blockades on the Palestinian population are events that impede the peace process. We condemn all the aggressions on the workers and the people of Palestine. Egypt will spare no efforts in supporting the Palestinian cause in all the international and regional forums. It will always stand by the Palestinian people and its right to have its rights preserved and to have Jerusalem as its capital. And the Palestinian cause is at the core of the Egyptian foreign policy in order to have a state based on justice, equality and in order to be a gate for the region. In conclusion Mr Chairman, I would like to say that our dear country is experiencing the positive developments, economically and socially, and we hope that you will benefit from them in order to achieve our goals. Undoubtedly, the ILO is going to be an important factor in setting all the labour standards [vgr INTERRUPTION 6:50] so in order to have the standards compatible with the era and its needs and for all the countries in order to guarantee all workers' rights in order to implement the development plans and projects. Thank you, your Excellency.

Ms Zulphy Santamaría Guerrero

Government (Panama)

President, delegates, good afternoon to each and all. First of all, let me begin by congratulating the ILO, and in particular its Director-General, Mr Guy Ryder, for its admirable work and the work of the organization in the run up to this the 108th Session of the International Labour Conference. The conference on peace that celebrated in 1919 led to the Versailles Treaty, and in Part XIII the ILO was established. Panama was only 16 years old as a republic at that point in time, but it was represented at that historic conference which meant that our country was one of the founding members, and it has from the very outset shown itself as a young republic which is independent but has supported the policies of this organization. Since the Constitution of the ILO in 1919 and the Philadelphia Declaration of 1944, the Declaration of the OIT concerning the fundamental rights and principles at work and its follow up in 1998, and then the Declaration on Social Justice for a Fair globalization in 2008, Panama has also supported the international standards including those that were reflected in the laws of our republic. We have ratified the eight fundamental ILO Conventions and its Protocols. Now as here we celebrate the ILO Centenary, we look at the achievements of this great organization and what it has done in terms of establishing labour standards. It is the only UN organization which is tripartite. It causes participants to work together using dialogue to develop its policies and its programmes, as for example in the promotion of decent work for all. That said, we need to reaffirm these values and these principles upon which the ILO was established, in particular those which are the most essential, such as, for example, social justice. Since 1999 the ILO has succeeded in updating the social justice message and incorporated the Decent Work facet. We simply cannot meet this mandate of social justice unless we do take into consideration the changes in the world of work. The Republic of Panama values the issues before this Conference for discussion, and social justice inspires all the different participants to look at the most essential things which are affecting the world of work. Here we are thinking about the importance of social dialogue, the role of tripartism, our effort to fight against violence and sexual harassment against men and women in the workplace. As a participation at the national level, we have also wanted to shore up our link with the work for the ILO, looking at issues such as support for the tripartite approach in the initiative of the Future of Work for the Centenary of the ILO in 2019, our compromise against combatting violence and sexual harassment of women in the world of work, and development of our efforts in the country to combat child labour, which is a very important role of the ILO. We have added a regional initiative which has put us on the proper path to try and eradicate this plague in compliance with the compromise which we have undertaken in the framework of the Agenda 2030. Now Panama has also offered support to the ILO. We could perhaps mention the following initiatives. For over 30 years, we have been permanently fostering South-South cooperation between Latin America and the Caribbean, and we have been doing that with our information and statistics system for Latin America where we bring together process, disseminate and maintain archives of information on labour and societal relations in the region. We have also been a leader when it comes to trying to promote gender equality. Our Vice-President and Chancellor of the Republic has been chosen as a champion in our region for the initiative to try and achieve gender equality in the Latin America and Caribbean region. This is part of the EPIC, or the Equal Pay International Coalition. And we have also been working with the ILO UN Women in the OECD. We have also worked with the training centre in Turin for training programmes in Panama with an inter-regional facet where we bring together the different social actors, students, academics from across Latin America. The first regional for the ILO was held last year, 2018, in Panama, and we adopted the Panama Declaration for the Centenary of the ILO. And then finally, the document that we have before us for this year, 'Work for a brighter future', prepared by the Global Commission on the Future of Work invites us to review these

issues to ensure that the workers in the future will have a fair share of progress in future and will defend their rights and will also protect them from the risks that they run in their jobs. Now in this International Labour Conference, Chairman, where we present our positions on the future of work, the tripartite debate should bring us to address the issues of people and the work that they do and look at essential social and economic policies which will make it possible for us to obtain skills to become better professionals to aspire to make use of these new models of work of this the digital era. We will need better training. We will need to change our mindsets. We will need to use proactive thinking, creativity, leadership and critical thinking if we are to dominate and put to good use these new technological tools.

Ms Julie Lødrup

Worker (Norway)

Thank you, Mr Chair. On behalf of the Norwegian workers, I would like to extend our heartfelt congratulations on the hundredth anniversary of the ILO. Of all the international institutions established in the wake of the First World War, only the ILO has endured to this day. The vision of building and sustaining peace based on social justice has proven more lasting and relevant than the founders could have ever dreamed of. With its tripartite structure and Decent Work at the heart of its approach, the organization is well equipped to deliver on the Sustainable Development Goals and contribute substantially in creating a world of decent work. I would like to commend the Global Commission on the Future of Work for their efforts. We appreciate the human-centred agenda of the report. The ILO will always be about people people's rights, needs and aspirations. The way forward has to be social, and strong state intervention is required. A more comprehensive social security system and lifelong education and learning are essential to securing a just transition. We also welcome the idea of a measurable and transformative agenda for gender equality. We must transform the care economy through public investment in quality care services, decent work policies for care workers and a revaluing and formalization of paid care work. Providing accessible and affordable childcare and care for the elderly are central to ensure women's possibilities of entering the world of work. Not least, we must create and secure a world of work free from violence and harassment. This is essential if we want an inclusive working life. Violence and harassment are not happening arbitrarily. Women and other vulnerable workers are affected the most. It is excluding people from the world of work at a time when we need their skills and efforts dearly. We believe that measuring progress based on GDP alone is a deficient indicator of policy success. We therefore support the idea of supplementary indicators to encourage, and more accurately track progress, for instance of unpaid work performed in households and communities. We would like to stress that the current concentration of power could have been addressed more thoroughly. Globalization has contributed to a dramatic increase in power of large multinational corporations and concentrated wealth in fewer hands. States' power to regulate business entities has eroded or voluntarily been ceded in order to attract these businesses. At the same time, labour's traditional tools for asserting rights, trade unions, strikes and collective bargaining have been significantly weakened across the globe. The human cost of work done in supply chains is not reflected in the price tag of what is produced. We know that items are produced with no job security, no health and safety regulations, no living wage, no decent work for those who created the clothes we are wearing. Governments should mandate companies to carry out effective right-based due diligence throughout their supply chains with effective grievance procedures to ensure remedy for human and labour right violations. There is also a need for an international legally binding treaty to ensure compliance globally. Private sector and multinational companies must particularly respect freedom of association, pay living wages and respect collective bargaining rights. Finally, we have read the appendix to the Director-General on the situation of workers of the occupied Arab territories with deep concern. The occupation is tightening its grip. Gaza is close to collapse. Nowhere else in the world does the labour market situation of women appear so dire. We have enormous tasks ahead, and

we have to step up to the challenges of change. Decent work, gender equality and climate justice are core concerns. In the Sustainable Development Goals, we have the vehicles through which we can focus, organize and measure our efforts. May we succeed together. Thanks.

Mr Félix Mpozeriniga

Government (Burundi)

Mr President of the Conference, ladies and gentlemen, distinguished delegates. On behalf of the Government of Burundi, of the tripartite delegation from Burundi, and in my capacity as Minister for Public Service, Labour and Employment in Burundi, it gives me great pleasure and is an honour for me to speak before this august assembly meeting at this Centenary Session of our organization celebrating its first century of existence and with the fortunate ability to look back on a record of achievement, satisfactory achievements greatly appreciated by all our governments and partners. I am very proud to join previous speakers in thanking the ILO, through its Director-General and Governing Body, for all the work that has been accomplished in the general field but more specifically when it comes to labour. The Government of Burundi is always concerned to promote decent work for its citizens, and I would now like to speak a little bit about some great projects which we have been implementing in order to promote more favourable living and working conditions thanks to a regulatory framework which is in the line with the Conventions and Recommendations which were adopted at such Conferences as this. With a view to updating our labour legislation and bringing it into line with other codes and legislative instruments in force, and also in order to be in conformity with the legislation of other countries in the sub-region and with international standards, the Government of Burundi together with social partners has worked out a draft labour code thanks to the support of the ILO services. We are currently holding tripartite discussions to consider the comments received from the standards department of the ILO so that these can then be integrated into the labour code before it goes before the Government for adoption in a few days' time. Work is also going on on a code for social protection, and that will also be finalized once the labour code has been concluded because there are certain cross-cutting provisions which need to be adjusted. In the field of employment, the Government has adopted a national employment policy in 2014, and we are also working on our third generation Decent Work Country Programme, and we have also carried out two preliminary studies. First of all, a review of Burundi's Decent Work Country Programme in order to look at what was achieved during the 2012-2015 cycle, and we are also engaged upon an analytical study in preparation for this new Decent Work Country Programme. It is of crucial importance to us that this work progress. The Government of Burundi, however, cannot promote decent work for citizens and ensure social stability if there is no equality of remuneration, and we are currently working on a national policy for equitable remuneration which will be based on a register of trades and an employment classification. Since the beginning of this 108th Conference, Mr President, distinguished speakers, and especially Heads of State and Government, have placed great emphasis on the importance of social dialogue throughout the world. For some years now, a contract for social dialogue and a Social Dialogue Committee has been institutionalized between the Government of Burundi and the social partners. This committee is a forum for exchange and debate and search for solutions to issues which can occur in the labour arena between employers and workers. The State being the main employer in my country, consequently there has been a significant drop in the number of labour issues, and there have been no strikes for almost six years thanks to these efforts to seek solutions to the problems. Ladies and gentlemen, the day before yesterday, her Excellency the Prime Minister of the United Kingdom placed great emphasis on the need for efforts to combat modern trafficking in human beings, especially the trafficking of children and women. My Government, the Government of Burundi, is greatly concerned by this situation, and in order to contribute to improving conditions for labour migration, a project for a national policy for labour

migration is in the process of being developed. To this end, a Memorandum of Understanding was signed between the Ministry for Public Service, Labour and Employment and the International Organization for Migration. As I already mentioned earlier on, the Government of Burundi is most gratified by the excellent relations which we have had with the ILO ever since we became members in 1963, and we follow very carefully all the activities organized by the ILO. After the publication of the Report from the Global Commission on the Future of Work, my Government, through its Minister for Labour, organized meetings for employers, workers and other stakeholders in the field of labour in order to be able to discuss all these activities. Before I conclude, Mr Chairman, allow me once again to congratulate everyone in the ILO for all the achievements which they can look back upon, and we would like to thank all governments and social partners for their commitment and for their unstinting support to the efforts of the ILO. Thank you.

Mr Faiez Almutairi

Arab Labour Organization

Mr Chairman, Excellencies, ladies and gentlemen, peace be upon you. At the outset, I would like to congratulate the ILO on the occasion of its centenary, wishing it another century of achievement. I also would like to congratulate the officers of the GB and all the staff for their achievements. I would also like to congratulate Mr Ryder for the report on 'Work for a brighter future' which outlines working for certain targets to face up to the unprecedented transformations globally in light of technological development, artificial intelligence, automation, with a policy that focuses on human beings while investing in human beings and securing their right to lifelong learning as well as gaining skills for all work opportunities. The report also focuses on taking up the opportunity for achieving equity and social justice. I underline the main positions of the report, particularly in supporting youth as they move from the ranks of students to the work market and supporting them with the skills that will assist them in adapting to the technological changes in a part of the world where we face limited opportunities for work. In light of all these changes, we have to coordinate amongst the governments and the labour unions as well as the employers' organizations with more effective and comprehensive relations. This can take place upon constructive dialogue in order to bring in distinguished expertise, and this was in my report in the 46th Session of the Arab Labour Organization on the requirements of work and sustainable development to identify the identities between the legislations posed by the Arab Labour Organization and the national legislation in order to come up with work relations that will adapt to technological development while securing the right of workers to basic rights and equitable social protection for all. We hope that we will come up with resolutions that will support us to fulfil the sustainable development plan for 2030. The future of labour in the Arab region will not be brighter unless all three parties to production will share in the responsibility of what is happening in Palestine and the occupied Palestinian territories. How can we achieve productive labour in a besieged and constricted economy, an economy that has been burned out by the Israeli occupation? How can we invest in the Palestinian citizen who lacks very basic services for a dignified life? The Israeli occupation continues its racist policies and daily violations and its actions as a state above all laws and all internationally norms. This spreads a situation of instability in the region as a whole, and it aborts any efforts to revive the social contract for future generations. Let us all cooperate to build the future of labour in occupied Palestine. I call on all donors globally to invest in these promising human forces and to contribute to changing the Palestinian economy to enhance decent work and to focus on certain areas such as renewable energy and building a supportive infrastructure. Here I reiterate my call to the ILO and to the three parties of production to convene a meeting for the donors to support the national Fund For Employment there. And finally, I wish this Conference all success, and peace be upon you.

Mr Miguel Zayas Martinez**Worker (Paraguay)**

President, ladies and gentlemen, President of this the 108th Session of the ILC. If I may, I would like to congratulate you on behalf of the workers of my country for your election to conduct the proceedings of this Conference. I would also like to thank the ILO and congratulate you on this the centenary of your existence. Very important for our country and for my union, it is important that the ILO has put on the discussion the Future of Work and the challenge to Decent Work as a theme. We think that without decent work for all workers, we cannot build in dignity and with respect for labour rights the future we deserve. Now, if I may, I would also like to share some facts about my country. In Paraguay, this is the way things actually are. If you look at the labour market, the official rate of unemployment is 5.8 per cent, but the unofficial underlying rate of unemployment and under employment is 27 per cent. This means that thousands of workers are not earning what the statutory minimum wage would imply. 57 per cent of those who are employed in the private sector are not earning the minimum wage, and even almost 19 per cent of those working in the public sector are not earning the minimum wage. In the rural setting, almost 80 per cent of salaried workers are not earning the minimum wage. There are other things that can be said about employment and social security. Our population in the country is around 7 million. The active population is about 2.9 million. About 35 per cent of these persons are working in the private sector with salaried positions. The official rate of unemployment went down from 14.7 per cent to 5.7 per cent, and yet there are certain problems linked to the informality and the fact that some workers are not registered under employment, and particularly there are problems with those that are not earning the minimum wage. Now we also have a very high level of self-employed workers with limited income. Almost 50 per cent of our active population is not really enjoying what we would call decent work. The labour situation does have an effect on workers. If you look at the social effect, it is very worrisome indeed, and there are three reasons why. First of all, we have seen that there is a high level of unemployment which is informal in nature, and 60 per cent indeed again work in the informal sector. And this is really a social drama, and it has a very negative impact on how much money is earned by workers, and that then plays into the problems that the families face. The minimum wage only really is enough to pay for about half of what families need, and many are really earning starvation wages and are not covered by the mandatory social security system. Employers often do not register their workers, or when they do, lots of times they employ them but they do not actually pay the payment into the funds of the social security system and keep it for their own dishonest purposes. This is a very regrettable practice by some employers. A percentage of our workers have tried to organize themselves into unions but often they are fired if they try to do that. Immediately, on the spot. These types of things do undermine stable work. We have also bosses that force their employees to sign short-term contracts, usually for three months, which makes work very precarious indeed. There is also outsourcing which is abused increasingly in our country. We do have a tripartite social dialogue here. Unions working with business sector chambers and the Government are attempting to try and establish concrete plans to generate work using public and private investment. It is an innovative dialogue. It is something which is very promising for the unions, and we think this is something which is very healthy and will lead to necessary decent work. We do need to make progress here. We have undertaken compromises. We want to have a country which is characterized by social justice and true democracy, and this is going to have to be based upon the use of social dialogue. This should be the state policy for building a better Paraguay with full economic and social development. We have a number of different Declarations which we very much support in our efforts to try and build national consensus as part of our ongoing social dialogue framework. We would like to mention first of all that we think that freedom of association and collective bargaining are fundamental human rights, and we have to all support them. We also have to see that our rights are part of building a democratic country if we are going to have the proper

public economic social development policies. We regret the fact that some employers are not respecting the rights of their workers and the right to organize. Sometimes they are fired. Sometimes they are living in fear of trying to exercise their labour rights, and we have also seen that there has been fraud which has affected the public sector, and often they have abused subcontracting, outsourcing, undermining labour rights. Now we reject that many of the employers [vgr INTERRUPTION 6:11]. We would demand that labour and social laws be respected as enshrined in the national Constitution, international standards from the ILO and international Conventions on human rights. Thank you very much.

Mr Jamal Kadri

Worker (Syrian Arab Republic)

Ladies and gentlemen, Mr President of the Conference. Good afternoon to everybody. This 108th Session is taking place at a time when our organization is celebrating the centennial of its birth. Despite the passage of 100 years, the dangers and challenges facing labour workers, nations and peoples in general are increasing. The theme of the Future of Work presented by the Director-General of the organization is the greatest challenge that we all must address. We have a lot of challenges from the change of prevailing labour relations to the absence of the concept of basic employer through supply chains with the impossibility of identifying the party to be prosecuted in case of violation of workers' rights, a shocking violation of basic rights of workers, the absence of occupational health and safety standards, the widespread of new occupational disease as a result of widespread advances in technology, the absence of hundreds of thousands of jobs because of the replacement of the human element with artificial intelligence. It means that hundreds of thousands of families have become without a breadwinner, which forces us to make the issue of vocational training a sustainable one to meet these and future challenges. In addition, many of these dangers are the result of the efforts of countries and forces that want to keep the world under control, domination and war. It works in various ways and means to perpetuate the exploitation and abuse of human dignity and many serious consequences affecting decent work. The unjust terrorist war that my country is facing has its negative repercussions and disastrous effects on workers and people of Syria since the terrorist groups targeted all elements of our life. These gangs, supported, funded and armed by regional, international hostile forces, targeted the schools, kindergartens, roads, bridges, universities and cut off national economy, plundering major economic resources such as oil and gas, basic needs of food security, have destroyed all aspects of life, and they have also attacked all infrastructures through their dark thought which is the strange thought of cultural values and human traditions in Syria. The terrorists' practices inside Syria territories have been harmonized with the suffocating economic blockade and the unjust sanctions imposed on Syrian people by the countries and regimes that are mainly supportive of terrorism and are openly involved in the war against Syria in a desperate attempt to starve Syrian people and destroy their steadfastness. This goes along with the Israeli sovereignty over the Syrian Golan and the Israeli violations and repeated barbaric aggression on Syrian territory in a flagrant support of this Zionist entity and its attacks against our land. Ladies and gentlemen, such an aggression led to serious consequences upon the Syrian economy and Syrian citizen. We in the Syrian working class have been targeted by terrorism in our lives, facilities, workplaces and labour cities. We have provided thousands of martyrs and wounded workers, and now thousands of our workers are with disabilities or injured and other million workers have lost their jobs in the private and public sector, and the depletion of our national cadres and minds through migration because of their fear of criminalization of terrorist organizations by liquidation or the unknown fate in the prisons of those terrorists at best and the forced labour imposed similar to Nazi detention centres. When we fight terrorism and aggression, we exercise a legitimate right guaranteed by the Charter, and we do so in self-defence and in defence of our nation simply

because this terrorism is a danger to everyone and those who finance and arm it. In this context, our heroic army achieves more success in the fight against terrorism. In the wake of victories of the army, terrorist organizations are confined to isolated islands that will not be immune to the strikes of our valiant armed forces until their final elimination. Ladies and gentlemen, last year witnessed positive developments in our country in terms of restoring stability and security to large areas of Syrian territory that were under the control of the armed terrorist organizations supported and financed and trained by the circles and colonialist powers. Because of the wisdom and foresight of our political and military leadership, headed by President Bashar Al-Assad, we were able to accomplish many national reconciliation processes without bloodshed to return the liberated areas to the state authority and the law as the prelude to the return of its inhabitants. In order to achieve what we have achieved in eradicating terrorism, the Syrian State has not failed to provide all legal guarantees for the return of those involved of terrorism to the right and engaged in peaceful efforts, reconciliation processes in the remaining areas under the control of terrorism. We call on you to participate in our endeavours. Ladies and gentlemen, undoubtedly many of the speakers before this forum have referred to the fact that Syrian refugees have been displaced from Syria, and it has been politicized despite the fact that there many rapprochement and the fact that there were guarantees given. However, there was a confiscation of our passports and the confiscation of the passports of refugees, in addition to the fact that the violation of rights of migrants have continued. So we call on the ILO to preserve the rights of Syrian refugees who are really threatened by discriminating practices. In conclusion, I wish you all the success, and I reiterate my congratulations for the assumption of the presidency of this meeting, and we hope that the ILO will achieve what it was not able to achieve in the past in order to have a world where peace and social stability will prevail.

Mr Lautafi Fio Selafi Purcell

Government (Samoa)

Madam President, Honourable Ministers, distinguished delegates, ladies and gentlemen, warm greetings and *Talofa*. It gives me great pleasure to take the floor on behalf of my country, the Independent State of Samoa. Firstly, I would like to congratulate Director-General Guy Ryder on this special occasion of the hundred years of being instrumental in the fight for universal peace and advancing social justice and promotion of decent work for all mankind in the last hundred years. Mr President, ladies and gentlemen, Samoa is part of the big ocean states of the Blue Pacific Economy, and what I say will resonate across other Pacific nations. I take this opportunity to acknowledge and commend the ILO for its support for my country through mobilization of resources and technical partnerships to assist in facilitating an implementation of Samoa's third Decent Work Country Programme 2018-2020 which was endorsed by key constituents in 2018. Our main aim continues to be promoting good governance principles for improving and sustaining decent work in Samoa. In December 2018, Samoa ratified Convention C144 in its efforts towards the universal ratification of this Convention. The Samoa National Tripartite Forum comprises 12 key constituents representing the voices of employers, workers and government. The Tripartite is the decision-making forum that consults, negotiates and provides advice to the Competent Authority on all matters relating to employment in Samoa. Lack of decent work and unemployment unfortunately has been linked to the rise in domestic violence in some of our islands. We appreciate and note the efforts of our development partners to address this issue. In February this year, in Apia, the EU and UN announced The Spotlight Initiative committing €50 million to address domestic violence in the Pacific, and we thank you sincerely for that. In 2019 it is a good time for Samoa to reflect on its commitment to the aims of the ILO and our desire to continually improve Samoa's economic well-being and implementation of measures to enable access to decent work. This aspiration presents its own challenges, especially in how best to balance emerging technologies aimed at

simplifying work against capacity constraints to match up to those technologies. The reality is with advancement in technology labour employability diminishes since most businesses and companies tend to opt for newer approaches that are most cost effective and efficient. What this translates into is either available labour has to adapt through up-skilling and reskilling or be rendered unemployable. This certainly places a challenge on the aspirations of most countries and economies like Samoa that are truly committed to promoting the effective implementation of ILO principles that no one is left behind without work. As we convene today to celebrate a hundred years of our institution, perhaps it is also fair to reflect how best we can develop and implement measures that take stock of challenges presented by emerging trends in the labour section resulting from new technologies. Samoa remains fully committed to promoting an enabling environment that puts emphasis on prioritizing our human capital. Samoa is in the process of finalizing a review of our Labour and Employment Relations Act with a view of aligning it to the needs of our labour force in our economy, taking into account comments of the CEACR. A review of our minimum wages will commence next month. The implementation of Samoa's National OSH Framework, Green Jobs Initiatives and Labour Mobility Policy, National Employment Policy, and other initiatives have all been launched and are being implemented. As a small island state, climate change is a blatant daily reality for us, and it is pleasing that the ILO and other international bodies have taken on responsibilities to address environmental effects and its impacts on the future of work and effect on peoples' lives. We appreciate the ILO efforts to create green jobs in an effort to mitigate the effects of climate change. The reality though is if bigger countries of the world continue to pump poisonous gases into the atmosphere and exceed the desired limit of the earth's temperature, then we, the small island states, will not be around to celebrate the next hundred years of the ILO as we will be submerged under the waves with our people. Yet it is our identity. We are the big ocean states. Simply put, while jobs are important, lives of our people are paramount. We call on the ILO member States to work together to address climate change. [vgr INTERRUPTION 6:28]. In conclusion, Mr President, Samoa continues to work with the ILO to assess standards to building the future of decent work for our people. It is my pleasure to announce that Samoa will ratify Convention C187 at the end of this year. With the continued cooperation and coordination of the ILO, I am confident that ongoing reforms will be beneficial to all aspects of the development of Samoa. I wish you all happy Conference, and to you, the ILO, Samoa wishes you a very happy many years to come. Thank you. *Fa'afetai*.

Mr Juyoung Kim

Worker (Republic of Korea)

Honourable Mr President, Jean-Jacques Elmiger, Director-General, Mr Guy Ryder, distinguished delegates and guests. My name is Kim Juyoung, President of the Federation of Korean Trade Unions, the FKTU, representing working people in the Republic of Korea. It is a great pleasure for me to speak at this historic Centenary Conference of the ILO. The right to freedom, equality and dignity at work is the very spirit of the ILO throughout 100 years of its history. This aim is enshrined in the 1944 ILO Declaration of Philadelphia which set out the key principle that labour is not a commodity. Each and every country has a mandate to achieve a society where labour is fairly valued and respected. The labour standards of the ILO are the guiding principles, and the ratification of the core Conventions is the first step towards fulfilling this goal. Korea has yet to ratify eight core Conventions on the freedom of association and forced labour. I wished to attend this ILC together with Korean President Moon Jae-in to show you Korea's new image of labour-respecting society if the ratification of the outstanding core Conventions had been completed. To my deepest regret, however, the moment has yet to come. The Korean Government, the employers and the National Assembly must show sincere attitude towards the ratification progress even after this ILC, although it is a little late. This year also marks the 100th anniversary of the establishment of Korea's provisional government. Korea had overcome all the hardships

during the Japanese colonial rule and the Korean War and accomplished remarkable industrialization and democratization. Dedicated workers were the major contributors to this miracle. There were mine workers and nurses in Korea who migrated to Germany and made a strong effort to earn foreign currency for the impoverished country in the 1970s. There were women workers working in the sweatshops in the capital city who were paid only ten cents at the time. Astonishingly enough, their average age was mere 15. The centennial history of Korea was made possible thanks to the sacrifice of these workers. To pay a tribute to all those, the FKTU will continue to make every effort to become a responsible member of the international community by building new Korea where labour is fully respected. The ILO has provided the Global Commission's Report on 'Work for a brighter future' to be used as a basis for preparing for another hundred years of the ILO. I fully agree that the powerful forces shaping the future of work demand action that is no less transformative than action taken at the ILO's founding. I also believe that social consensus needs to be further promoted in order to meet the challenges we will face in the future. The FKTU, which upholds social dialogue, the core value of the ILO, has been committed to initiating new social dialogue and reaching consensus in order to achieve the great transition of the Korean society. We are faced with numerous challenges and crises. Digital transformation has increased uncertainty in the future world of work. Polarization has been widespread, not only among social strata but also among regions and generations. The most prompt and reasonable solution is social dialogue. The FKTU has resolved the issue of app-based car pooling services which could threaten taxi workers' job security through social dialogue. We have played leading roles in reaching social agreement on a job project between a local government and an enterprise which contributes to job creation for young people and regional development. We were successful in reaching a deal to introduce an unemployment assistance scheme suitable for Korea in order to reduce blind spots in social protection. We are taking the lead in developing social dialogue within the Committee on Digital Transformation and Future of Work.

We will join the ILO in its efforts to rewrite another hundred years of history by carefully deliberating the true meaning of the Centenary Declaration to be adopted at this ILC and taking the lead in implementing the new agendas. This year, Korean pop culture is at the centre of the global stage. You may have heard that tens of thousands of fans called Army cheered the K-pop band BTS at Wembley Stadium, the stronghold of pop culture. South Korean Director Bong Joon-ho has won the most prestigious award, the Palme d'Or, at the Cannes Film Festival. As such, Korean pop culture is gaining worldwide recognition. However, the current Korean labour culture is still dominated by conflicts and confrontation. The FKTU, as the biggest trade union national centre, will create K-Labour culture, which is considered tantamount to the K-pop. We will do our utmost to build a Korean labour culture which can become a role model for the world. Last but not least, I appeal to all the tripartite delegates to extend strong support for the adoption of the historic international labour standard so that violence and harassment in the world of work can be entirely eliminated. Thank you very much.

Mr Kamran Tanvirur Rahman

Employer (Bangladesh)

Madam Chair, at the outset, I congratulate you on your election as the Vice-President of the Conference. My compliments to the Director-General for exhibiting a comprehensive Report of the Global Commission on the Future of Work entitled 'Work for a brighter future'. My deepest appreciation goes to all the distinguished members of the Global Commission for coming up with a very comprehensive report on the Future of Work. One of the goals of the global agenda reflected in the MDGs in the year 2000 was to halve world poverty by 2015. The world has achieved that goal, but there is still a long way to go. In 2015, the UN agreed on a bold new agenda of SDGs with 17 goals and 169 targets addressing

areas of poverty, hunger, health, education, global warming, gender equality, water, sanitation, energy, urbanization, environment and social justice. I would like to draw the attention of this august house on a few issues. The first and foremost is the endlessly widening inequality of wealth and opportunities. The world has been experiencing extreme inequality for the past several decades. The Oxfam Report 2019 on inequality says that the 26 richest people on earth in 2018 had the same net worth as the poorest half of the world's population, some 3.8 billion people. Future of work will be seriously impacted if such extreme inequalities are not properly addressed. It is extremely distressing to note that some 800 million people go hungry every night. It is also unexplainable how 30 to 40 per cent of the food we produce globally is wasted. This is worth some \$800 billion whereas we need only \$80 billion to feed all these people who go hungry every night. It is also distressing to note that some 6 million children die every year before their fifth birthday. No developmental agenda can take place, ladies and gentlemen, without the private sector getting involved. The time for us to act is now. Inaction will cost the world dearly. The report has discussed the impact of rapid transformational change in the world of work. While ground-breaking technological advances with artificial intelligence, automation and robotics will create new jobs, there will be millions who will lose their jobs in this transition and may also be the least equipped to seize the new opportunities that come. Today's skills will not match the jobs of tomorrow, and newly acquired skills may quickly become obsolete. The greening of our economies will certainly create millions of new jobs as we adopt sustainable practices and clean technologies, but other jobs will disappear as countries scale back their carbon footprint and reduce their dependence on non-renewable resource-intensive industries. Ladies and gentlemen, the world is going through profound demographic changes. While some countries are going through an expanding youth population, others are experiencing ageing populations, putting pressure on their labour markets and social security systems. Yet in these shifts lie new possibilities to provide affordable care for the elderly and create inclusive, active societies. While the report covered a number of challenges concerning the future of work, we feel it needed to focus more on sustainability of enterprises. Without sustainable enterprises, decent work and social justice cannot be ensured, which is the very goal the ILO has been pursuing for the last 100 years. This report calls for a human-centred agenda for the future of work that reinforces social integration and cohesion by placing people and work at the heart of the socio-economic policy and business practices in a responsible manner. The report has also recommended strengthening of relationships amongst multilateral institutions in particular, the Bretton Woods institutions and the ILO to make ILO activities as well as national policies more relevant in addressing challenges in the field of work. While we appreciate the recommendations made in the Report of the Global Commission, we are seriously concerned with some of the issues raised, such as Universal Labour Guarantee, which may create serious difficulties for the developing economies. Innovation, technological advancement and artificial intelligence vis-à-vis Universal Labour Guarantee is a seriously conflicting factor in today's world of work. In conclusion, ladies and gentlemen, the Government of Bangladesh, in collaboration with other developing agencies and private sector entrepreneurs, has undertaken various steps to address SDGs where relevant issues has been dealt with without leaving anyone behind. I believe that Bangladesh and countries of similar economies will mitigate the issues with the assistance of the ILO and other development partners and ensure decent jobs for all citizens through a fair globalization. Thank you very much, ladies and gentlemen.

Mr Firmin Ayessa

Government (Democratic Republic of the Congo)

President of the Conference, Director-General, ladies and gentlemen, delegates. The Congo believes in the International Labour Organization as a "monument to peace and social justice", as said Albert Thomas, its first Director-General. The President of the Republic of Congo, his Excellency Denis Sassou N'Guesso, believes in the ILO whose Constitution is

objectively the social agreement which is the most ambitious and successful of the world's history. Yes, the President of the Congo believes in the ILO, as does the Congo, for everything it has brought to human social heritage. We believe in the ILO because its founding ambition represents ideals that have resisted for 100 years to multiple difficulties and obstacles of all types. It is within the framework of this ambition that the Congo has adhered to the fundamental values and principles that is one of the sources of inspiration for social action in the Congo. These values and principles are the base of this ambition, and there is tripartism which contributes to the definition of our social policies. Tripartism is in the Republic of Congo the pillar of social dialogue. Thanks to social dialogue, which sometimes suffers and is sometimes constructive and successful, the Congo has managed to integrate many of its *acquis* into the world of labour, such as wage equality, non-discrimination at work, the social and economic reinsertion of vulnerable groups into the labour market, the national strategy for employment that was recently adopted, social protection that has been extended to those not covered to date, and the revamping of the national social security form with universal healthcare. However, we are aware that there is still a lot to be done to eliminate unemployment and poverty that are real dangers for the prosperity of our states. There is still a lot to be done so that decent and sustainable work become a universal reality. There is also a lot to be done in order to create jobs, thanks to the diversification of the economy. There is a lot to be done to focus on the new opportunities, renewables and sustainable development. A lot remains to be done as well so that basic training and continuous training become available to all throughout their working lives so that we always have highly experienced and highly qualified workers at hand. These African states must pool their efforts and their goodwill on the basis of joint standards in order to be able to face the challenges in this new world. The Congo has held extensive in-depth and fruitful discussions on the Global Commission's Report on the Future of Work. The Congo has adopted a Declaration that was published during the celebrations for Labour Day and the celebrations for the ILO Centenary as well as the celebrations for the 60th anniversary of the ILO in Africa. These three events were all based on tripartism. This year, ladies and gentlemen, we celebrate the Centenary of the ILO and the 60 years of the ILO in Africa. We remember therefore one of the sons of the African confidante who fought to promote decent work and social justice at the heart of our organization, who fought to promote North-South cooperation and the democratization of our organization. I am here thinking of Albert Tévoédjrè, the Vice-Director of the ILO. He urged the organization to adopt common minimum social standards based on cultural and philosophical resources from African traditions. This is the tradition that allows the President of the Congo to tirelessly continue to build a framework for decent work and social justice, a framework for the respect of humanity and of the other. This is a historic session, ladies and gentlemen. The ILO is celebrating its centenary and we have the power here. In 100 years we will not be there anymore, but the future generations will remember that you were all at the helm of the centenary of the ILO. Ladies and gentlemen, Mr President and the Director-General, long live the ILO. Thank you.

Mr Andrés Madero

Government (Ecuador)

Good afternoon, Madam Vice-President, participants at this 108th Conference of the ILO, which of course is an excellent forum for an exchange of ideas and clearly commemorating a hundred years of this international organization based on criteria that help us to improve employability in our countries. I would like to take this opportunity to ratify the commitment and also the support of Ecuador in eradicating harassment and violence in the world of work. I am sure that soon we will come up with an agreement that will allow us to respect and comply with the Convention fully and also follow the Recommendations so that we can finally put an end to this unacceptable situation. Ecuador has already come up with some very clear responses to this problem, and we will not allow any abuse or any

circumstances which will disturb the life of human beings, decent work, guaranteeing a dignified work and based on equal opportunity. With the support again of our President Lenín Moreno, then we will look to this kind of development. We will look to better employment, a platform that will allow us to coordinate labour supply and demand for both public and private sectors in decent conditions. Obviously, we are looking to men and women workers who will then have access to new sources of employment for future generations as well. For the young sector, we are trying to carry out two important projects which affect this group of society. We wish to increase scientific knowledge, capacity building for young people through academic institutions and higher education. This will allow young people to have access to jobs and also younger ones without any experience or formal education will be able to come into work and have in-job training. We will set up a system that will help reduce unemployment and will improve the labour scene, and certainly there will be great increases in employment and productivity in companies, and this will improve the quality of life for these people who can actually find this decent work. Similarly, we also are looking to the influence of the industrial revolution that we are facing in our societies. We are trying to increase productivity, optimizing resources, reducing waste in production, but all of this will inevitably lead to better products and better quality for all people. Society right now is looking to artificial intelligence and trying to come up with possible and important agreements. We need consensus through tripartite social dialogue in which all the productive and social partners are involved with one objective, that is the development of the human being, the development of mankind, and we are trying to look more to where harmony exists, always with respect for rights and guarantees and the human rights of our workers. But it is also important to stress that any standard agreement, any official impact of this should always be based on the human being. Full integral development of every person trying to improve the quality of life of that person. This is why the future of work has already begun, because today we are interested in the ILO agreements and we have been signing them for many years, and we again are looking to signing and celebrating the achievements already achieved. And there is definitely a promise for crystalizing all of this and making it a reality today because we need to act today. We are ambitious in some of our plans, but certainly this is important for society, for people, and together, working together all is possible. Thank you.

Mr Ergün Atalay

Worker (Turkey)

Distinguished delegates, I convey my sincere regards on behalf of the millions in my country. I congratulate ILO century. We are discussing our future at the ILO Centenary. Our concerns in terms of the future of trade union organizing, unemployment and loss of jobs due to the recent developments in technology and digitalization are rising. If we do not realize a transformation process which is human and work-oriented, socially strong and environmentally compatible, workers, employers and the governments will have to pay the price together. At this point, we have found the decision of the ILO Governing Body quite accurate. A strong ILO Declaration to be adopted in the Centenary of the ILO will shed light on uncertainties regarding the future of work. This Declaration will be an important step for decent work and a fairer world and a new hope for all workers. I congratulate the ILO Director-General Guy Ryder for his initiative for the Future of Work, and I thank him. Valuable delegates, as Workers' delegate of Turkey, I have been condemning wars and terrorism both in my country and the world. Some countries should stop selling weapons to terrorist organizations, and I call on the international community to take urgent action to end the suffering in these regions, while some developed countries provide weapons actually to the terrorist organizations, and we condemn that. Those who planned and implemented the July 15 coup attempt in my country three years ago can easily walk around under the auspices of these countries, and a few days ago two construction workers were killed in the province of Hakkari as a result of the attacks of the terrorist organization PKK. One worker

was injured, and as long as terrorism and wars continue, it is difficult to raise the problems of trade unions. The ILO is the only organization that can contribute to the development of democracy and justice and overcome such problems all around the world. 300 million people in the world live in poverty despite having a job, and it is interesting that, as a result of unfair income distribution, millions of people die of hunger and poverty while some others die of greed and being greedy. An economic development that will put an end to poverty and provide income justice should be a priority for all countries. Recently, a number of power elites have been playing games on exchange rates to create economic erosion, and this mostly affects the working people. Every day 6,500 workers die due to occupational accidents and diseases, and every day in my country four workers die as a result of occupational accidents. All together we have the responsibility to put an end to these deaths. Valuable guests, as well as all over the world, informal, irregular and flexible employment models are very widespread, and today we see that flexibility is not a cure for unemployment and poverty. The real remedy is the increase of business-friendly investments and as well the number of the decent jobs. We need to deal more with the issues such as unregistered and informal unemployment of migrants as well. Four million Syrian refugees live in my country. However, several countries, including some EU States, watched as the Syrian refugees drowned and died in the seas. The number of Syrian refugees that drowned during the last five years is 16,000. Valuable guests, the number of refugees we have saved from drowning in the sea in a week is 3,000 in Turkey. Valuable guests, severance pay is the worker's fundamental right, and there is no way for us to give up or compromise this right, so the severance pay is highly important for the trade unions. The subcontractor relationship has always been a problem both in the private sector and in the public sector, so the recruitment of contract workers in the public sector is the biggest achievement of the Turkish labour movement. We do not think that we can enable peace in the countries where the trade unions are weak. So only then we can enable such a successful business life. Valuable guests, I would like to reiterate my belief that social justice and human-oriented development of work can only be established by the ILO. Thank you very much again, and I would like to salute you.

Mr Juan Alfredo De La Cruz Duran

Employer (Dominican Republic)

Good afternoon, Vice-President. The Employers' delegation of the Dominican Republic salutes all the representatives that are united here at the ILC. At the same time, it underscores the importance of the ILO and congratulates it on its centenary. It also underscores its important work at the heart of the United Nations system because it is the only body whose mandate is based on labour relations and tripartism, workers, employers and governments, in order to reach fair social agreements that promote sustainable development in our societies. The employers' confederation, COPARDOM, recognizes and commits to continue respecting the International Organisation of Employers' aims to promote the role of social businesses in society. At the same time, it also hopes that the ILO will be able to issue balanced and effective proposals and standards and outcomes. At the same time, we believe that the ILO should aim to reach a tripartite consensus through provisions and policies for more and better jobs, sustainable businesses. The actions of the ILO will help reach the objectives that workers, employers and governments have to find. This approach, we believe, holds two essential aspects for the Dominican Republic. First of all, social and labour policies will be generated that will have a positive impact on employers and workers. Also, dialogue and consultation will become instruments to strengthen society. Secondly, the initiatives of the ILO, based on balanced opportunity and the future of work, will allow the objectives to be reached and the changes predicted for upcoming decades to be dealt with effectively. We hope that the ILO will make realistic proposals that will prioritize sustainable business and respect standards and strengthen institutions. So, at this Conference, there are two issues that are of particular importance to the Dominican

Republic: the future of work and the issue of harassment and violence at the workplace. We are aware that the first issue is of a global nature because it will change labour relations and the job market. At the same time, it will create new jobs, opportunities and labour mechanisms. To do so, we need to rethink the current education and vocational training systems in our countries. The second issue I have mentioned is violence and harassment at the workplace. This is of great concern because we are aware that there is a gap between prevention policies and practice. However, we must ensure that the outcomes of this Conference and the proposals of the ILO be well defined and applicable to the world of work. If not, we will not be able to create an appropriate workplace for all. When defining our vision of the outcomes and of the cooperation with the ILO, we have allowed ourselves to make a proposal that we believe will help the Dominican Republic. For years now our country has enjoyed healthy and smooth labour relations between workers, employers and the Government. We believe that this strength, joined to mechanisms of dialogue that are appropriate, will facilitate improvements of an institutional order and will provide solutions to the problems that exist today. The social dialogue mechanism should be appropriate. We have therefore proposed an agreement for employment and productivity. As we have highlighted in all these various scenarios, we would like to underscore our commitment to this said agreement via dialogue and consultation. We believe that tripartism depends on the consolidation of employers. And finally, I would like to say that durable peace can only exist when well-being is also at hand. Thank you.

Mr Muhammetseyit Sylapov

Government (Turkmenistan)

Distinguished Chair, ladies and gentlemen, greetings to one and all on behalf of the Turkmen delegation at the 108th Session of the Conference, and thank you very much for this opportunity to address this important gathering. First of all, let me congratulate all of us on the centenary of the ILO, the oldest and most authoritative UN body in this field and wish you successful work during this session. Our country has been a full member of the ILO since 1993, and we have ratified the eight fundamental Conventions, and we fully support the main ILO based provisions and practical approaches adopted to improving the quality of life through decent work as an important goal at the national level. Since we have been members, with the assistance of the ILO, we have been carrying out our obligations under the Constitution. We have established a national legislative framework for labour, employment and safety at work. We regularly report nationally on the application of the provisions of ILO Conventions. In fact, right after the adoption in September 2015 of the SDGs, Turkmenistan began to adapt the goals to our own needs, ensuring a balanced economic, social and environmental make-up for sustainable development. In successfully implementing one of the main tasks, implementing our state employment policy, ensuring demographic security and social protection for the population, and this includes making proposals to improve legislation, in doing all this, our Government, working together with UN agencies, is implementing its obligations within the framework of our National Action Plans for Gender Equality in the field of human rights to combat human trafficking and to realize the rights of children in Turkmenistan. We are resolutely implementing planned tasks within the social and labour sphere, trying to increase real incomes, improving the labour market situation, expanding the areas of productive employment, focusing on a social protection system for the population, enhancing the level of labour protection and safety. In doing all this, we attach a great deal of importance to international standards and exchange of experience. In this context, we remain committed to a constructive dialogue with the relevant international organizations, particularly the ILO, as can be seen in the visits we hosted to specialists from your organization. In May, in order to expand bilateral cooperation, we had a conference, on the centenary of the ILO, on the future of the workplace

and the International Labour Organization, and this was a trilateral format with the participation of the Head of the European and Central Asian Sector of the Bureau. And here we saw the presentation and discussion of our experience in promoting principles of Decent Work and ensuring the social and labour rights for workers. Between 2017 and 2020, representatives of the Ministry of Labour and social sectors have exchanged experience in the field of labour, employment, social protection and taken part in events organized both at home and abroad. The Ministry of Labour and Social Protection of Turkmenistan works closely with social partners, and we consult on the development of bills of legislation, on labour employment, occupational safety, wage controls and social protection of the population, and we are also working on a general agreement among governments, employers and workers. One example of this is the fact that in October last year we saw the adoption of our law on the Tripartite Commission for the Regulation of Social and Labour Relations. This law is evidence to our adapting norms and principles of ILO provisions into our national legislation. Another example of active cooperation with social partners was the ratification by Parliament on 8 June this year of the decree on our accession to Convention 144 on tripartite consultation. I am sure that our ratification of this Convention will be one of the important areas in full keeping with the tasks of the above-mentioned Tripartite Commission. And working together, we have developed a framework programme for cooperation between Turkmenistan and the ILO covering 2019-2021, and it is currently under consideration at home. Dear participants, distinguished colleagues, we are at a historic time when any decision adopted by social partners will influence the future of labour more than ever before, as well as sustainable development. Our cooperation with the ILO I hope will ensure that nobody is left behind and we can take decisions in order to improve the well-being of our people. Yet again, congratulations to one and all on the centenary, and I will assure you that we are ready for further productive cooperation with the structures of the International Labour Organization for the benefit of our common interests. Thank you very much.

Mr Samheng Ith

Government (Cambodia)

Excellency Madam President of the Conference, Excellency ladies and gentlemen. It is a great honour and pleasure for me and my delegation to attend the 108th Session of the International Labour Conference to celebrate the ILO Centenary. In the name of the Royal Government of Cambodia, and on my own behalf, I would like to take this opportunity to express gratitude to the ILO for its significant contribution to the social and economic development of Cambodia through the promotion of social justice. To commemorate the event of the ILO Centenary and the 50th anniversary of Cambodia ILO membership, I would like to join all the tripartite members of this organization in reiterating the importance of the mission and mandate of this organization to achieve social justice and decent work for all. During the 50 years of being a member of the ILO, Cambodia has made tremendous achievements in labour sector through the cooperation of the ILO in the implementation of many projects. Cambodia is the first country that has implemented successfully the Better Factories Cambodia programme, ILO-BFC, and has improved the living condition of the workers in textile, garment and footwear sector by linking international trade with working condition. It is a pride of Cambodia that thus far the ILO-BFC programme has become Better Work global programme and has been implemented in other countries. Cambodia is the leading country in the implementation the fifth Cambodia Decent Work Country Programme 2019-2023. Cambodia has ratified all the eight core Conventions of the ILO and has incorporated them into the national legislation. In 2017, the Royal Government of Cambodia has established a national commission on reviewing the application of the International Labour Convention ratified by Cambodia, which is a tripartite mechanism consistent with the supervision mechanism of the ILO for the review and promotion of effective implementation. Cambodia has been implementing the roadmap on implementation of

freedom of association in accordance with recommendation of the ILO. Cambodia has also been recognized as a country that has taken the lead in expanding social protection by developing a national social protection framework by which the pension scheme for workers will be launched this year. Madam President, distinguished delegates, ladies and gentlemen, the ILO mission and mandate in promoting social justice and decent work for all remain relevant and necessary. While some types of work will be changed due to the revolution of technology and the Fourth Industrial Revolution, we believe that participation from all relevant stakeholders will find measure and solution to the challenges in labour market and future of work for everyone. In this sense, I concur and support the recommendation made in the Report of the Global Commission on the Future of Work, 'Work for a brighter future', focusing on development of human capital, human-centred agenda. In order to achieve the Sustainable Development Goal, especially Goal 8: Decent work and economic growth, in the context of the Fourth Industrial Revolution, we need to ensure that workers and youths will have access to quality education and technical and vocational training and opportunity for lifelong learning so that they will be equipped with a skill that meets local and regional labour market demand. In this sense, we should focus on the enhancement of workforce skill, increasing productivity, narrowing the gap of skill mismatch, strengthening labour market information service and employment service, increasing quality of education and technical and vocational training in order to maximize the benefits and mitigate the negative impact of changing in the world of work and to respond to the future labour demand. The ILO still continues to play an important role and still be a tripartite institution that will make significant contribution to transforming the challenges in the Fourth Industrial Revolution into the opportunity of a brighter future for everyone, leaving no one behind. Cambodia firmly hopes that, based on the fundamental principle of the ILO, focusing on tripartite mechanism and social dialogue, we will realize a Centenary Declaration which clearly defines the role and mission of the ILO in the beginning of its second century to continue promoting productive decent work for all. I thank you Madam President.

Mr El Miloudi El Mokharek

Worker (Morocco)

President, Director-General, governmental representatives, representatives of the employers' and workers' organizations. First of all, I must say that it is a privilege to address you on behalf of the delegation of Moroccan workers and on behalf of the Moroccan Labour Union in this high point in the life of the International Labour Organization where we not only commemorate the centenary but think about the future of work. Indeed, this year is our centenary, not just an opportunity to look back at what we have achieved in the organization but also to think about where we are going. A hundred years already since the Treaty of Versailles in 1919, and then we had the Philadelphia Declaration 1944. All of that crowned by more than a 180 Conventions, a major international body of legislation which has brought about positive changes for workers in the world of work. But it was not an easy path to travel, and each and every time the organization had to face changes in the world of work, changes which are becoming more and more far reaching. The effects of the economic and financial crisis worldwide are manifold. Fundamental rights of workers are often under attack and flouted, particularly the right to organize and for collective bargaining. We are seeing an increase in precarity, an increase in inequalities, continuing poverty and environmental degradation. Are these subjects for concern ladies and gentlemen? Well, certainly yes. The few signs of neoliberal globalization paint a bleak picture for the future of work. We are seeing digitalization, robots, artificial intelligence, gig economy where numbers are important at the expense of the human being. There are so many fears in this increased expansion in automation, digitalization and many other technological changes. Changes in energy and production as well are all fraught with danger for the world of work, particularly ushering in more precarity, increased unemployment, more instability and new atypical types of employment. The Global Commission on the Future of Work took as its starting

point the enormous challenges facing the world and the probability of major impacts of technological change on jobs and skills, and thus focussed on the human being in its work, calling for a new social compact to protect workers. The important recommendations issued by the Global Commission, which we warmly commend on behalf of our workers, mean that we really need regulations and protection of workers' rights, those workers subjected to new forms of work, and this means that we need collectively to work to see the adoption of specific measures and decisions to mould these new forms of work and to thwart the negative consequences. Let us give a new impetus to the social compact in the digital era. We therefore need new approaches and new standards for workers, employers and governments, and we need to reaffirm the independence and mandate of the ILO since it needs to strengthen its standard setting action and its monitoring powers. We also need to see more democracy in the ILO governance through equitable representation for the African region. The digital economy operates in a world without borders and thus our organization more than ever has to be in the forefront of action. If we look at the question of peace, I want to address the situation in the occupied Arab territories which are painfully commemorating the 71st anniversary of occupation. In keeping with its mission, the ILO must work in favour of decent work and justice until a Palestinian state is proclaimed. To conclude, let us work together to see the adoption of a Centenary Declaration which will give fresh impetus to the social contract and strengthen the role of the ILO. Thank you very much.

Mr Gokarna Bista

Government (Nepal)

President of Conference, Excellencies, distinguished delegates, ladies and gentlemen. It is my honour to address this Centenary Session of the International Labour Conference. The centenary celebration is an opportune time to reflect on the key role played by the ILO in promoting peace, equality and social justice. On this occasion, speaking at the High-Level Session of the ILO Centenary Conference on June 10th, our Right Honourable Prime Minister underlined, among others, the significant contribution of the ILO in promoting fundamental principles and rights at work, social protection, tripartism and social dialogue. Let me commend the excellent contribution of the High-Level Commission in preparing the human-centred report on 'Work for a brighter future' and the Director-General's coordination to put it into action. Madam President, decent work, social security and harmonious industrial relations have taken the centre stage in Nepal's reform agenda. We have initiated multiple policy and legal reforms in the field of labour, employment and social security. We have introduced a labour audit system that enables enterprises to enhance the compliance of labour laws. Our efforts are ongoing in the implementation of these reforms in collaboration with the social partners. The Government of Nepal has launched the Prime Minister Employment Programme to create decent job opportunities and ensure work-based social protection to every citizen. Our efforts are also directed to promote dignity and worth of labour at the grass-root level. With a view of improved productivity and living standards of workers, policy measures have been put in place to ensure minimum wage in a timely manner. Madam President, we are committed to fight against potential violence, harassment in the world of work. We are implementing a master plan to eliminate all forms of child labour by 2025. Having joined the Alliance 8.7 as a pathfinder country, Nepal is also committed to end all forms of child labour, forced labour, human trafficking and modern forms of slavery. Our efforts in labour migration reforms are in line with the spirit of Global Compact on migration. We believe that cooperation and partnership is the key to safe, orderly and regular migration. Migrant workers deserve equality of treatment in destination countries. Nepal is actively promoting these concepts through the Colombo Process, of which we are the current Chair. Madam President, I would like to commend the ILO for its continuous cooperation and support to promote decent and productive work and implement labour reform in Nepal. This is important for the promotion of productive and decent work opportunities, universal social security and shaping the future of work in Nepal. Finally, I

am confident the unique tripartite mechanism of the ILO would be able to forge a better future for the rapidly evolving world of work and set another milestone in the ILO's glorious history. Thank you.

Mr Moisés Vega Romero

Worker (Peru)

Madam Vice-President, Director-General, participants. As the representatives of Peru and Peruvian workers, we extend our most fraternal greetings. Now that we are at the 108th meeting of the ILO, our objective is to give you a very transparent and appropriate description of the difficult situation that we are facing in our country right now as the ILO celebrates its hundredth year. In Peru, workers are facing a very uncertain future because since the '90s we have had the neoliberal model in place which has been applied by successive policies and it has deregulated labour relations leaving our workers less protected. This neoliberal policy of course has been picked by a number of Peruvian Governments and has been welcomed by the employer groups. The neoliberal model, of course, has its origin in the Washington Agreement and is being driven by North American imperialism and the European Right. In most of democratic world, neoliberal globalization is finding itself now facing a thorough crisis, and it is now impossible to sustain that policy, and the workers are being threatened by this wave of extreme right-wing approaches which is growing throughout the world and bringing with it intolerance, inequality and hate on all sides. The Peruvian workers are the victims of hate talk and persecution and also repression and criminalization when they protest for their social rights. We intend to work together with all peoples and work for greater national sovereignty and autonomy. Trade unions in Peru also are trying hard but are almost being swept away. There is, of course, the right that we have to fight for to be able to join trade union movements. In the past five years, the rate of union membership in the private sector in 2017 fell from 6.4 per cent to 5.2 per cent, and this percentage is one of the lowest in Latin America. As to collective bargaining, in 2017, 527 claims were made and only 305 collective agreements were reached. This means that 58 per cent of the agreements submitted found a solution. In recent years, the number of claims submitted and agreements registered has been low, and two factors explain this dramatic situation. On the one hand you have the negative approach and the exaggerated use of part-time contracting, tercerización [foreign 4:15] of employment and also the absence of any culture of social dialogue. The practice of social dialogue on a tripartite basis for the private sector and also for the public sector is an exception rather than the rule. In the private sector, the activities of the National Labour Board for Promoting Jobs and Employment has not been smooth due to the lack of any interest on the part of the Government and the absence of any interest in social dialogue defined solutions. On the 31st of December a bill was passed which was to be the National Policy for Competitiveness and Productivity, but it was not discussed with all the different stakeholders, certainly not with the workers. It was approved by the employers. It was approved by the Government without any worker participation, and this has violated the basic principles of tripartite social dialogue as respected by the ILO, and this fact has been reported to the ILO. As I was saying, these labour reforms, which are somewhat flexible in approach, lack any social content, and it is clear that what is happening is that everything is making it easier for the workers [sic] to dismiss their staff without any fair cause or objective, and the right to retain their work and give a guarantee to them to confront situations when there is arbitrary dismissal makes it impossible for their rights to be respected. This undermines and violates the fundamental rights to trade union membership and also the right to freedom of expression of work. Unfortunately, policies tend to give more technical support to the employers, and this is difficult and makes it almost impossible. The failing role of the Ministry of Labour is clear, not only in my country but in many other places as well. Consequently the General Workers Union of Peru, the CGTP, affiliated to the world union movement FSM, expresses its solidarity with all workers and peoples in Palestine, Syria, the Yemen, Iraq, Libya and

Afghanistan, among others, because they have all been affected by military intervention and by the terrorism of imperialism destroying the infrastructure of work centres, generating unemployment and immigration. We are trying to show our solidarity with Cuba and Venezuela who are also victims of crime and also aggression on the part of imperialism and the international right. So Peru has faced many disputes, but we will continue to fight on, and we will join the agenda of the national civil and people's strike against the standard and policies of the current Government. Thank you.

Mr Isman Ibrahim Robleh

Government (Djibouti)

Madam Vice-President of the International Labour Conference, distinguished delegates, guests, ladies and gentlemen. First of all, it is my honour to extend the warmest congratulation of His Excellency Mr Ismaïl Omar Guelleh, President of the Republic, to the International Labour Organization. This 108th ILO Conference is a particularly special one because we are now celebrating the hundred years of our existence with all of the member States involved and we are dealing with major issues for the world of work, particularly the agenda for Decent Work. And it is thus with great pleasure that our delegation is sharing with delegates and representatives of member States this historic time where the ILO looks back with pride at what it has done and achieved, which is so essential for the workers, employers and for the member States. Indeed, exactly 100 years ago, the ILO was born out of the Treaty of Versailles, the only global organization emerging from the League of Nations which has stood the test of time and is in there for the long haul. It is the only international organization with a universal vocation to have been through the upheavals and major socio-economic crises. It is a sign that the question of work globally is a crucial issue, a guarantee of universal peace, human development and global prosperity. The ILO is a hundred years old today, or a hundred years young. Being a hundred years old is an opportunity. Life starts again. Madam Vice-Chair, on behalf of tripartite delegation of the Republic of Djibouti, which is my honour to head, I express my thanks for everything which the international community owes to the ILO, and I very much hope that it can do just as much in its second century of life. The ILO has certainly worked to promote workers' rights. It has imposed the tripartite approach and collective bargaining as the means of dealing with social issues, dialogue as a sustainable solution to strength and cohesion and the rule of law. To revert to the policy of development we have committed to, headed by our President, the question of employment is something which we give particular attention to, as is the case for most States here in this assembly. We have to deal with unemployment issues, and thus the economic policy we have adopted is based on developing our natural advantages, particularly our geostrategic position between the Red Sea and the Indian Ocean on one of the busiest sea lanes in the world. From this standpoint, we are banking on port activities, new communication technologies, the development of multimodal transport systems, and related activities such as free zones in order to create jobs. Our country is working across the board to develop human resources. Thus training in all of the progressive sectors providing opportunities for jobs is given pride of place, as is the improvement of our institutional framework for attracting investment in order to develop an enabling environment for business and promoting a network of SMEs which create jobs. And indeed our country, which maintains its tradition of welcome and an open-door policy to refugees and migrants from neighbouring countries, really does believe that well-ordered migration carried out in decent conditions is beneficial both to migrants and to our society in Djibouti, and that is why a labour strategy for labour migration has been implemented. Madam Vice-President, distinguished delegates, ladies and gentlemen. The people in our States have the same expectations and hopes. They want to see multipartite solidarity whose common basis will ensure decent work for all. They want to see the benefits of social protection extended to the greatest number, and that includes access to quality public services. Our country has endowed itself with universal health insurance, a national protection strategy developed by

the Ministry of Social Affairs. The gender issue is a political priority. We have introduced new legislation which extends maternity leave from 14 to 26 weeks. The Republic of Djibouti reaffirms its resolve to carry out its constitutional responsibilities with the national interpretation of Agenda 2030, SDG 8 and the integration of the approach to the future of work. Finally, I express the hope that the international community will achieve the SDGs, which will make it possible certainly to meet the current global challenges we all face. Thank you.

Mr Luis Gonzalez Arias

Employer (Paraguay)

President, I wish to extend the congratulations of the businesses sector for your election to preside this historic and important 108th International Labour Conference and wish you the best of success in your work. The Director-General has submitted a report drafted by the Global Commission on the Future of Work for our consideration, and I will now refer to some matters that I believe are important. The world is undergoing times of deep change. These are due to the new technologies which, without a doubt, will reshape the world of work. This transition period will open the door to new opportunities for creativity, artificial intelligence, automation and robotics amongst others. These will eliminate certain jobs, but at the same time they will create new jobs for those who will be losing them, and this is where we need to be prepared to acquire the new skills for the world of work of the future. In this manner, it will be possible to create jobs by adopting sustainable practices and clean technologies. Overall, industry and work in general will progressively reduce the usage of resources such as coal, oil and other forms of fuel. Here we need to highlight the need to reinvigorate the social contract. To do so, the governments, employers' and workers' organizations need to commit to pursuing social dialogue in order to guarantee the fair participation of all the players in economic and social progress. The report proposes a human-centred approach. This means that the social contract will be reinforced by placing people and labour at the heart of economic and social policies and of business practices. This is why, to find a solution to place humans at the heart of the digital era, we need to focus on investment in lifelong learning in order to acquire knowledge, perfect it and adapt to new forms of work. In a country such as mine, in which 70 per cent of the population is aged under 35, the acquisition of skills from the early childhood is a challenge. This is why governments, workers and employers, as well as training bodies, must create mechanisms for lifelong learning. Of course, these must have the necessary funding. There are countless challenges, which I can only name for lack of time. They represent our agenda for the immediate future. For example, we need greater control over working times to create more opportunities as well as better work-life balances. We need to challenge the technologies to create decent work, thanks to the creation of new concepts in the world of work, as well as change long-term investment incentives to generate new indicators for human development and well-being. The predictions concerning future transformations in the world of work due to technological changes, as well as a transition to a more sustainable consumption form, requires us to work on solutions urgently. There is another issue which I would like to refer to, and that is the instrument that has been proposed to us relating to violence and harassment at the workplace. Employers have unanimously and repeatedly committed to fight against this unacceptable form of behaviour, i.e. violence and harassment at the workplace. To do so, international standards need to be set up which can be approved and applied extensively in national legislation of most countries. These laws must be reasonable and oriented towards a change in behaviour. They must strengthen prevention measures, and they must also provide reparation for the victims of violence and harassment. There are, however, some objections that we must communicate concerning the proposal. There is nothing to protect employers who are the object of violence and harassment. Thank you very much.

Government (Somalia)

Madam Vice-President, Director-General of the ILO, Excellencies present here today, national delegation, ladies and gentlemen. Allow me to express my profound gratitude for the opportunity to address this important gathering at the Centenary Conference, at the same time identifying with the Director-General's remarks about the crucial importance of the world of work and the outcome of Global Commission on the Future of Work presented to us. This is an occasion to reflect on the profound impact that the ILO has had on the world of work and the lives of workers over the last 100 years. For Somalia, the International Labour Organization has been playing a specifically significant role in giving form to the country we are today. Throughout our difficult years of civil war and instability, the ILO has been a constant source of support, solidarity, encouragement and guidance. In this Conference, we need to assess the gap between the people's aspirations about work and reality. In Somalia, we have identified the decent work deficit as a measure of that gap between the environment we work in and the hopes that the Somali people have for a better life. Indeed, this is not exclusive to Somalia. In many countries, work is the quality road to poverty reduction and greater legitimacy of national development. The question is how far have we come and how much we have achieved? This question becomes much more pertinent as we converge here to address the ILO Centenary amid increasing unemployment, abject poverty and inequality. The challenge we face today, after 100 years of ILO existence, call on all of us to find innovative and decisive ways of giving hope to millions of unemployed in their quest for social justice. We have to accept that the debate has to change. In the Future of Work Report, we accept that old convictions and ideologies have been tested by experience and need to change. This report presents to us important and concrete recommendations which are guided by a human-centred agenda that propose a new social contract in order to place people and the work they do at the centre of economic, social policy and business practice. Our Government welcomes and supports the Report of the ILO Director-General which categorically states that we need to invest in the capabilities of our citizens. We need to invest in the institutions of the world of work, and we need to invest in decent, sustainable work. We support the call of renewed social contract that encompasses all factors that are fundamental for human development. Workers should be provided with suitable opportunities to reskill and upskill. We must collectively encourage universal lifelong social protection, funded through contributory social protection schemes, to offer protection to all workers with a view of building labour market institutions appropriate for this era of world of work. As a country, the Federal Government of Somalia is particularly determined to ensure that our priorities focus on the creation of decent jobs and economic opportunities for young people, despite security challenges and direct attack on the Ministry of Labour and Social Affairs. We are adamant to strive towards Sustainable Development Goals. This is evident from the policies and laws we have heavily invested in, Employment Policy, Social Protection Policy, and Labour Law which will serve as the foundation of social justice and social cohesion. As a nation that has a huge youth dividend, many of the young people in our country are unemployed, and they also lack critical skills demanded by the workplace of both the present and the future workforce. The Government is working closely with the private sector to enhance and create space for innovation and creativity to generate decent job opportunities which are aligned to the growing demand of the twenty-first century. This will minimize the dangers of illegal migration taken by many in search of a better life. Looking to the future, we must renew our paramount commitment to fundamental workers' rights. The Future of Work Report, we accept all in unemployed and working poverty have trapped hundreds of millions of people in my country as well as many other countries. The women and youth are all at the bottom of almost, if not all socio-economic pointers. The change in work process is leading to an increase in precarious work in labour market. In conclusion, let us therefore work together to reinforce the ILO's core principles of social dialogue and tripartism to ensure that the ILO remains effective

multilateral institution fulfils the purpose for which it was established 100 years ago. I thank you so much.

Mr Henrik Munthe

Employer (Norway)

Thank you, Madam President, for giving me the floor. Ladies and gentlemen, it gives me great pleasure to address the ILC in its Centenary Session on behalf of not only the Confederation of Norwegian Enterprise, NHO, which I represent, but also the employers in the other Nordic countries: Denmark, Finland, Iceland and Sweden. The Nordics are, and have always been, faithful supporters of the ILO since the organization was established 100 years ago. The concept of tripartism and social dialogue is deeply rooted in the Nordic societies, so it is no wonder that we believe in the ILO and its tripartite structure. This year both the prime minister of Sweden, Mr Stefan Löfven, and the Norwegian Prime Minister, Mrs Erna Solberg, have already been in Geneva and made interventions in plenary of the Conference. To illustrate that we from the Nordic countries put a lot of effort into our work towards the ILO, I would point to the fact that for many years our countries have had three places on the ILO's Governing Body: one from the governments, one from the workers' benches and one from the employers' side. This period I have the privilege of serving as the employers' member of the GB. It is also worth mentioning that the Nordic countries every year contribute substantially to the ILO budget.

The centenary is a milestone for the ILO, being the oldest one of the UN's specialized agencies. Of course, it is of vital importance that this year's Conference will be a success which can provide useful building blocks for the years to come. As part of the centenary celebration, the Global Commission on the Future of Work was established in 2017. We in the NHO were very proud when our former CEO, Mrs Kristin Skogen Lund, was appointed a member of the Commission, one of the very few from the employers' side. As most of you will know, the report from the Commission was launched in January this year. The report stresses the urgency of adapting to change and the need to act, while it takes into account the divergent realities of working life around the globe. In our view, it is important to underline that the report embraces the diversities in the form of work. Furthermore, the report rightfully underscores the importance of skills, upskilling and reskilling in the fast-changing working life and points to the importance of supporting people through work transition. The report also refers to the fact that in many countries there is a need for strengthening the social protection systems but at the same time the systems have to be sustainable. Some of the proposals from the Commission are costly, and the report is rather vague when it comes to the financial aspect: who should pick up the bill for these proposed reforms. Moreover, from the Nordic employers' side, we would have liked that the report from the Commission to a larger extent had emphasized the importance of a thriving business sector. More jobs are needed in many parts of the world today. In order to achieve this, a policy for creating and strengthening a competitive and enabling business environment is essential for a dynamic private sector to invest in enterprises that can create more jobs. The future of work is not only about workers' rights. It is also about policy for stimulating sustainable, economic growth. Furthermore, we shall emphasize the importance of the involvement of the social partners also in these issues. At this year's Conference, the Report of the Global Commission is one of the documents, but not the only one, that should serve as a basis for the discussion aiming at reaching an agreement on a Centenary Declaration. The Nordic employers hope that there will be a fruitful debate between the three groups and that we, by the end of next week, have reached a compromise so that we can adopt the Centenary Declaration and resolution to accompany it. We need to wish ourselves the best of luck with the task. Thank you for your attention.

Government (Mauritius)

Madam President, Excellencies, ladies and gentlemen, allow me at the very outset, Madam President, to congratulate to you and the Vice-Presidents upon your elections. I am confident, Madam President, that under your able leadership, this session will deliver fruitful outcomes. This 108th Session of the International Labour Conference is also a landmark in the history of the ILO with the discussions, amongst others, of the timely Report of the ILO Global Commission entitled 'Work for a brighter future' which puts people at the centre of the work agenda. Madam President, seeking a brighter future for our people is also the objective of the Government of Mauritius. Our country has therefore raised the level of ambition by firstly elaborating and finalizing the second generation of the Decent Work Country Programme with the collaboration of the ILO. We intend to have the document signed by our tripartite constituents later this year. Secondly, the process of reviewing our labour legislation, with the aim of further consolidating the fundamental rights of the workers, is coming to fruition. I am hereby honoured to inform you that our Government will shortly introduce a new workers' rights bill, thus providing for the setting up of a Portable Retirement Gratuity Fund. The new mechanism will guarantee a gratuity on retirement for workers who were not previously benefitting from such measures. The full length of service of a worker, irrespective of the number of employers he or she has worked for, will now be recognized. Whilst being an important acknowledgment of workers' contribution to the economy of Mauritius, we are confident that this measure will facilitate labour mobility by guaranteeing gratuity rights, thus decreasing stress and allowing job satisfaction. Thirdly, our country is endeavouring to take all necessary steps for the introduction of more innovative and flexible work patterns, ensuring a better work-life balance. We have enacted the Working from Home Regulations since January this year to cater for those working from home and to better safeguard their rights. Finally, whilst we fully endorse the positive contribution of women in shaping a better society, I am pleased to announce that the Government of Mauritius has deposited this morning the instrument of ratification of the Maternity Protection Convention 183. Madam President, in addition to all the measures taken to overcome our country's socio-economic challenges, another major one needs to be addressed. Mauritius, being a Small Island Developing State, is undeniably vulnerable to the adverse consequences of climate change and sea level rise. We are, in fact, amongst the countries which are most exposed to national hazard and have the highest disaster risk. Reality is striking fiercely, as our coastal resources, agriculture, fisheries and biodiversity are all at stake. Mauritius is currently dealing with more frequent severe flash floods, droughts and more intense cyclones. Madam President, we would all acknowledge that addressing the challenges and threats posed by climate change is beyond the means of any single country, especially a SIDS like Mauritius. Therefore, not only SIDS nations of the region but also the international community need to join hands in mitigating the impacts of climate change that are already threatening the well-being and security of our people. All delegates here would certainly agree with me that we have never needed the ILO more than now. I am confident that other SIDS will join Mauritius in requesting the ILO to put our efforts, resources and collaboration in unison to mitigate those daunting challenges. In this regard, I would wish to welcome my fellow sisters and brothers from notably the SIDS but also the international community to the upcoming tripartite centenary event to be organized in Mauritius in August this year. Under the aegis of the ILO, we shall debate further on the specificities linked to SIDS nations and identify the specific needs in view of a joint SIDS action plan to be tackled at national and international level to safeguard our future world of work. Madam President, in conclusion, allow me to convey on behalf of the Republic of Mauritius our best wishes to the ILO. This unique organization continue to prosper and continue in its endeavour the ideal of the rights to decent work and social justice for the next hundred years to come. Long live the International Labour Organization! Thank you all for your attention.

Mr Binod Shrestha**Worker (Nepal)**

Thank you, Madam President, fellow delegates, observers, guests, ladies and gentlemen. I feel my privilege to address to the 108th Session of the International Labour Conference. I congratulate the ILO for its centenary celebration of its continued efforts for social justice and decent work. On behalf of JTUCC, the common platform of the trade unions, and my own national centre, GEFONT, I congratulate all for these achievements. Madam President, we Nepali workers have a long history of struggle for democracy, social justice and equality. In the initial days, we trade unions fought on basic labour rights. However, we did not achieve significantly. In the past decade, we decided to unify trade union movement and with the slogan of 'unity among diversity' and formed Joint Trade Union Coordination Centre. We started dialogues with social partners on policy matter jointly. The joint trade union struggle was able to assure basic rights of workers and social security along with a number of trade unions rights being included as fundamental rights in the Constitution. This year, minimum wages have been increased by 39 per cent, which is highly significant. Protection of labour laws is extended to all workers irrespective of their employment status. Contribution-based social security system has been introduced, and it will cover all workers. We are able to introduce medical benefit, maternity benefit, employment injury benefit, dependent benefit and old-age benefit in an integrated manner. We trade unions of Nepal are fighting for its implementation. We are also fighting for the change in some anti-labour legislation that still exist. We urge the Government to create decent job opportunity in the country. Prime Minister Employment Programme has been lunched to create jobs in the country. We believe our identity as labour sending country will reverse in the next decade. Issues of Nepali workers have been successfully taken up in various levels. GEFONT initiatives and joint actions through JTUCC is gradually materialize through fair labour practice. Madam President, as a celebration of first century of the ILO, we initiated discussion on brighter future of work. We believe that tripartite nature of the ILO should continue. Despite the change in employment relationship due to technological enhancement, collective bargaining will be equally important for upcoming century. The centenary report rightly pointed out that we need to increase our investment on people's capability, institutional work and decent and sustainable jobs. Of course, we need to protect humanity and the planet for our brighter future. I would like to extend my sincere gratitude for the focusing this Conference on violence and harassment in the world of work. We are committed to eliminate violence, harassments, and we hope its adoption and inclusion in national legislation will contribute towards building up of a new world with zero violence, zero discrimination, zero harassment and zero inequality. At last, I would like to extend my thankfulness for entrusting GEFONT and its affiliate to hoisting the ILO flag on the top of Mount Everest as a part of centenary celebration. We are proud to announce that we have done it successfully. Let me wish everyone a grand success of the Conference. Thank you very much.

Ms Mariam Alaqeel**Government (Kuwait)**

... all the greatest of success. I would also like to warmly thank Guy Ryder, the Director-General of the Conference, for the fantastic preparation of the documents of the Conference. I would like to thank the members of the Global Commission for their Report on the Future of Work. The Report of the Director-General and of the Commission have assessed the world as it is now and the changes it is undergoing. They both propose ways as to how these changes must be dealt with. The focus must indeed be on a demographic change. There are some countries in which the populations are very young and other countries in which the

population is ageing. It is important to also assess how to reach a greener economy. I would now like to think about these challenges a little bit more. The Government of Kuwait has adopted a national vision. His Highness the Emir of the country has published this national strategy which is very important, and it places the humans at the heart of these concerns. The aim is to promote human capital and to place young people mainly at the heart of the mechanisms to change. It is important to promote a better future for young people so that they may benefit from better job opportunities in the future. We have the obligation to create those jobs. This must be in line with the SDGs at the Horizon 2030 of the United Nations. In Kuwait, we have always aimed to build the capacities of all segments of our population, so I would now like to highlight the fact that the Decent Work Programme was signed by the workers' union and the ILO in December last year. This truly illustrates our commitment. President, I have really appreciated the efforts undertaken by the Director-General to assess the situation of workers in the occupied Arab territories. The Government of Kuwait supports its Palestinian brothers and sisters. The Palestinian people must be able to guarantee their rights, and the Israeli forces are exercising violence against the Palestinians. I would like to urge the social partners to say no to all these violations against the Palestinian people. Thank you.

Mr Gabriel Vladimir Aguilera Bolaños

Government (Guatemala)

Madam Vice-President, Guy Ryder, Director-General of the ILO, Ministers, representatives of the government, workers and employers. Warm greeting from the people of Guatemala and the President Jimmy Morales. I would like to take this opportunity to make a public recognition of Carlos Rodríguez, the Ambassador who has worked along with others to back the work that is being generated within this institution and also that has allowed us to make great achievements over the past years. I would like to thank all those within the Ministry of Labour and Social Protection that honours me at the moment, which I preside, and I thank them all. At this Conference, where together we commemorate the Centenary of the ILO, it is important to reassert the principles of this institution that of course should govern the action of its tripartite groups based on social dialogue with the view of achieving the basic objectives of social peace, justice, development and well-being of our different countries. The history of my country is important. It has taught us a great deal and that dialogue is fundamental for social peace and the sustainability of initiatives. Guatemala has made progress in terms of social dialogue and tripartite consultation in creating the Tripartite National Commission for labour relations and union freedom. It is a fundamental tool for all of us together to strengthen the labour movement and trade union movement, collective bargaining, also facilitating the necessary conditions for inversion and job generation. Progress made in Guatemala covers standard implementation and also applying the instruments for technological and administrative change. Also, we have managed to join the national struggle against child labour, and also we have the public and private sectors involved in this. Fundamental achievements have been achieved in terms of labour. Again, all members are trying to achieve peace and social justice supported by the cornerstone of tripartism. On this historical date, which is a time for reflection, all member States should help forge the future of the ILO. On this centenary there are new challenges such as the future of jobs, the future of the work scene and also labour structures. Also, technology is changing the labour market. The ILO needs to face this new reality promoting discussion on specific measures that will protect labour rights, and without this, this could be an obstacle to generating new jobs and changing industrial models and labour relations. The ILO needs to look forward and lead the way with its vision and capacity to adapt for the future of the labour market, looking to generating decent work which will help us to reduce inequalities and to break the vicious circle of poverty which opens the way and undermines sustainable development and inclusive development in our countries. It is fundamental for the ILO and all members to work together and to work firmly to combat child labour in all its worst

forms, and this is very important to remember also that we need to involve people with a disability in the labour scene. So we need to analyse together, and we must remember that the emphasis is on the tripartite approach with balance and equality for our member countries. In my country we have embarked on a process of change in which we hope to forge a new route forward for sustainable development, comprehensive development, focussing on our people, recognizing the importance of social dialogue, tripartism and the readiness of the workers and the employers to work together in Guatemala, and we wish to continue together in this job. In a few days we will be holding elections, and this is of course an example of democratic process and social dialogue, and this will help us make steady progress and to come up with more decent work and sustainable and sustained economic development. Vice-President, members of the Conference I reassert the commitment of Guatemala to complying with the different Conventions and Recommendations of the ILO. I would like to thank the ILO for its assistance, its cooperation, its support. I also hope that for the next hundred years we will do great things within the ILO together. Thank you.

Ms Baljinnyam Chinzorig

Employer (Mongolia)

Mr President, Mr Director-General, distinguished delegates, ladies and gentlemen. It is an honour for me to speak on behalf of the Mongolian Employers' delegation at the 108th Plenary Session of the International Labour Conference. I would like to take this opportunity to congratulate the International Labour Organization on the occasion of its centenary. Mongolian Employers Federation, MONEF, is a nationwide employers representative organization of Mongolia and is part of the National Tripartite Council. MONEF will be celebrating its 30th anniversary of this year. Today's MONEF is the result of many technical assistance and support of the International Labour Organization. Therefore, we really appreciate and are grateful for this well-respected organization and truly believe that we are one international family working together for social justice and decent work for all. As we talk, the world of work is changing because of the political and social instability, the Fourth Industrial Revolution and digital economy, technological advances, artificial intelligence, automation and robotics, which on one side creates countless opportunities but on the other side it creates lots of challenges, inequalities and uncertainties, especially to the countries with small economy like Mongolia. This new path of transformation and transition requires us all for decisive and committed action with the collaboration of government, employers' and workers' organizations as well as regional and international organizations. As we predict that many jobs will disappear in the near future, today's skills will not match jobs of tomorrow. Accordingly, many uncertainties and questions arise among all of us. How can we prepare ourselves for the future of work? How can we keep up with the forces and the speed of technology? Will there be lots of people unemployed and lose their jobs? What should we teach or advise our youth and children for the future of work? I come from a country of youth. Almost 50 per cent of the total population are under the age of 30. Today, youth unemployment rates are very high in Mongolia. For example, nearly 26 per cent of the unemployed are the youths aged 18 to 24. On the other side, 30 per cent of employers report a shortage of skilled workers and nearly 15 per cent are not able to find qualified workers in 2018. The mismatch of skills is the major challenge in our labour market as young people are not able to find jobs they want and businesses are not able to find talent for the jobs they have. This contributes to uncertainties facing all, workers and employers. As the ILO proposes human-centred agenda for the future of work, with three pillars of action to solve the above challenges and questions we face, as it is relevant for everyone, for those from the high-level policy makers to young generation, business leaders to informal workers. We, Mongolian Employers Federation, already have developed a new internship programme as a new initiative to bridge the gap between youth and employers by enabling youth to acquire skills and employability competencies through the practical experience in the real working conditions at employer workplace. We believe that we can contribute to the

proposed ILO's human-centred agenda through our action of internship programme, bridging the gap between youth and employers by increasing investment in people's capabilities and enabling them to acquire skills and employability competencies for decent and sustainable work. The journey has already started. As we start the piloting phase of the programme, I am happy to say that our international pool of young leaders and employers from different countries as part of the Friends4Leadership network will be collaborating with us by sharing the best practices from their countries as we will learn from one another. This is a good start. So let us collaborate and continue our work from this point. Let us invite you all to collaborate with us by sharing and bringing the best practices and capacity building of different stakeholders. We expect that this collaborative effort on this particular programme together will strengthen the social contract by engaging in the social dialogue with government, employers' and workers' organizations, as well as the regional and international organizations together for decent and sustainable future of work. Finally, I would like to wish great success to you all, and let us work for a brighter future together. Happy to share the project and proposal programme with you. And thank you very much. Happy 100 years of anniversary.

Mr Rashid Imrith

Worker (Mauritius)

Madam President, my participation in this session may be the most solemn moment in my life. This not only for the celebration of the centenary of the ILO but still more because of my profound belief that given the relevance of the future of work on agenda, the outcome of this session may determine the fate of humanity and human race. Workers who depend on their work to earn their own living and that of their dependants form the vast majority of human beings, and the degree of focus of human work in the future of work will impact forcefully on the future fate of all human beings as a race. The Global Commission on the Future of Work has recommended a human-centred agenda for the future of work. This implies focus on work for human workers and on the consolidation of the fundamental rights of workers. The future of work has been on the global agenda for quite some time, and factors influencing are no secret to an alert mind. The issue has already been subjected to immense attention and intense debates, yet there is still no determinant indication as to how and to what extent the future of work will be influenced by the Fourth Industrial Revolution focussing on technical development and innovations engendering artificial intelligence robotics and automation, or the set of broader socio-economic, geopolitical and demographic drivers impelling concerns with respect to decent work, equitable sharing of national and global wealth, social stability, collective social responsibility, social protection, productive work in terms of profitability, non-lucrative work for the promotion of values, climate change and protection of the environment, terrorism and criminality, etc. Nevertheless, given the ultra-liberal capitalist trends that are increasingly dictating global economy, there is serious cause to apprehend the future of work. Indeed, lucrative profitability can easily be allowed to dictate the future of work. Definitely work will continue to exist, but work for whom? Robots, high-tech automats, humanoids or human beings? Quid of continuous learning and reskilling in a world of hi-tech? Will cerebral faculty determine the fitness of the human worker in the future work? Will work for the non-intellectual exist? Who will foot the bill for the perpetual education of the futuristic human workers? The right to work is a fundamental human right. Unless this vital right is preserved, eternal deprivation and even denial to the right to life may become the fate of the majority of human race. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues. More than ever, it is crucial for the ILO to fulfil this mission. At this moment of human history, the magnitude of the challenge of the ILO is beyond imagination. A century ago, at the time of an after-war reconstruction process, the three constituents of the ILO shared converging interests. However, as at now, the interests of the three partners are either contrasting or even

opposing. Worse still, depending on differences in the intellectual capacity and proficiency of individuals or in the developmental and demographic status of nations, the interests of individuals or groups within workers as a whole may become conflicting in the changing world of work. By and by, the highest challenge would be to change the ultra-liberal capitalist tendencies of the commanders of global investment and to beseech their adherence to the social issue. The capitalist policy to merchandise commodities of a basic need at lucrative profitable prices should be curbed. Madam President, unless the fund owning string-pullers are ready to adopt social concerns in their leading policies, it would be very difficult to reach a human-centred agenda for the future of work. Thank you, Madam.

Mr Lansana Komara

Government (Guinea)

Madam President, Director-General of the ILO, distinguished participants. First of all, it is my pleasant task to convey to you warm and fraternal greetings from Professor Alpha Condé, President of the Republic of Guinea, and it is also a pleasure for me to congratulate the President of Conference on his outstanding election to chair the 108th Session for the Centenary of the ILO. Chair, ladies and gentlemen, the International Labour Organization, whose centenary we are commemorating today and thus saw the light of day in 1919 at the same time as the League of Nations, has the twofold merit of being one of first international institutions and one of the most effective established to undertake and conduct independent far-reaching social reform internationally. To commemorate the hundred years of the organization, a Global Commission on the Future of Work was established at the initiative of the United Nations to think about all aspects of the world of work in order to highlight the main changes, challenges and opportunities and propose recommendations on action to be conducted by all stakeholders, particularly government, employers, workers and the UN system. To this end, my country developed a document as its own contribution to this major undertaking. Madam President, ladies and gentlemen, the topics proposed for discussion at this 108th Session of the Conference, the Centenary Session, are topical issues covering the final document, namely thematic debate and activity around the future of work, violence and harassment of women and men in the labour environment, and in dealing with these issues and the agenda for the session, my delegation was greatly pleased to note the objective nature and the relevance of the subjects to be debated in the light of the many challenges facing us. The Report of the President of the Governing Body and the Report of the Director-General of the International Labour Office share the theme the Future of Work. The Republic of Guinea supports and approves of their adoption. To arrive at a culture of social dialogue, States need to establish strong, effective, national strategies with the support of the relevant international, multilateral institutions to step up the work they are doing. Faithful to its commitments, our Government reiterates its resolve to promote the effective realization of labour standards to contribute to the promotion of decent work, a necessary condition for any progress and sustainable social peace. Gender-based violence and harassment in the labour environment is for the second time on the agenda of the Conference, and it deserves a special attention because it is a societal problem of increasing concern. Strong international and national standards need to be developed and implemented to get rid of this phenomenon in all its manifestations in the world of work. In our country, our Government is working to remove the factors for political and social fragility whilst promoting good governance to the full extent. To this end, a periodic consultation mechanism was established between unions and governments in order to smooth out differences of opinion on the various demands and to reduce their impact on the economic and social life of the country. Madam President, I would like to reiterate my Government's resolve to make social dialogue the watch word of its action through consultation, for which we have a framework to bridge the gap between two cultures. We have two leading structures: the Economic and Social Council and our National Social Dialogue Council. Before concluding, may I repeat my country's fidelity to the ideals of peace and justice for all of the people of the world and our continued

commitment to support the cause of peoples in their fight against arbitrary action and injustice. The Republic of Guinea supports all the actions of the International Labour Organization trying to put an end to discrimination and harassment of all sorts in the world of work against women and against men to achieve true improvement of general conditions for work. Long live social justice in work. Long live the ILO.

Mr Nasri Abu Jaish

Government (Palestine Liberation Movement)

I would like to salute this august assembly, and on the occasion of this centenary, I would like to ... so these Conventions are guaranteeing our freedom and independence. We are losing hope of a just peace and a two-state solution. Israel sees itself as supported by the United States, and the United States has recognized Jerusalem as the capital of Israel by moving also its embassy there and our population is submitted to a great pains. Our rights are being violated. My country faces many challenges in terms of labour. We have very high unemployment rates, some of the highest in the world. The capacity of our economy is not very good. There are few jobs, and this is due to the de facto Israeli occupation. The agreements in place do not allow us to freely move, and there is no freedom of movement of people nor of goods. We also do not receive the due amounts in terms of customs nor of taxes, and Israel is therefore damaging our economy. These are only a few examples. Israel is trying to impose a new form of slavery on our people. Because Palestinian people are working in Israel, they have to go through the controls and they have to do so every day. On the other hand, the occupation has also violated our rights since 1970. The customs are not paid, and there are millions of dollars which are owed to us in various forms. Every single year we can see that the situation is not improving. Palestinian workers continue to suffer due to the Israeli occupation. Today, unemployment affects 50 per cent of families, especially in the Gaza Strip. In terms of the Report on the occupied Arab territories, when will the recommendations finally be implemented? When will there be fair and social justice for all? Our Ministry of Labour, along with all the other institutions and this organization, is trying to drive unemployment out of the country, and our country has launched the second Decent Work Programme in collaboration with the ILO. We also have a national policy for occupational safety and health, a programme to strengthen social dialogue, to strengthen our labour laws, and we are also trying to organize our trade unions. That is what we can do. I would like to thank the Director-General for his help, and I will take this opportunity to ask whether the Palestinian employment fund can be re-established. I think that a roadmap needs to be established and defined in order to fight against the violations of the Palestinian workers' rights by the Israelis. I hope that in 2020 my country will be a full member of the ILO. I would like to wish you the best of success at this Conference. Thank you very much.

Mr Mohamed Wahb Allah Mohamed

Worker (Egypt)

In the name of God the Almighty, the Merciful, Mr Guy Ryder, Director-General of the ILO, ladies and gentlemen. In my name and Egyptian trade unions and the Trade Union Federation of Egypt, I am pleased to extend to you, and the members of the constituents we extend our greetings from Egypt and the workers of Egypt wishing you all the best during this 108th Session. Ladies and gentlemen, Egypt has celebrated on 11 April this year the centenary of the ILO. The centenary which set the organization to focus its efforts to promote social justice, decent work as well as being the one and only United Nations organization where the representatives of the constituents, employers, workers and the Government formulate programmes and policies to promote work in workplace and enhancing the decent work, increasing equality. And the programmes of the ILO in Egypt has enhanced social

justice programmes, decent work programmes, improving conditions of work, paying attention to youth and women and the development of skills. This means that the ILO is really instrumental in a number of areas. The Egyptian worker movement in Egypt has witnessed positive developments since 2011. These developments are in the context of the quest of the Egyptian Government to establish security, stability, and a new bill has been enacted in 2017 related to trade unions in line with the ILO Conventions. It was followed by elections for workers in which a high percentage of youth and women have become members of trade unions. New trade unions have emerged, like the new trade union for transport. And after this bill and the elections and the trade union stability took place, the General Federation of Trade Unions have organized training sessions in order to increase awareness, elevate the skills, and this will definitely promote the efforts made by our President el-Sisi to achieve all the request of the trade unions and the workers to realize social justice, particularly providing for the minimum wage and the incentives for workers and increasing retirement benefits. This will definitely enhance the living conditions of the limited income families in addition to the national plan to enhance national economy and attract investments through the economic reform. And we have very many national projects. We believe the importance of the positive role of workers in advancing production, economic development and also in solving the problems facing workers, defending their rights. We are also focussing on vocational training. There is a new bill that will take into account the interests of workers with the constituents here, and in a way that will be in line with the Constitution of Egypt as well as the Conventions to which Egypt has signed, in addition to the bill that will be enacted on social insurance enhancement and also improving the Trade Union Act by expanding an establishment of new trade unions to serve workers in Egypt. The committee on labour force in the Parliament approved this amendment which stipulates that the number of workers to form trade unions will be less by far than in the past. So we are looking forward to discuss this in Cass [? 5:19] and that the committee will take Egypt out of their cases as a result of this tangible progress. The General Federation of Trade Unions in Egypt is keen to promote union relations on all levels in order to exchange experiences. From this rostrum, we confirm the importance of diplomacy fostering relationships in the field of world workers' solidarity, and we are going to intensify our efforts. In order to provide appropriate conducive environment for workers in Egypt, we are using the technology together with the ILO. Sir, at a time when Egypt is fighting terrorism in all its forms, we call on all countries of the world to cooperate with Egypt in order to defeat terrorism because it impacts in the economy of countries and consequently on workers. On this occasion, I cannot but express the solidarity of Egyptian workers with the Palestinian workers. We condemn the occupying power of Israel, of its practices, who is attacking the unarmed people as well as the application and implementation of UN resolutions, and also we express our solidarity with Syria. I thank you and wish you all all the best and success. Peace be upon you all.

Mr Almahdi W. A. Goodino

Government (Libya)

Ladies and gentlemen, Director-General, representatives from the Government, representatives of the workers and of the employers. In the name of Libya and the National Accord Government of the country, I would like to congratulate you on the centenary of the ILO. I would also like to congratulate you on your attempts to reaching the SDGs. President, I would also like to underscore how proud I am to be at this 108th ILC which is being held at such an important time. Social protection that is inclusive and that puts humans at the centre, sustainable development and the fight to end discrimination are all on the agenda. Moreover, another important issue raised here is the fight against violence and harassment at the workplace. Libya is a Mediterranean country, and throughout its history it has been a location through which migrants have passed. Today, the migrants' routes are very dangerous. Everybody knows about the dangerous aspects of migrants today. This has a

profound negative impact on labour and on the future of work in Africa as a whole. I would like to attract your attention to my Government's cooperation with all the international organizations and other governments to protect the migrants. These migrants are undergoing terrible conditions. This is indeed a challenge for us all. We have a social responsibility vis-à-vis these migrants. Indeed, Libya is only a country of passage for these migrants, and that is why it is the responsibility of all to try to re-establish the stability of the country and the stability of the country. We have always counted on the support of the ILO in order to use its instruments. Ladies and gentlemen, despite turbulent times, we have always tried to deal with the problems that the migrants are suffering from in our country in accordance with the law, but all countries in the Mediterranean should aim at sustainable development and at developing the economies in the region. This would help solve the migrants crisis. All countries of the Mediterranean should join hands in this fight. President, we have taken various measures in order to promote the creation of jobs and improve the job market. We have done so by means of national programmes. The objective of these programmes is to improve the job market, to improve labour conditions and so on. We have undertaken administrative reforms in Libya, and these initiatives have been taken in order to fight unemployment and to help the young unemployed because the young are those who suffer the most from this scourge. Measures have been taken in Libya in order to promote social justice as well. Ladies and gentlemen, President, it is our duty to provide support to our Palestinian brothers and sisters. We urge the international community to take on its responsibilities vis-à-vis the Palestinian people. In Libya, on the other hand, the Government aims to create a modern state, a modern society, and the Government is doing all in its power to achieve this aim. Thank you very much.

Ms Gisèle Ranampy

Government (Madagascar)

Madam President, ladies and gentlemen, distinguished delegates. As a member of the great family of the ILO, Madagascar today is extremely proud to be able to celebrate the centenary of the organization with all of the members here. A hundred years serving social justice. A hundred years of tireless effort to ensure that everybody has a decent job. We in the Government of Madagascar can only congratulate the ILO on its praiseworthy desire to do better to carry out its mandate. Much has been done, decisively so, and we have helped to implement this in order to build a better world which respects fundamental human rights. But with the changes in the current world of work and in the world to come, we need new visions, and we, all of us, need to face the challenges, challenges which require that we work together to consolidate our firm commitment to build a future of better work. For its part, my country today reiterates its commitment to always bear in mind the human aspect of work to ensure that people as human beings enjoy due dignity. However, talking is fine but commitment is necessary. We need practical measures, and it is to this end that throughout the journey travelled with you, all members of the ILO, it is to this end that Madagascar has been contributing its share to promote decent work. I would remind you that since we joined the ILO in 1960, almost 60 years ago, Madagascar has managed to ratify 42 international labour Conventions. We took on board the Philadelphia Declaration 1944 and the Declaration on the Fundamental Principles and Labour Rights in 1948. Various measures have since then been taken to implement these Conventions, and we keep working to that end. Even today our Government, with the support of the workers' unions and the employers' organizations, is seeking effective strategies to face the new challenges which lie in the need to combine economic progress and respect for human rights at work. We cannot make progress on the outside of the innovative factors which are causing such upheaval in the world of work such as globalization and population change with significant migratory movements. At the moment we are taking specific steps, and I would refer you to our commitment to be among the four pioneer countries of Alliance 8.7, who have undertaken between now and 2025 to achieve SDG 8, Decent Work and economic growth,

and particularly Target 7 which requires that we take immediate effective measures to eliminate forced labour, put an end to contemporary forms of slavery and trafficking in human beings, prohibit and eliminate the worst forms of child labour and put an end to child labour in all its forms. Thus initially preventive, protective and prosecution measures relating to the human trafficking have been undertaken nationally, not to mention the establishment and functioning of our national office to combat human trafficking and the anti-corruption unit which have, inter alia, competence to deal with trafficking and organized transnational crime. We also have the improvement of our legal framework for managing professional migration through the ratification of Conventions 143 on migrant workers, 181 on private employment agencies, 189 on domestic workers, and the instruments of ratification have just been submitted the day before yesterday by our President. We also would mention the need to support workers as they tackle the changes inherent in transformation in the world of work. Long live the ILO in the next hundred years in its desire to work guided by respect for human dignity. Thank you.

Mr Ioteba Redfern

Government (Kiribati)

Madam Vice-President, Director-General, distinguished delegates, ladies and gentlemen. Greetings from Kiribati. I stand before you representing the aspirations of 110,000 people, the people of Kiribati. Urbanization in our islands has led to a population density on our main island rivalling London and Paris. The remoteness of our pristine islands limits our competitive capacity, and since our islands rise barely three meters above the sea, we are acutely vulnerable to climate change. Our people are already feeling the brunt of climate change as severe weather and king tides continue to be experienced. Although our outer islands have proven resilient to even the strongest natural disasters, overpopulation leading to occupancy of marginal lands has made South Tarawa acutely vulnerable to environmental disaster. When disaster hit my home district in 2015, displacement and damage was catastrophic, and we continue to rebuild. I want to make it clear that we in Kiribati do not want to be victims of climate change. We stand together as a resilient community to take control of our destiny. We will stay on and fight to the end. Since we visited Geneva last year, I can remember we were tasked to finalize the Decent Work Country Programme. That has been done. Additionally, the Ministry has worked tirelessly to increase access to labour mobility schemes both in Australia and in New Zealand and the Cook Islands. We have extended professional training capacity to many of the rural areas as well as our larger island of Kiritimati. Our Marine Training Centre is the best in the Pacific and is a hub for seafarers and officer training. The Kiribati Institute of Technology provided TVET trainings with APTC and equipped our nationals with both national and Australian standards qualifications. In line with our ILO commitments, I am also pleased to announce that Kiribati has ratified Convention 144 as its contribution to the 100th centenary anniversary and also supports the ILO instrument on harassment in the workplace. Unemployment in Kiribati remains relatively high in comparison to our neighbouring Pacific countries. Our Government's long-term plan through the Kiribati Vision 20 is to develop our outer islands. As there are few domestic employment opportunities, our administration relies on expanding access to labour mobility schemes overseas. I-Kiribati overseas workers not only benefit receiving countries, whether it be on apple farms in New Zealand or in age-care centres in Australia, but through hard work our overseas workers are developing our local economy. Careful wage planning on the part of returning workers facilitates investment in small shops and other innovative SMEs. Increasing access to circular migration not only benefits our local economy but is vital to the Government's long-term goals to increase employment, and most importantly, to build resilience to climate change. For the past 100 years the ILO has provided a platform to protect workers' rights, and the volume of agreements negotiated within these walls stands in testimony to its success. But to countries like Kiribati, the ILO provides an avenue for small island states divided by oceans to come

together to discuss and to share our aspirations. On the 100-year anniversary of the ILO, I invite my fellow ministers from small island nations to come together and start dialogue otherwise impeded by distance. Together we have a lot to learn from each other. Oftentimes, Kiribati is overlooked as a Small Island Developing State, but I would like to remind you that although our population is small, our territory includes more than 3 million square kilometres of the Pacific Ocean. We have valuable marine assets and dream of a future with domestic employment opportunities for all I-Kiribati. We are a big ocean state. In conclusion, thank you Chair, and I join the former speakers in congratulating you on your appointment. *Tekeraoi* to the ILO 100th anniversary, and as we say in Kiribati *Te Mauri, Te Raoi ao Te Tabomoa*. Thank you.

Mr Kerfalla Camara

Employer (Guinea)

Madam Chair of this 108th Session of the International Labour Conference, ladies and gentlemen, Vice-Chairs, my dear colleagues, employers from around the world, my friends the workers, distinguished delegates, ladies and gentlemen. It is an honour for me to take the floor the fourth year running in this august assembly, and I would like to address to you all a message of friendship and fraternity on behalf of all of my employer colleagues in the Republic of Guinea, and particularly I speak on behalf of the CPEG, the Employers Confederation of Guinea. First of all allow me to extend my warmest congratulations to you, Chair, and I would also like to congratulate the executive bodies of the ILO. They have a longstanding history, and they deserve much credit as an honourable organization. This is credit that also is due to you because this credit is not just first come first served. As we mark this centenary, we all look forward to good things in the future. I would like now, in the presence of my many colleagues and delegates from other countries present here today, to ask you to work hard in order to finally convince the honourable leaders in the IOE to open their doors as soon as possible to us so that we might be able to work together with them within their large family. I have a message that I would like to give you from the employers of Guinea, and it is an honour for me to deliver this message to this august assembly on the occasion of this centenary. Ladies and gentlemen, more and more countries are demonstrating day after day how they are abiding by the significant Conventions which enshrine our common values, and in particular I am thinking of Convention 98 which enshrines the values of the principles to the right of association and collective bargaining, and I would like to comment upon the core theme of the debate at this centenary, which is that entitled 'Work for a brighter future'. This is what is laid out in the text of the outcome document which was produced by the Global Commission, and I would like to point out that they did a very good job. We are now working in the second part of the double discussion on the issue of violence and harassment in the world of work, and there are despicable practices that we would like to be completely eradicated in order to improve the world of work throughout the world. We should note that the ILO, which is an honourable institution celebrating its centenary, is ambitious both in its intentions and in its actions. It is doing very well, and this is making it possible for all members to make progress together embracing the noble values to promote work. Chair, honourable delegates, I would like for you to know that Guinean employers fully embrace the conclusions of the Global Report that your experts have submitted to us. In particular, we take note that there is a recommendation to invest in human potential, in institutions to promote work and in developing social protection. The Republic of Guinea takes ownership of this report. We are taking innovative measures in order to achieve the status of an emerging country, economically and socially, and therefore we would like to draw on this report because we feel that as stakeholders in the private sector it gives us a strong signal and much hope for the future. We are looking and hope to see that good practices will be implemented in order to promote work and to give us dignity. We would like to count on you, President, honourable delegates as well as the IOE in order to live up to these high expectations. We believe that we are going to gain in legitimacy by

being here, and I speak on behalf of the majority of Guinean enterprises and our confederation. It is on behalf of them that I am expressing this message to you, and I wish you all the best for the next centenary. Thank you.

Mr Lambert Matuku Memas

Government (Democratic Republic of the Congo)

Madam Vice-President, Director-General of the ILO and Secretary-General of the 108th Session of the International Labour Conference, honourable ministers, distinguished delegates. It is an honour for me to take the floor on behalf of the Government of my country, the Democratic Republic of the Congo, and the tripartite delegation that joins me as I address your august assembly on the occasion of the 108th Session of the International Labour Conference. This session coincides fortunately with the centenary of our organization, and its core and very relevant theme is encouraging social justice and promoting decent work. Allow me first of all to address my heartfelt congratulations to you, Madam Vice-President, on your election to your post, as well as all the other members of the bureau. Our sincere congratulations are also addressed to Guy Ryder, the ILO Director-General, for his high quality report. Madam Vice-President, I take this opportunity to convey the warmest greetings from his Excellency Mr Félix Antoine Tshisekedi Tshilombo, the President of the Democratic Republic of the Congo, the Head of State, and through him the people of my country. On behalf of the Government of my country, and in my personal capacity, I would like to express my utmost gratitude to our organization and pay tribute to it for its fight, year after year, to promote social justice across the world. Madam Vice-President, the issues covered in the Director-General's Report were of great interest to us, particularly bearing in mind the influence they have on the world of work. With this in mind, I would like to point out that in my country the Constitution of 18 February 2006 as amended, as well as the Labour Code Act 015-2002 of 16 October 2002 as amended and supplemented, and Act 16/009 of 15 July 2016 on the rules and regulations for the social security regime, serve to bolster social contract with further investment in human potential and in the institutions of the world of work enabling us to best harness the opportunities offered by decent sustainable work. The Democratic Republic of the Congo overall shares the concerns raised by the Director-General in his report as to the need to come up with national strategies for the future of work through social dialogue between the Government and organizations of workers and employers. Madam Vice-President, international labour standards have contributed much to improving our domestic legislation. Here, the Government of my country is delighted to have seen the enactment and publication of 12 implementing measures pursuant to Act 16/009 of 15 July 2016 setting out the rules governing the general social security regime and five implementing measures pursuant to ordinance 71/055 of 26 March 1971 concerning the organization of vocational training. Further, the Democratic Republic of the Congo has organized workshops to analyse and disseminate the Report of the Global Commission on the Future of Work. These took place on 4 and 5 June 2019 to study the recommendations contained in that report. With this in mind, the Government is committed to making available the necessary resources for the dissemination of the resolutions that emerged from this national tripartite dialogue among civil society organizations and workers' and employers' organizations. Vice-President, the Democratic Republic of the Congo is in favour of the adoption of a Convention complemented by a Recommendation on violence and harassment at work. Despite the fact that violence and harassment are covered in the Congolese criminal code and the labour code, there are ongoing difficulties, and the new instruments adopted by our organization will, I am sure, enable us to complement domestic legislation in this regard. I thank you.

Ms Janat Balunzi Mukwaya**Government (Uganda)**

Madam Vice-President, honourable ministers, social partners, ladies and gentlemen. Congratulations to the President and the Vice-President upon your election to the chair of this historical Centenary International Labour Conference. Madam Vice-President, the celebration of anniversaries plays different roles including marking time. In the context of the ILO, celebrating a hundred years of existence is not intended to mark the mere passing of time but also offer insights into the extent to which the ILO has actualized the objective of its founding. From the Preamble of the ILO constitution, it is apparent that the ILO was formed, *inter alia*, to address social injustices and poor working conditions. From Uganda's standpoint, the ILO has not only survived for the past 100 years, but it has also lived true to the objectives of its founding. The ILO's greatest achievement has been the establishment of the normative framework of international labour standards which has shaped labour laws across all countries of the world. As result, many practices, like the eight-hour working day and maternity protection, that seemed like dreams in 1919 are today taken for granted. Where workers' rights violations exist, it is not because of the absence of the normative framework but failure to give effect to international labour standards. It is therefore the duty of governments and social partners to ensure that international labour standards are applied in law and practice. The ILO's success notwithstanding, some of the ills the founders of the ILO sought to address still exist. These include the global challenge of unemployment and underemployment. Therefore, as the ILO embarks on the journey to its second centenary, the International Labour Office, governments, employers and workers must invest time and effort to address unemployment if the world is to avoid social unrest, instability and disharmony of global proportion that partially informed the founding of the ILO. Furthermore, we must be alive to the fact that technology has brought about significant changes in work processes and the nature of employee relations. Many of the international labour standards were crafted with a standard workplace in mind. Today, employment relations exist between employees and employers who only meet through virtual online means and without a standard employment contract. Technological changes like artificial intelligence, automation and robots have also created new challenges. Whereas advances in technology create new jobs, they also create job losses. As a result, today's skills might not match tomorrow's jobs. We must therefore think of ways of protecting workers in non-standard forms of employment and giving our youth skills for tomorrow's jobs. The emphasis on building the human capabilities of people by the Report of the Global Commission on the Future of Work is therefore most welcome. It is incumbent upon the International Labour Office to translate these recommendations in the report into actionable programmes. However, the ILO will not be an effective vehicle for changes we need if its internal organization structures does not reflect the principles of social justice upon which it was established. Accordingly, I appeal for ratification of the 1986 amendment that will make the internal governance of the ILO more democratic and representative of the geographical, economic and the interest of its constituent groups. Thank you for listening to me. For God and My Country.

Ms Edwige Koumby Missambo**Government (Gabon)**

Madam President, distinguished delegates, on behalf of the Government of Gabon, and also on behalf of the Gabonese delegation at this 108th Session of the International Labour Conference which marks the centenary of the ILO, please allow me to extend my warmest

congratulations to the Director-General of the ILO for all of the efforts that have gone into preparing for this historic event. I would also like to offer my congratulations to you, Madam President, and to all of your team for your excellent election. Madam President, looking at the theme for the Centenary of the ILO, we are led to assess the actions taken by each of our states towards social justice and decent work. The Preamble of the ILO Constitution lays out that sustainable and universal peace must be based on social justice, and Gabon, who acceded to the ILO on 14 October 1960, is striving to achieve social justice for all of our citizens. The President of the Republic, his Excellency Ali Bongo Ondimba, and the Government of Gabon take seriously the issues of social justice, and we are working hard on a policy to fight against inequality, and we have also implemented policies which should foster the employability of young people, promote social dialogue and tripartism and promote peace, stability and sustainable development. Gabon has thus taken and implemented incentives aiming to encourage companies to hire more young people, and they have done this with a tax credit for companies, and there are also new types labour contracts to promote youth employment. Distinguished delegates, the core aim of the ILO is for each man and woman to have access to decent, productive work in security and equity and dignity, and we are working towards this objective, and it is for this reason that the Government of my country has introduced a monthly minimum wage. This was in 2010. We would like to ensure that there is dignity for people in the workplace, and we are doing this by extending progressively our social security system, and this is thanks to reforms that are currently underway in reforming the social security bodies in our country and also shoring up social dialogue. We are implementing the guiding principles of this organization, and we are also working to overcome economic difficulties in this country. And in this context, the Prime Minister and Head of Government, Mr Julien Nkoghe Bekale, launched on 23 April 2019 wide reaching consultations at a national and multi-dimensional dialogue with all social partners in order to agree on measures to allow for harmonious economic recovery for the country at the same guaranteeing decent working conditions for all. Ladies and gentlemen, the ILO was established a hundred years ago following the First World War. The historic reasons underpinning this initiative are anchored in the context of the post-war period. A century later we are seeing technological progress, artificial intelligence, automatization, robotization. All of these things, on the occasion of the ILO Centenary, lead us to reflect on the issue of the Future of Work. While we are very keen to continue to pursue our ideal of social justice, at the same time we should strive to achieve more equity based on equality among member countries and more democratization in the governing bodies of our organization. We have read carefully the Global Report on the Future of Work entitled 'Work for a better future'. This includes a programme of action that is human-centred, and Gabon shares the vision depicted in this report and the predictions that are described in this report. We see that there are the needs of our populations that have been identified, and we also note that these have been identified in the Decent Work Country Programmes and the work for that was launched in March in Libreville. Therefore, the Government of Gabon would like to reassert our determination to work and cooperate with the ILO, and we would like to focus on the following priorities. We would like to have capacity building for high-level people in administration, and we would also like to increase social dialogue. We would like to implement a framework allowing for social dialogue, and we would also like to have the organization of professional elections in order to have a sustainable solution to the issues of representation in trade union organizations, and we would also like to implement measures to promote youth employment. Allow me to conclude by wishing you every success throughout the Conference on the occasion of this centenary. Thank you very much.

Government (Fiji)

Madam Vice-President, Director ILO, distinguished delegates, Excellencies, ladies and gentlemen. It gives me great pleasure to address this year's International Labour Conference on behalf of the Government of the Republic of Fiji and all Fijians. Fiji congratulates the ILO for its milestone achievement in its centennial anniversary, and we remain committed to the ILO's vision for the coming years. On Fiji's ILO centennial celebration, the ILO global tour to commemorate its centenary began in Suva, Fiji at 12 noon on 11 April this year. The live stream from Suva also covers 11 Pacific Island countries featuring stories from these islands that helps elevate the profile of this centennial celebration. On our regional efforts, Madam Chair, there will be an ILO Pacific Tripartite High-Level Forum in Papua New Guinea from 24 to 27 July this year. And this forum will raise awareness on the ILO Centenary Declaration, the outcome documents from this 108th ILC and other elements relevant to the Pacific Islands context, like climate change, labour mobility, social protection to name a few. On our national efforts, the Fijian Government remains steadfast to advancing the goals of the ILO which is to promote decent work for all workers regardless of where they work. Fiji's Constitution guarantees the right to fair employment practices, including humane treatment and proper working conditions and the right to join trade unions and participate in activities and programmes, including trade unions and employers' ability to bargain collectively. Our National Development Plan promotes labour reforms and is instilling in the workplace a modern employment relations regulatory framework that can protect the fundamental rights of all employees. On the Employment Relations Amendment Acts of 2015 and 2016, it facilitates compliance with the tripartite agreement with a strategic focus on human resource development in all sectors of the economy. Government is continuing its efforts on improving Fiji's labour market standards to meet accredited international best practices. These reforms provide a platform for gender equality where men and women can enjoy the same benefits of employment in conducive working conditions including boosting skills for transition to green economy as reiterated by the Director-General ILO in his opening remarks, and this augurs well with the current work on the Standards Setting Committee on violence and harassment in the world of work which Fiji fully supports. In addition, the Fijian Government is in the process of ratifying Protocol 155 on Occupational Safety and Health to mark this year's anniversary. On our current issues with unions, Madam Chair, over the course of our journey we are confronted with challenges, like any democratic state, and we wish to assure you that we are committed to our obligations under the ILO Conventions that we have ratified. Fiji is a progressive democratic state, and we are open to dialogue, or *talanoa*, to assist in resolving our differences amicably. Madam Chair, on Global Commission on the Future of Work Report, we support the call by the Director General ILO in his opening remarks that the "future of work will be the result of our decision, our choices, our capacity to follow up, our willingness to cooperate together to make it the future of work we want." And in this regard, the Fijian Government would like to acknowledge the assistance of all our development partners who had contributed immensely in the development of our economy over the years, and in particular wish to thank Australia and New Zealand under the ongoing seasonal workers scheme and the new Pacific Labour Scheme. Madam Chair, given the plight of our small and vulnerable economies who are exposed to the existential threat of climate change, we call on ILO to devise strategies to assist vulnerable communities cope with this ongoing dilemma, build capacity that promotes resilience and green economy, consider alternative mechanisms that promotes labour mobility with minimum requirements. We also call on our development partners to devise strategies that enhance labour mobility and step up capacity building programmes and innovative strategies that boost skills that responds to job market. In conclusion, I commend the efforts of the ILO and all our partners for having faith with us, and together we can construct a future of work with social justice for all. Thank you Madam Chair.

Mr Gabriel Antonio Del Rio Doñe

Worker (Dominican Republic)

Madam Vice-President, good afternoon. Dear friends, we pay tribute to all of you as we mark the centenary of the International Labour Organization. On behalf of the workers of the Dominican Republic and myself, speaking to you on behalf of the Autonomous Confederation of Workers Unions, we are proud to be able to participate in this celebration marking the 100 years of our ILO. Of those hundred, I personally have participated in 39. I am delighted and proud to have had this opportunity given to me by God. Democracy in our country has been strengthened after living through 31 years of dictatorship that removed all rights and freedoms from the people of our country. We continue our struggle through dialogue and partnership with the force of spirit of the workers contributing to decent work in our country. We are a Caribbean country that is working towards sustainable development, although we do face numerous economic, political and social problems along that path. In recent years, our country, the Dominican Republic, has shown sustained economic growth. However, this growth has not been sufficiently reflected in the welfare of the workers of the Dominican Republic, and we are fighting with enthusiasm and steadfastly to improve the conditions of the rural and urban workers of our country, public servants, private sector workers, retirees and pensioners as well as migrants to ensure that they have access to a decent life. The same goes for young people and all other workers. The ILO Conventions and human rights all have a role in ensuring genuine liberty, fruit of social justice. This is our daily bread as we work. We continue doing the necessary to ensure that dialogue channels remain open with the main confederations of our country to seek possible solutions on wages, freedom of association and collective bargaining. The vast majority of workers fear organizing. They are worried about losing their jobs, despite the fact that our country has a labour code that enshrines freedom of association as well as the Public Service Law and Conventions 87 and 98 of the ILO ratified by our country. Our labour legislation also provides for trade union privileges, but that is often violated. We acknowledge the efforts of the President of the Republic, Danilo Medina Sánchez, to improve the wages of public servants and pensions, as well as the establishment of new jobs, bearing in mind also that the major challenge is decent jobs. A great deal of effort has gone into tripartite dialogue with the Tripartite Consultative Council, promoted by the Ministry of labour as well as the Economic and Social Council, inter alia, to find ways and means to advance through social dialogue to address the main problems faced by workers and the country as a whole to achieve genuine peace as a fruit of social justice. Last year saw the setting up of the Tripartite Commission on Conflict Resolution and follow-up to international labour standards. This enjoyed technical assistance from the ILO. We face numerous problems. We are a developing country, but we continue to take a positive stance. We are steadfast in seeking non-violent approaches to improve the lot of workers through dialogue and agreement. My confederation, that has existed for more than 57 years of fruitful work since being set up on 28 January 1962, draws inspiration from Christian Humanism and pursues its struggle with perseverance and enthusiasm, with faith in our Lord God who strengthens us with his spirit and his mercy, and driven by the need to support workers, both from the Dominican Republic and migrants, to enable them to enjoy social justice and dignity. My confederation has sought to ensure a fair future for the workers of our country. Our struggle is for them. This ongoing and creative struggle is one that we wage in the hope that we will now and in the future be able to achieve genuine peace as a fruit of social justice. I pay tribute to this august organization, the International Labour Organization, for its tireless contribution to humanity and to the world as a whole. We pay tribute to this organization and wish it every success, this organization bringing together all of the tripartite constituents which enables us together to improve the lot of workers of the world. It is our hope that the years to come will allow genuine welfare for all workers, employers and governments. The ILO and tripartism are an

example for the world, and we hope that this example will continue to prove its worth for the world of work and workers in particular. I thank the ILO. Thanks to the ILO, we will continue to make progress through democracy, working through and for tripartism. It is the genuine path to be followed for the world. I thank you.

Mr Marcelo Abi-Ramia Caetano

International Social Security Association

President of the International Labour Conference, Director-General of the ILO, distinguished delegates, ladies and gentlemen. On behalf of the leadership of the International Social Security Association, ISSA, it is my great pleasure to convey to all delegates to the 108th Session of the International Labour Conference the greetings of the ISSA and its membership of 323 government departments and social security institutions from 156 countries. Let me begin by extending our sincerest congratulations to the ILO on the occasion of its centenary. Born out of the global realization that social justice and social cohesion are preconditions for prosperity and peace, the ILO can look back to impressive achievements. The unwavering commitment of all those who have made up this great institution has guided governments, employers and workers in building a better world. The high-level attendance of this Conference, including by an exceptionally high number of Heads of States, testifies to the importance of these accomplishments. For the ISSA, the ILO Centenary is also a very special year indeed. Founded under the auspices of the ILO in 1927, the ISSA and the ILO have shared a long history of 92 years of close collaboration in the promotion of social security worldwide. Since the founding of the ILO 100 years ago, social security has been at the heart of its efforts to achieve decent work and social justice. In fact, the protection of workers and their families against the risks of life has been, and remains, an indispensable condition for reaching these objectives. The ISSA has been proud to be at the side of the ILO to work together towards the global goal of extending social security coverage to all. Complementing the ILO's legal instruments, advocacy and policy development role, the ISSA has been, is, and will continue to be focussed on ensuring that the essential political commitment to social security is effectively implemented, and this through well-governed, effective and accessible social security institutions. Ladies and gentlemen, the important achievements by many leaders and colleagues since the founding of the ILO give us an important responsibility for the future. We are indeed witnessing labour market transformations, demographic change and technological developments at an unprecedented speed and scale. In this context, the ILO and its mandate of decent work, social justice and a world free of fear is more important than ever. I therefore wish to extend our sincere congratulations and gratitude to the Director-General for the ground-breaking progress achieved through the Global Commission on the Future of Work and the exceptional report entitled 'Work for a brighter future'. The conclusions and recommendations of this report are providing us all with an important roadmap as well as much-needed responses. The ISSA has been particularly encouraged by the paramount role that the report attached to universal social protection coverage for all, to risk sharing and to principles of solidarity as a condition for a stable and more just future of work. We are ready to follow the call of the ILO for strengthened partnerships in implementing the recommendations and to enhance once again our joint efforts to work towards the objective of universal social protection. Together, we can build social protection systems for all that not only provide coverage in the case of need but also focus on investing in people's capabilities, lifelong learning and social inclusion. Ladies and gentlemen, as we are coming together for the centenary of the International Labour Conference, we are celebrating the achievements of the ILO. Importantly however, we are also inspired, encouraged and grateful for the leadership that the ILO once again provides to all of us in working towards a brighter future. Thank you for your attention.

Ms Fiorella Calderon

International Young Christian Workers

President, distinguished delegates, thank you for giving us the floor. We would like to congratulate the Director-General and the Commission for this very important document. Indeed, it is important to discuss the future of work in this centenary year. This future is not a distant future. The new forms of work and the challenges of tomorrow are already here, and we, young workers, are experiencing these first hand. I would just like to give you one example of the reality faced by young workers today. “My name is Ana. I live in Nicaragua. I have a university degree, but at the moment I have been working from home for four years now. I work for a US customs company with its headquarters in the US. I do an eight-hour day, and my only contact with my work colleagues is through email or by telephone. This technology allows easy access to information for the customers and it allows the company to increase their sales. However, not all of my rights as a worker are complied with. With regard to social protection, the company does not cover social security contributions, healthcare or pension contributions. This is a serious concern as I look ahead to my future. I do not have a work contract, and this has an impact on me as a worker, although this should be the foundation for any labour relationship. Another is having a contract. And financially it is difficult. Because I do not have a contract, I cannot provide evidence that I have a job. I do not have a pay slip to provide, and therefore I cannot get a mortgage to buy a house or any other kind of loan. And this demonstrates how the lack of a work contract impacts me as a worker and in my private life. With regard to the environment in the workplace, the lack of personal contact with any other workers during the working day, which is eight hours long, has made me someone who is not sociable, and this hinders and curtails my right to the freedom of association or the right to organize and does not allow me to work together with colleagues or to be part of a union.” We see from this testimony that we need to follow up on the Global Commission’s recommendation to develop international government systems for digital labour platforms that will guarantee the respect and protection of workers. Young workers are experiencing insecurity. Work is either precarious or informal. We are witnessing high youth unemployment and discrimination based on gender or our nationality. Stress and pressure are on the rise. Workers must be available around the clock. Our planet has been destroyed. Inequality in terms of the distribution of wealth and purchasing power is increasing while social protection is being decreased. Against this backdrop, many young people are losing faith in institutions. Therefore, after all we see that the interlinking of trade, tax, economic and social policies that was outlined in the Global Commission Report is relevant. We need security and dignity for young workers, and we need a fair distribution of wealth for all. Along these lines we strongly endorse the Commission’s recommendations about a human-centred economic model. We also endorse the appeal for a human-centred agenda, and we think it is important to do the following. To implement a transformative programme, a measurable programme for gender equality. Secondly, to provide universal social protection from birth through old age. Thirdly, to establish universal labour guarantee. Fourth, to allow workers control of their working time and their time. Next, to channel and manage technology in favour of decent work, and next to offer incentives to promote investments in the care economy, the green economy and the rural economy. Also, to review incentives for companies to pursue long-term investment strategies, and to explore additional indicators of human development and welfare. These are certain targets. At the same time, we need to look at a number of other challenges such as climate change, robotization, inequality, casualization and the informal economy. For organizations of youth, such as ours, the challenge continues to be to raise awareness among young workers and to inform them about their rights as workers. We recognize and welcome this responsibility. Along the same lines, we would like to request that the ILO and the Heads of States and social partners

develop specific measures in order to follow up the report's recommendations. We do not have time to sit back and wait because the future is now and tomorrow. Thank you.

Ms Myrtle Ruth Delene Witbooi

International Domestic Workers Federation

First of all I would like to say thank you very much for allowing me the opportunity. If I get a bit emotional, do understand I am a woman. Thank you. My name is Myrtle Witbooi. I am from South Africa, but I also represent the domestic workers in the International Domestic Workers Federation. It is such an honour to be here at this crucial time for the working class as we debate a Convention to eliminate violence and harassment in the world of work. We have noticed how violence in the world of work is completely out of control. Violence is increasing every day, and we have noticed that most of the time it affects women. Daily, we hear or we read about the abuse of domestic workers and how they are getting abused by their employers, and mostly migrant workers. Our workplace is not safe as migrant workers. At times, you are simply ignored if you get abuse. Daily, migrant workers, women, get killed by their employers. Because there is no evidence, because there is no witness, nothing happens, and therefore it is so important for us to be here at this time. We are debating about women. We are debating about women that is abused daily. Yes, we are talking about violence in the world of work, but even violence in the world of work affecting mostly women. We work. We go home. On the transport we are not safe. So nowhere we are safe as woman. Therefore, our plea today is we want a strong Convention, but we want a strong Convention with strong Recommendations. But we also want a Convention that is not going to be on beautiful coloured paper. We want a Convention that is going to work for us. Domestic workers, mostly women, already have a Convention, but if we can have a Convention on violence in the world of work, that is two Conventions, and all other Conventions will make us so much stronger. We have the ILO to protect us. We have you, the employers, that have to listen to us. We have Government. They must listen to the voice of the workers. They must listen to the voice of the workers. Therefore, my plea is simple here today. My plea is from the heart. My plea is listen to us. Listen to the voice of women. Listen to all of us daily that go out to work to contribute to the economy of this country. The Convention will be so strong on you. Therefore, I call on you today, use your mind and use your heart when you vote for this Convention. We have noticed how we are stuck for days now on this Convention. We have noticed the many obstacles in the way of this Convention, but we know, and we deserve a better life for all. And therefore we ask you today, let us assure and let us make this Convention work for us. Let us remember that all lives matter in this world and all lives need protection. So I am going to leave you with this message to say please, for the next 11 days or 12 days, while we are still fighting for that Convention, while there are so many oppositions to this Convention, please ensure that your governments, your workers and business vote for the Convention that will make life better for all of us. I thank you for listening to me. I thank you once again for giving me the opportunity, and I hope that we will win. Thank you.

Mr Eamonn Anthony Peter O'Brien

International Coordination of Young Christian Workers

Thank you, Madam Vice-President. Ladies and gentlemen, allow me to convey my gratitude on behalf of the International Coordination of Young Christian Workers for this

opportunity to contribute to the general debate of the 108th International Labour Conference. It is a great honour to bring to you the voice of the young workers, their experiences, concerns and hopes in regards to the future of work. The ICYCW is an international Catholic organization with a specific mission to serve, educate and represent young people in the world of work. Our fundamental method of see, judge and act has shown itself to be an effective way of delivering positive change. We gather thousands of young workers whose realities reflect the variety of both positive and negative experiences in the world of work. In recent times, however, we have seen an increase in unemployment, insecure employment and less awareness of their rights. All these facts hurt the dignity of the human person and stop young people growing in awareness, hope and responsibility. At local level, the Young Christian Workers brings together young people and enables them to participate actively in society, especially in the workplace. At national and regional levels, young leaders take action to share the reality of young workers and equip them to affect change in their own lives and the lives of their peers. At an international level, the ICYCW shares the voices of young people, allowing us to raise objections to unfair realities in the world of work. We work alongside other Catholic-inspired organizations to promote and implement the Decent Work Agenda. Regarding the Future of Work initiative, we believe it is essential to ensure it is human-centred, and we should never forget the moral values that underpin this idea. We wish to build a society which respects the personal growth and human development of young people and does not consider young people as cogs in a machine, because humanity is not a machine. People are not simply a means to an end. Instead, each person has an inherent and inalienable dignity. This means that the important considerations of productivity, output and efficiency should not be placed ahead of a workers' dignity, rights and well-being. Without this foundation in place the rest will simply crumble and collapse. Furthermore, the ICYCW would like to bring attention to some of the most vulnerable workers in our world, those people who leave their home countries in search of a better life. Currently, a third of the migrant population are children and young people. If we are to live in a world that is increasingly globalized, we need universal protections and support for these young people. And we should go further than this. We should ensure that the skills and experience of these young people follow them around the world, allowing them to fulfil their potential wherever they are. Just as the ILO has already committed to leave no one behind, we must also now fully commit to a renewed social contract that truly involves every person, giving us all the responsibility to uphold it. In response to this year's focus on ending violence and harassment in the world of work, we would like to pay tribute to the workers without whom this issue would not have been brought to the table. Like Joyce from Nigeria, a YCW member who shared with us how her efforts to seek professional development were met with abuse, harassment and disrespect from her superiors. Joyce says, "My call to the employers is that they should support the employees at work and treat them as human beings who have value and dignity. Good working conditions, good treatment at work and mutual respect help the workers to be better and productive people at their places of work and in life generally."

The courage to voice concerns like Joyce, as so many workers have done before, has been the key to unlock a common and shared response. It highlights why the tripartite collaboration of the ILO has thrived for 100 years. And whilst it is right to celebrate that past, it is even more important that we continue to take action today for the benefit of the future of work. We therefore support having a Convention and Recommendation and strongly call for a swift ratification and adoption by governments around the world. And the ICYCW commits itself to be a protagonist to raise up a new hope and in the transformation of our future. Thank you.

Friday, 14 June 2019

Mr Hassan Fakh

Worker (Lebanon)

In the name of God. Madam President, Mr Guy Ryder, Director-General of the ILO, delegates and guests. Our meeting comes at a historic point in the history of the ILO. It is the centenary anniversary of the ILO. The organization has grown in size and developed a large number of Conventions and committees. We salute the ILO on this occasion, and we congratulate the officers of the organization while reminding you all that a large number of countries and organizations have yet to commit to the Conventions of this organization. This requires a more effective management in order to enforce the standards and make them compulsory. Ladies and gentlemen, we have examined the report of the Commission under the title of towards a brighter future. It has provided a scientific and comprehensive analysis of all the future developments in a methodological manner, particularly as relates to developing the social contract that is human-focused and focuses as well on the transformations in the labour market with all its negative and positive impacts. This report can constitute the basis for developing our work towards a future at all levels. Therefore, the General Federation of Trade Unions in Lebanon endorses all the recommendations of this report and its main focus on securing collective representation and collective dialogue. We come from a region that has been the target for 70 years of state terrorism since the establishment of the State of Israel and the attack against the Palestinian people who were victims of a number of massacres, and the most recent was the massacre against those who were marching in demand of the right of return. We come from a region where there is terrorism and organizations that accuse all those who differ with them in opinion of being heretics. This has covered all the countries of the region, these terrorist organizations that use the name of religion in order to carry out their acts and are exploited by all the different forces that want to subjugate the people of the region to their hegemony. A few days ago, on 25 May, we celebrated the Day of Liberation, the victory over Israel that had occupied our territories in Lebanon. This was the role of the people of Lebanon and the Lebanese army, for the Israeli occupation continues its acts of aggression and killing, its destruction of the infrastructure, the farms and the neighbourhoods of our country. Therefore, our priority was to put an end to this aggression and to confront it, for it aims to obstruct development and decent work and future for our children in our own country. The ILO, that was established in the wake of the First World War and declared its goals and continued this process with the Philadelphia Declaration, has a main duty towards a liberation of territories and overcoming all forms of colonialism, whether overt or covert. Therefore, we declare that the Zionist entities, the last of the racist entities, it stands at the forefront of western colonial countries, particularly the USA, and defends their economic interests. Syria has started to recover after all the criminality and destruction that was waged there. It is the subject of ongoing attacks by Israel in order to disrupt the possibility of rebuilding stability in this country. The people of Syria have been distributed over the world, have been uprooted. This uprooted part of the population constitutes a burden to the neighbouring countries for there are a million and a half Syrians in Lebanon and this is a major burden. Therefore, we should address the Brussels Conference that seeks to address this issue, and we hope that the target will be the return of the Syrian migrants and refugees to their countries. [vgr INTERRUPTION 6:25]. Thank you.

Employer (Bahamas)

Madam Chair, fellow delegates, ladies and gentlemen. The Bahamas Chamber of Commerce and Employers' Confederation, and of course the entire Commonwealth of the Bahamas, commends the work of this house and commemorates also the occasion of its centenary. Our tiny archipelagic nation is no stranger to the work of the ILO and was the first in its region to sign the Protocol on Decent Work. Therefore, I am happy to share with you just a few of our accomplishments. On 3 March 2015, the National Tripartite Council, comprised of the social partners, was enacted to practise and promote tripartism in the Bahamas through cooperation, consultation, negotiation and compromise in order to create and shape social and economic policies and to advise the Government on all aspects of labour, productivity, quality and competition. I am pleased to say, Madam Chair, without fear of contradiction, that through the work of the National Tripartite Council, we have accomplished much. To name a few: the national minimum wage was increased significantly; legislation requiring the advance notice to the Minister of Labour of all redundancies with penalty for non-compliance was enacted; a dispute resolution protocol within the National Tripartite Council was established, which to date has resulted in the registration of two collective bargaining agreements and the resolution of many outstanding disputes between union and management; a new management information system geared towards strengthening the Bahamas' Department of Labour's capacity, job placement and work flow processes was implemented; and a first-class apprenticeship programme for 16 to 40-year-old individuals, as well as ongoing skills for work training sessions focused on closing the skills gap and promoting employment opportunities for youth, was implemented in partnership with the Inter-American Development Bank. Despite our successes to date, we know that there is still much work to be done, and the Bahamas Chamber of Commerce and Employers' Confederation is fully committed to, and actively engaged in, the National Tripartite Council's aggressive three-year agenda which is absolutely in line with United Nations Sustainable Development Goals and the Future of Work. Such efforts include the establishment of a National Productivity Council, the Implementation of a national workers' pension plan, movement toward making the rulings of the Bahamas Industrial Tribunal enforceable and regional training on the ILO's Maritime Labour Convention, 2006. The Bahamas Chamber of Commerce and Employers' Confederation also expresses its gratitude for the assistance rendered by the ILO Latin America and Caribbean Office. It was this office, together with the IOE, that aided in the successful merge of the Bahamas Chamber of Commerce with the Bahamas Employers' Confederation. That provided guidance and information in our Minimum Wage Act and Employment Act discussions, and most recently, as part of its centenary celebrations, assisted with the completion of the Bahamas' Decent Country Work Report 2019. Indeed, we look forward to their continued collaboration as we venture now into discussions into the establishment of a National Child Labour Policy and the generation of Decent Work Country Programmes too. As active participants in the National Tripartite Council, the Bahamas Chamber of Commerce and Employers' Confederation readily acknowledges that there will always be ripe opportunity for opposing positions at the table, and even within our own house at times there exist problematic constituents. This cannot deter us, but we must keep our eyes on the prize of what it is that we wish to accomplish for our enlarged community. Indeed, it was hotelier extraordinaire, Mr J Barrie Farrington who acquainted me with the words of the late great US President John F Kennedy who said: "So let us begin anew, remembering on both sides that civility is not a sign of weakness and sincerity is always subject to proof. Let us never negotiate out of fear, but let us never fear to negotiate. Let both sides explore what problems unite us instead of belabouring those problems which divide." In times of conflict and in times of challenge, I am also strengthened by the resolve of my late father, Japheth Edison Deleveaux, who always advised, and I leave with these words to my fellow delegates: "It is never a matter of who is right but what is right." Taking personal interests out of the equation usually results

in win-win, which is the ultimate goal in all negotiations, and it is the fervour endeavour of the Bahamas Chamber of Commerce and Employers' Confederation. Ladies and Gentlemen, I thank you. Thank you, Madam Chair.

Mr Mikhail Orda

Worker (Belarus)

Madam Vice-President, distinguished delegates of the Conference. I greet all participants at the 108th Session of the International Labour Conference on behalf of workers of the Federation of Trade Unions of Belarus, and first of all I would like to congratulate us all on the centenary of the International Labour Organization. Today, we can say with certainty that the establishment of the International Labour Organization opened a new chapter in the history of humanity. Over the last century, not only have we changed the approaches to and rules regarding work but we have also changed the perception of the international community. Thanks to the efforts of all participants in the organization, we have seen the construction of an absolutely new system of values and priorities in the workplace. All of this means that we are certain that we will be able to deal with those new challenges and threats that today face us. We are all living through an age of progress and deep-seated and extremely rapid transformation across the board. Today's world, and particularly tomorrow's world, are places where all States are closely interconnected and where every country and every people are seeing new possibilities and opportunities for development opening up at the same time, yet we are living in a world replete with new challenges and threats. Today, in a variety of countries around the world, armed conflict is raging, and even the best of countries are facing hitherto unseen threats concerning terrorism and migration. It should be recalled that these problems are not local. There are plenty of examples from history to show that local conflicts can become world wars. In this connection, we consider that the ILO and other UN bodies should have their word to say in preserving stability in the world and protecting the human right to peaceful labour. These are core values that we should all defend. All of us, through joint efforts, should promote initiatives for international cooperation aimed at openness, exchange of experience and mutual benefit. One such initiative in which Belarus is involved is the One Belt, One Road initiative. Today, we are witnessing the dynamic development of this grandiose project which is of significance for the whole international community. For trade unions it is particularly important that when implemented this project offer up new job creation as well as increased well-being for workers. But for further successful promotion of this and other similar projects, there is a need for solid foundations of trust and mutual respect between States, free from the dictation of opinion and judgementalism with genuine trust and mutual understanding. And I am sure that a particular role here can be played by people diplomacy, if you will, the establishment of and development of contact between workers and between trade union confederations of different countries. In this connection, I call upon trade unions of all countries actively to become involved in the implementation of such integration projects in order to ensure that workers' voices can be heard and heeded in epoch making decision-making processes. Already today we are seeing that the labour market in all countries is changing actively. The globalization of production processes, labour migration, modernization of enterprises and digitalization of the economy are part of today's reality. This means that many of the mechanisms that we have all designed to protect the interests of workers are becoming obsolete. There is ever more extreme erosion of the understanding of the workplace, working time, holiday and other things that we see as key guarantees. In this connection, we are seeing already today the need to design new approaches and models to protect the interests of workers. I should underscore that the Federation of Trade Unions of Belarus is making its practical contribution to the conceptualization of these new issues and overall for the future of work. As part of the support of the ILO Centenary Initiative and

the Agenda 2030 sustainable development agenda, 2017 and 2018 saw the holding in Minsk, under the auspices of the Federation of Belarusian Trade Unions, two international forums dedicated to the future of work and green jobs. We saw participants from more than 40 countries. As a result of these forums in Minsk, all these results chime with the outcomes of the ILO Global Commission and the theme of the report ‘Work for a brighter future’. I thank you for your attention.

Ms Ergogie Tesfaye Woldemeskel

Government (Ethiopia)

Madam Chair, Excellencies, distinguished delegates, ladies and gentlemen. Let me begin by congratulating the whole staff of the Conference on your election to preside over this unique and historic session. Ethiopia, Madam Chair, is extremely pleased to take part in this important session of the Conference and celebration of the ILO Centenary which is meaningful to us in many ways. To begin with, Ethiopia, amongst others who joined the ILO at the earlier years of its establishment, has shared the vision of the organization at the infant stage of its development. This celebration of the centenary is also important to us because it is happening at a time when Ethiopia has embarked on a significant change, since His Excellency Dr Abiy Ahmed has assumed premiership since a little over a year ago, which introduced different reform measures in all fronts. These reforms range from widening the political and democratic space to liberalizing some sectors of the economy and promoting human rights and social justice. In our view, this is a more propitious time to harmonize our collective efforts to addressing and pressing problems of our time that hinder our progress towards ensuring social justice and decent work. Madam Chair, the Director General’s Report on the Future of Work portrays the nature of changes that the world of work is facing and provides ideas on how to manage and leverage this transformational change. Ethiopia concurs with the Director General’s recommendations. In fact, I fully agree with the remark once made by the Director General at the launch of the ILO Global Commission on the Future of Work at which he said: “It is fundamentally important that we confront these challenges from the convictions that the future of work is not decided for us in advance. It is future that we must make according to the values and the preferences that we choose as society and through the policies that we design and implement.” The Director-General cannot be any more clearer, and therefore we must stride forward in our concerted efforts on the premises of our shared responsibility and collective commitment to advance social justice that is consistent with the principles of no one is left behind, as enshrined in the Agenda 2030. Madam Chair, the Government of Ethiopia firmly believes that the growing youth population must become a productive labour force contributing to the overall development of the country. Efforts have been made to turn our youth population into the driving force that shapes the country’s future through productivity and innovation. In line with the ILO application of standards, Madam Chair, I wish to express the strong commitment of my Government in creating decent work, particularly for youth and women, in advancing the rights of workers and employers, and revising the existing labour legislations with a view that the fundamental principles and rights at work are observed and respected. We are also in the process of finalizing the fourth generation of Decent Work Country Programme that is in harmony with our national development priorities and the Sustainable Development Goals. Madam Chair, our participation in the world of work will only succeed and advance the social justice agenda to greater level if many States are equally committed. Therefore, while expressing my appreciation to all those member States that responded to the promotion measures by the Office, my delegation appeals to all member States that have not yet ratified the Convention 1986 amendment to do so in this opportunity and historic moment. In conclusion, I wish once again to reaffirm the commitment of the

Government of Ethiopia to work closely with the ILO and other social partners to bring social justice and promote decent work for all. Thank you very much.

Ms María Isabel León De Céspedes

Employer (Peru)

Good morning. I am from CONFIEP. That's Peru's national confederation of private business institutions. It is the leading business representative in our future. I would like to comment upon the Future of Work. It stipulates the need to keep people and the work that they perform at the centre of public and business policy in order to meet the challenges that will be faced in the future. We agree with the suggestion that countries need to establish national policies that take into account the report's recommendations, albeit while taking into account each country's specific characteristics and situation. We all understand that the future of work is profoundly linked to investment and thus to private enterprise. In Peru's case, according to figures from the Central Reserve Bank in 2018, 84 per cent of our GDP was generated by the private sector. According to official tax statistics, the private sector was responsible for 73 per cent of formal employment while the public sector supplied the remaining 27 per cent. With regard to the Peruvian labour market, according to the most recent 2018 Global Competitiveness Report from the World Economic Forum, the facts are as follows: we are in 126th position out of 140 countries when it comes to active labour policies, 128th for our hiring and firing policies, 82nd when it comes to pay and productivity, and in 96th position when it comes to feminine participation in the labour force. The result of this disappointing labour performance is that the informal sector accounts for 73 per cent of total employment, and not only must we struggle with this high-level informality but we also have a pronounced technological gap which places us at a disadvantage vis-à-vis other countries since tech is an important factor in creating decent work. We recognize that the private sector is of the utmost importance, and we have a high level of commitment to complying with the law and also the need to respect human rights. This all goes hand in hand with the need to create decent work with responsible investment, respect for the environment, ethical conduct and all that contributes to sustainable development. We are likewise committed to promoting lifelong learning for the people who make up our workforce and also to support their growth and futures. Business and the State can foster this process via appropriate incentives which should be viable and effective at helping individuals, and we Peruvian employers agree that it is important to keep people at the centre of their policies. Nonetheless, we are concerned with some aspects of the Future of Work Report. We should mention the following. Firstly, the recommendations focus mainly on the situation of the worker, leaving aside all others who are also part of the world of work. Specifically, throughout the text there is no recognition to the private sector's role. We also deem that it is of concern this universal employment guarantee covering a raft of fundamental rights and basic working conditions. We think that it is virtually impossible to offer such guarantees when we cannot even guarantee the continued survival of our companies, and it is, of course, companies which generate employment in the first place. We also have serious concerns when it comes to the minimum living wage, especially since, at the present time, we do not have an international definition of what that would entail. We also think that we need to take into account the objective economic criteria which will affect the firms which have to pay this wage. At the same time, we understand that the minimum living wage would be something which would come down very hard on micro and small firms. They have enough difficulty already, and to try and take on these additional costs would be very difficult. It would lead to lower rates of job creation and more informality. We also should take into consideration that in Latin America micro and small firms do not just represent some 99 per cent of the productive units but also they are the main generators of employment in the region. We are also concerned with the suggestion that there should

be advisory bodies established with stakeholders, and here we would like to just mention that they would have to play a very important role in the decisions to be taken by firms. We do recognize that their voices should be heard. Nonetheless we are concerned by the fact that an implementation of recommendation of this nature would be something which would discourage private investment and would undoubtedly have an impact on the creation of employment. We believe that if we are to take up the challenges of the future of work, we have got to have a clear understanding of the problems of informality. We have got to create a business climate which does lead to greater investment, and competitiveness obviously is a clear tool to try and help in the world economy, so trying to address all these different questions has got to be the centre of these discussions. Otherwise, the solutions which would be put forward would not be correct. They would just simply increase the cost of labour borne by the formal sector while doing nothing to address the underlying problem of informality. Thank you very much for your attention.

Mr Jameel Humaidan

Government (Bahrain)

Your Excellency President of the Conference, allow me at the outset to congratulate you, and I would like to join my predecessors to congratulate you on your election as President to this Conference. I would like also to join all those who congratulated you and praised the ILO and its staff, and on top of whom, our brother Mr Guy Ryder, we also thank him for all the efforts he and his staff are deploying in order to develop the actions of this organization. Ladies and gentlemen, this International Labour Conference is being held this year, and we are on the wake of a new centenary of the organization whereby which we look forward to pursue the participation in order to actively build a brighter future through a cooperation between all the constituents of the organization. On this occasion I would like to praise the selection of the report of The Global Commission on the Future of Work. The report will contribute inevitably to shaping all the socio and economic policies in a world full of transformations and changes. We seize the opportunity to praise all the actions taken by the Director-General in following and pursuing the initiatives of the Centenary and namely the initiative on the Future of Work. In the Kingdom of Bahrain, we stand undoubtedly by all the calls made by the report on the Future of Work in order to build a world for the human being. The principles of global development that were taken by His Majesty King Hamad bin Isa Al Khalifa came to adapt all the outputs of education as well as the necessities and needs of the labour market. He insisted on contributing to fighting against discrimination. This was present in all our legislations that stipulated the right of the workers to stability in a safe and healthy environment for work and in protecting all wages as well as labour unions' freedoms and social freedoms. Moreover, the economic vision of the Kingdom of Bahrain, the Vision 2030, has reflected all the aspirations of the wise authorities in terms of taking care of integrating all the youth as well as the freshly graduated in the labour market. That is through a pilot project in order to support the wages of all workers in the private market. That is through the first years in joining work. Moreover, we have worked also on developing all management while creating the right and convenient environment for the growth of SMEs, considering them as one of the important contributors to the prosperity of the economy. The Government of the Kingdom of Bahrain has adopted a pack of projects and initiatives aiming at consolidating education and professional training and that insisted on the right of individuals to have continuous and ongoing education, and this is actually supervised by the Council of Ministers in a direct way. Such initiatives are being supervised, and supervised in their turn all the outputs of education and training in the private and public institutions. That is in order to guarantee their upgrading and also keeping pace with the transforming world of work. And in terms of social protection, the Government of Bahrain has carried out a series of programmes and policies, well directed and well

examined, in order to support a full-fledged social protection system including guarantee and insurance in case of unemployment, the programme on improvement of wages, and financial support and social security. In conclusion, I would like to mention what was stipulated in the Report of the Director-General about the workers in the Arab occupied territories, and he mentioned as well the deterioration of the situation of labour and called for the support for the Palestinian people and their prosperity. I thank you for your kind attention. May the peace of God be upon you. Thank you.

Mr Germán Eduardo Piñate

Government (Bolivarian Republic of Venezuela)

President, I commend you on your election and your excellent conduct of this Conference. We highly appreciate the report of the Global Commission on the Future of Work. At this special time for the ILO, which is celebrating its centenary, what better opportunity to reflect on what awaits us in this rapidly changing and challenging planet with new production relationships and the dehumanizing use of technology inter alia. From our standpoint, generating money on the basis of speculation with inordinate gains has been the root cause of the recent spikes in the global economic crisis, and this same dynamic is sowing the seeds for a new bubble which is likely to burst with the consequent loss of genuinely productive jobs. There is a need to underscore that the use of unilateral coercive measures, as well as trade wars and blockade and sabotage of the economies of independent nations in order to topple or weaken governments, is a pernicious way of affecting the future of work. The Bolivarian Republic of Venezuela wishes to alert the world to this type of action which is skirting international law and departs from the most basic logic of respect for the sovereignty of independent nations. In our country we have much to say on this type of destruction phenomenon, and we have referred to it in other international forums. Imperialist privileges to impose huge undue privilege and great inequality is openly conspiring against the future of work. At this decadent stage of capitalism it is not only work that is in danger. The environment and humanity as a whole are under threat. The imperialists use the euphemistic term ‘sanctions’ to refer to what are in fact aggressions against the peoples of the world and their economies. We are forced to conclude in the international arena that this imperialist behaviour is the primary source of human tragedy today and that any hope of a prosperous future is in jeopardy. Our nation is fighting bravely and intelligently against these acts of economic warfare and their most brutal manifestations such as the financial and trade blockades. As part of this Centenary Conference, we reaffirm for the world that we will continue to struggle with all of the arms available to us to defend the future of work, the future of the freedom of human beings and the future of humanity as a whole. As if the disproportionate attacks on our country’s economy were not enough, since the beginning of this year, Venezuela has been enduring an ongoing coup d’état with the foreign intervention and imperialist threats of invasion seeking to undermine the prevailing democratic structure of the country. In addition to this, as you well know, my Government is being subjected at this current time to the Commission of Inquiry mechanism as a result of a complaint lodged by the employers sector, spearheaded by the International Organisation of Employers and the Fedecámaras confederation. This procedure was rejected by us on the grounds of defects of law and fact. However, we respect international law and as such we are exercising our right to defend, as any other State would do if it felt that its compliance with an international standard that it had ratified was being called into question. We wish to inform you that the Government of the Bolivarian Republic of Venezuela is currently collaborating with the aforementioned inquiry mechanism and is doing its utmost to ensure the success of the Commission’s work. I wish it to be noted at this Centenary Conference of the International Labour Organization that my country held fair elections with full democratic guarantees in place on 20 May 2018, and the constitutional President of Venezuela, Mr Nicolás Maduro

Moros, on 10 January this year, pursuant to our constitution and prevailing laws, became President. As such, he is the only President recognized by the people in the discharge of his mandate. In the midst of multiple imperialistic attacks from the domestic and international right wing, President Maduro continues to build renewed dialogue with all sectors. This should serve to resolve our differences in a peaceful setting to better combat the economic war. The economic war, the financial and trade blockade and other outrages have wrought havoc in Venezuela, and there are banks around the world trying to rob us of billions of euros and have sequestered the most important oil refinery of our country abroad. Despite this, we continue to defend and protect our people, preserving jobs, increasing the minimum wage, safeguarding food security as well as providing other basic provisions, sure that peace and dialogue will enable us to continue to overcome these threats. I thank you.

Mr Mody Guiro

Worker (Senegal)

Madam President, Madam Chair, allow me first of all to extend my warm congratulations to you upon your election to the 108th Session of the International Labour Conference on behalf of the workers of Senegal. I would also like to congratulate all the employer and worker Vice-Presidents and all the officers of this Conference wishing them the very greatest success in guiding our work. My pleasure in standing before you this morning is twofold. First of all, address the 108th Session of International Labour Conference but also the fact that this Conference marks the centenary of the International Labour Organization. Indeed, thanks to its tripartite composition, our organization has played an important role throughout its existence by making an effective contribution to reinforcing social labour relations and having all parties face up to their responsibilities in building a robust floor for consultation on all matters relating to social justice, upholding of rights, social protection and framing rules of conduct for multinational companies. In this regard, may I thank the Global Commission on the Future of Work for a very comprehensive report. There is no doubt about the fact that this provides already a fruitful basis for discussion which will make it possible to find solutions. Thanks to which, we will be able to both preserve and create decent employment thanks to the work of this Commission which worked hard under the guidance of distinguished personalities including Mr Löfven, the Prime Minister of Sweden, and Mr Ramaphosa, President of South Africa, and former Secretary-General Cosatu. Thanks to this, we can look forward with far more hope to the future of work. My gratitude also goes to the Director-General of the ILO, Guy Ryder, for the skill with which he led the preparative work for this Centenary of our organization. We now celebrate the hundredth anniversary of the International Labour Organization in a context which is marked by enduring difficulties for the workers of the world. In spite of all efforts dedicated to promoting greater well-being throughout the world, unemployment rates are going up, poverty persists, access to basic social services becomes a luxury and the overwhelming majority of the world's population is suffering in poverty whereas at the same time multinationals are pulling in unimaginable wealth at the expense of the workers. Minimum wage, where it does exist, is still not sufficient to cover the basic necessities of life. Workers' rights are regularly trampled under foot and their demands are ignored. In the majority of countries, social dialogue has broken down. Because they have no prospects, no employment, thousands of people brave the oceans and other perils in fleeing their country, very often at the risk of their lives, just because they want to have a better future. These migrations of populations and workers are further aggravated by war and natural disasters linked to climate change, and all of us are responsible for this. Madam President, economic and social inequalities are spreading across the world, further widening the gap between the rich and the poor. This is demonstrated by the claim that 1 per cent of the world's population owns the greater part of the wealth of our planet. Add to this the fact that there are many

countries in which trade union leaders are arrested, imprisoned and even assassinated, yet all they have done is to demand better living and working conditions and also compliance with the international labour Conventions of the ILO. So, yes indeed, the ILO, the International Labour Organization, is at a crucial turning point in its history because we have to control these developments so as to diffuse the bomb that is hovering above us, the bomb which threatens our social achievements. Having noted what a desperate economic and social environment we have to contend with, the African unions have decided to try and provide a solution by placing reflection on the future of work at the top of our agenda. At its third congress, the ITUC Africa Congress in Dakar Senegal focussed on the theme 'Strong unions for a united Africa', and several of our members followed suit by selecting the same topic for debate at their own national congress. The future of work is a particularly urgent issue in the light of the transformations and technological change which increasingly replaces human beings through artificial intelligence. It is with this in mind that the ITUC has launched a campaign for a new labour contract which ensures equitable treatment for all workers. We are asking for the rights to be confirmed to all workers whatever their mode of employment, more equitable wages, including minimum wages which will allow a decent living wage, workers to be given a better control over their working time, and the possibility of ascertaining that their employer is not discriminating against them or shirking their responsibility. We also need seriously to tackle the matter of violence at the workplace, which is particularly severe against women who are the victims of harassment, sometimes rape and even inappropriate remarks. Madam President, the second discussion this year on the draft Convention on harassment and violence in the workplace gives us an opportunity to actually adopt this instrument. Now I would like to conclude by saying that, dear colleagues and Madam President and distinguished guests, today we have the chance of bringing about change for a better world. Let us grasp this opportunity. Thank you for your kind attention.

Mr Nedal El Batayneh

Government (Jordan)

In the name of God the Compassionate, the Merciful. Ladies and gentlemen, I would like to congratulate the President of the Conference and the two Vice-Presidents on the occasion of their election as Presidents and Vice-Presidents of the 108th ILO Session. I would like also to thank you for organizing this important occasion. Mr President, for the past years, the cooperation between the Jordanian Hashemite Kingdom and the ILO was very fruitful, and this has resulted in great results in many sectors, and this has improved the relation and developed such a relation in the past decades throughout which the ILO has even helped Jordan in facing all the new challenges due to the flow of Syrian refugees. Madam President, Jordan has long been a country of hospitality. It has offered a safe haven for all the refugees from all over the world, and this is what is dictated to us from our conscience, from our religious Islam, and while being inspired by the wise orientations of our Majesty the King Abdullah bin Al-Hussein. Jordan nowadays is considered to be the most hospitable country. It has received the highest number of refugees. The number of refugees has exceeded 1.3 million of those refugees. It has become the one that is receiving the highest number compared to the rest of the world. Madam Chair, ladies and gentlemen, Jordan highly appreciates the role of the international community in offering assistance to those refugees. Nonetheless, due to their constant needs and due to the pressure on our Jordanian economy, we are hoping still for more responsibility to be assumed by the international community. Madam Chair, ladies and gentlemen, Jordan is considered to be an oasis of stability within an environment that is really inflamed. That has affected also our economy, facing already lots of challenges. This has aggravated the situation of unemployment, especially amongst youth. This is why we need to find clear-cut efficient

solutions for employment. Amongst those solutions is addressing ourselves to you in order to market for our competencies and capacities for young Jordanians to go and live and work abroad, and we have a high number of unemployed medical doctors, technicians, architects, engineers and so on. They have high competencies, and they are fluent in foreign languages. This is why I would like to seize the opportunity to invite all the friends of Jordan and all those who want to contribute in the humanitarian level and those who want to benefit from our capacities to help us in that regard. Madam Chair, our country receives favourably the Report of the Director-General, as well as the final recommendations in the report on the Future of Work, and we are very much convinced that the implementation of such recommendations are only through peace between the two States. In conclusion, I would like to express our support to the statement of the centenary of the ILO, and we are very much ready to play our own role and assuming our responsibility for equitable and fair work. I would like also to mention that, by the way, the centenary coincides with the birthday of Mr Guy Ryder. This is why we seize the opportunity to thank him in person for all his devotion and all his follow-up and thorough work whereby which the ILO has become an organization contributing to peace and prosperity for work. Thank you for your kind attention.

Mr Fabio Masís Fallas

Employer (Costa Rica)

Good morning, authorities, delegates, guests to this the Centenary Conference of the International Labour Organization. On behalf of the private business association union, UCCAEP, of Costa Rica, I would like to address the Director-General's Report 'Work for a brighter future'. The debate on the future of work is not just debate on the impact of technology on the labour market. I would even go so far as to say that it is not the most complicated part of this. The most complicated part is really looking at the underlying policies, attitudes and mindsets which are involved for the world of work. A better future for work will be possible via an effective and responsible social dialogue with the long-term view defending the rule of law and fighting against corruption, trying to foster sustainable policies for sustainable firms which can create decent work which are productive and sustainable for all, respecting private property and reinforcing our institutions but also especially empowering citizens. Now, the report does a good job on looking at the positive tone and the aspirations of the Global Commission in setting very ambitious goals and looking at the number of different opportunities of advanced technologies, but nonetheless, when we look at the final recommendations, all we see is a human-centred focus when it really should cover all the different players who are involved in the world of work. Specifically, the report does not fully recognize the value that the private sector adds to the world of work. Beyond the numerous opportunities that we have before us, the report only has negative figures on the number of jobs which are needed, the number of people that are unemployed, the number of people working in the informal economy and some statistics on inequality and so forth. For each of these, there is also a positive side of the coin: the creation of new jobs over the last 50 years, the number of individuals who have climbed out of poverty, the increasingly large middle class in the emerging economies and the reduction of the working day and the partial bridging of the gender wage gap. We don't find recommendations aimed at improving the business environment and to encourage business investment. Each recommendation should have taken into consideration that the way that the business community can contribute is part of the solution. What is more, some of the recommendations would be quite expensive. Let me give you an example. Those that tie in with the Universal Labour Guarantee, this universal social protection from birth until old age and also the right to lifelong learning. We know that investment would be required here, but the report does not actually conduct any cost-benefit analysis and does not have any review of a possible pilot project of what it would take to actually implement these

recommendations. For all these reasons, the Costa Rican business sector would say that we should not just take a look at reviewing these recommendations from the report but, at the centenary of the ILO, we have got to rethink how we go about doing things. Both business and labour organizations need to rethink this, but also the ILO itself needs to rethink about this. It needs to keep up with technology. It has to look at the decisions which will be taken by millions of young people. If it does not do this properly, there will not be a second centenary perhaps. We go beyond just words here. We need to see that the decisions that we take here are the right ones, the ones that people need. When informality at the world level is now affecting 60 per cent of the active economic population, it is pretty clear that we have not been getting it right over these last years. We have not met the objectives and targets, and this is something that we need to review in the light of day. Thank you very much.

Mr Abolfazi Fathollahi

Worker (Islamic Republic of Iran)

In the name of God, Excellency, Chairman, Ministers, ladies and gentlemen. I would like to express my congratulations to the ILO on the occasion of its centenary, and my greetings to the International Labour Conference and distinguished delegates from member States, workers and employers of the world. The efforts of the ILO's Director-General and the Secretariat in the past year to develop the roadmap for the Future of Work, and in preparation for the ILO Centenary, are admirable. Chair, distinguished colleagues, the Report of the Director-General and the meetings involved in the Future of Work Commission call for careful reflection by tripartite partners. The future of work will bring about changes which will influence the life and livelihoods of workers, including women, men and children. A human-centred approach to reshaping jobs or the loss of some jobs means that there is an ever-pressing need for workers to update their skills. They need lifelong learning and further efforts to update their skills with social support and efforts to enable them to take on board technological change and adapt to their new life. However, artificial intelligence, automation, robotics, etc. will create new jobs meaning that unskilled workers will face new challenges. In addition, workers in my country are suffering as a result of socioeconomic sanctions. My Government has always sought to promote justice and humane conditions for its people, but illegal unilateral coercive measures mean that the situation of workers in my country is not desirable. One of the impacts of sanctions is the reduction in production with serious problems in provision of raw materials for industries and also investments of other countries in Iran. Some Iranian commercial partners are influenced by these problems and have suffered problems in their own trade exchanges. The most important element of production, employment and development, to wit the human resource, has been weakened due to unfair sanctions. Economic sanctions lead to human rights violations in target countries, with increased discrimination for women, violation of their rights in education, work, health and welfare. The impact of sanctions and war on children, including a lack of primary welfare facilities, education and so on, is ever worsening with an effect on poverty and inability to enjoy future work objectives. The human-centred approach and the Decent Work of the SDG Agenda leads to the following proposals: developing of programmes compatible with national conditions of member States for forecasting the skills needed by workers as well as efforts to address artificial intelligence and trends in the business environment; with lifelong learning from childhood, adulthood and educational model and training that prepares workers even though they are involved in wars and suffering sanctions; with comprehensive guarantees and new definitions of wages, working hours, safe working places and social protection; technical and educational cooperation for member States, and particularly countries such as Iran which are subjected to political sanctions, could involve mechanisms such as particular attention to children and their education, migrant workers and the elderly, bearing in mind demographic changes in ageing; with upgrading of plans for

persons with disabilities to enable them better to adapt to change; empowerment of women in gender equality and action to combat violence in the workplace and commitment to learning new skills, and green jobs; as well as the development of reliable criteria for evaluating statistical data concerning the growth and development of the agenda for a bright future for the world of work; finally, the support of workers in the informal economy with the creation of platforms for digital awareness of workers in the gig economy, the care economy and new emerging jobs. Chair, distinguished participants, in conclusion, despite the fact that Palestinian, Yemeni and Syrian workers offer excellent potential, they have been forced from their homes as a result of war and hostilities or have lost their jobs, and I request, distinguished colleagues, to pay heed to human rights in providing political and financial support. I thank you.

Mr Marko Pavic

Government (Croatia)

Distinguished President, distinguished Secretary-General, distinguished delegates, ladies and gentlemen. I am very pleased today to be here with you and to address this unique session at the centenary celebration of the International Labour Organization. The pleasure is even greater when we are addressing the question of today for the question of tomorrow: the future of work. In the name of Croatian Prime Minister Mr Andrej Plenković, and in my own name, I would like to congratulate the Secretariat as well as all constituents, representatives of workers, employers and unions on this important event and accomplishment. It is worth to underline a hundred years of finding and reaching a common understanding, a hundred years of building up tripartism and improving work and life conditions for every worker, for every human being. Nonetheless, no matter how many positive aspects have been accomplished in these hundred years as a global society, we are still coping with many of those yet unaccomplished fundamental principles and worker rights that we are aiming at. We are today still witnessing huge gaps. More than 15 per cent of global working population is unemployed or employed but living in extreme poverty. Advancement of technology and digital economy are imposing and tailoring work for future needs. On the other hand, more than 50 per cent of world households do not have access to Internet and almost the same percentage of people do not possess basic ICT skills. This is very clear example of a gap between our reality of today and needs of tomorrow. We have to combine our efforts and actively contribute to different segments in order to achieve UN Sustainable Development Goals, to fight against poverty and fight for decent work and social protection for all. Identifying needs of work of future is the key for matching labour supply and demand of tomorrow. Formal education, starting at an early age, needs to focus on outcomes which prepare everyone for real life. Nevertheless, education should not stop there. It needs to be lifelong. It needs to be motivating and, above all, it needs to be relevant. I strongly believe that acquiring new skills, reskilling and upskilling is essential. ICT skills, information and data literacy, communication, problem solving, analytical thinking are some of most needed skills which have to be further developed. In order to ensure future employability of today's generation in Croatia, we have undertaken comprehensive educational and vocational reform accompanied by upskilling opportunities to enable quick activation of youth in labour markets. We are financing 17,000 STEM scholarships and more than €50 million STEM projects. I would like to use this opportunity to announce that during the Croatian presidency of the EU in first half of 2020, many of our activities will be aimed to raising awareness of the right to obtain adequate skills. We are striving to developing a further debate on this particular topic, not only on the EU but also on the global level. We believe that reskilling and upskilling and lifelong learning is a new form of human rights, and we will advocate this, not only at EU level but on international level and in UN institutions. I believe that this year's discussion on Future Of Work, based on excellent report

of Global Commission and Director-General, will result with the adoption of the Declaration of the Future of Work and further dialogue on the goals to be achieved. Dear delegates, dear colleagues, we are facing overall rapid changes that have an impact on the labour markets but have to look positively and acknowledge that technological progress over the past century has not resulted in structural unemployment but has instead led to more jobs and creation of the new and innovative products. We all need to prepare ourselves, our institutions and our most valuable assets, our people, to act in determinant and proactive way to embrace these changes and challenges as opportunities for better future. Thank you very much.

Mr Abdulqader Shehab

Worker (Bahrain)

Madam President, Mr Director-General, distinguished members of the Conference. It gives me great pride and great pleasure to be here with you to celebrate the centenary of the ILO, an organization that is based on tripartism where workers, employers and governments come together to discuss social dialogue. Hundreds of Conventions, Recommendations relative to the world of work have been adopted. All of which aim to provide decent work, develop legislation, but with an important aspect through dialogue. All the efforts made by this organization and member constituents, we still face a situation where millions of people are living in abject poverty, there is unemployment, lack of education, and we see children being exploited for pittance and in dire working conditions. We are called upon to answer the call of those who continue to suffer in the world of work. They face violence. They face discrimination, and they ask us why the instruments of this organization do not provide proper protection. I think we are called upon to rectify this situation. The situation of trade unions in Bahrain look forward to cooperate with all the constituents to improve the world of work. In our Arab world we are confronted with a wave of conflicts, conflicts which had led to an influx of millions of displaced and refugees, and with such situation we will not be able to fulfil the aspirations of providing prosperity for all. We continue to look towards cooperating with all the constituents and with the ILO to improve the labour market, and that is why we signed an agreement to regulate the world of work in Bahrain and to introduce decent work, and I would like to make specific reference to the cases of arbitration and settlement that we reached to help reinstate sacked workers. Bahrain was one of the first countries to sign a Decent Work agreement with the ILO in 2010. We look forward to the resumption of implementing this country decent work which was suspended recently, and we hope that this Decent Work Programme will help create new jobs. The trade union of Bahrain stands shoulder to shoulder with the Palestinian people in its struggle against Israeli occupation. We know that the lack of a peaceful solution to the situation in Palestine will have a negative impact on the situation in our region. Thank you for your attentive listening, Madam President.

Mr Tshenolo Arithur Mabeo

Government (Botswana)

Madam President, let me start by congratulating you and your Vice-Presidents on your election and for the excellent manner in which you are steering the proceedings of this Conference. Please be assured of the full support and cooperation of Botswana delegation to achieve the objectives of the Conference. We are honoured and privileged to be part of the

ILO's Centenary International Labour Conference, which I know means a lot to all of us. It cannot therefore be business as usual. As constituents of the ILO, this is an opportunity to reflect on how the ILO has influenced the world of work in the past hundred years. Allow me to applaud His Excellency the President of South Africa, Mr Cyril Ramaphosa, and his Swedish counterpart, His Excellency Prime Minister Stefan Löfven, for leading the work of the ILO Global Commission on the Future of Work in the past two years. The report by the ILO Global Commission on the Future of Work entitled 'Work for a brighter future' acknowledges new forces which are transforming the world of work and the need for decisive action in order to harness the opportunities that lie ahead. The report is anchored on the proposition of a human-centred agenda for the future of work, and the ten recommendations contained in it are founded on the three pillars that, as member States, we need to pay attention to. I am inclined to talk to the first pillar on increasing investment in people's capabilities and the third pillar on increasing investment in decent and sustainable work. Issues raised in the report pertaining to investment in people's capabilities are receiving due attention in my country. Botswana has, in many respects, achieved remarkable progress since its independence in 1966 and invested in a robust network of economic and social infrastructure ranging from transport and communication, education and health infrastructure. This good economic performance led to graduation from one of the poorest countries in the world in 1966 to an upper-middle income status in 2004. This has been achieved through the collective efforts of government, workers and the private sector. Since Botswana became a member of the ILO in 1978, the organization has provided us with a global framework based on tripartism and capacity building for developing policy and legal frameworks to ensure social justice at the workplace. As the Fourth Industrial Revolution gathers momentum, businesses are increasingly harnessing new and emerging technologies to reach higher levels of efficiency and production and consumption of goods and services. This development presents a challenge in the sense that some skills are increasingly becoming not only irrelevant but also obsolete. To this end, the Government has committed to intensify efforts to invest in the capacities of young persons with a view to enhance their employability. In order to achieve this milestone, Government has prioritized the implementation of a combination of strategies. One of these strategies is the transformation of vocational and technical education to make it more relevant and responsive to industry needs. This has resulted in the review of curricula and introduction of new courses that are required, or will be required, in future jobs, as well as to overhaul programmes in order to align them with the industry skills needs. We have also learned many lessons from the challenges we meet along the way. One of the key lessons learned from the closure of the biggest copper and nickel mine in the country was that modernization of skills and abilities of workers needs to be undertaken continuously. About 5,000 workers lost their jobs as a result of the closure of the mine, and this had adverse effects on the economy of the mining town and region. After consultation with the stakeholders, Government in collaboration with International Organization for Migration embarked on the process of collecting skills data of the affected workers with a view of coming up with efforts to enhance opportunities for their employment. We have also put in place interventions to cushion families for former employees, as well as a strategy including incentives to attract local and foreign investors to locate their enterprises in the region. Furthermore, the Government has also introduced the Education and Training Sector Strategic Plan which is being implemented with a view to identify unique capabilities and learners and channel them into areas where they can perform and reach their full potential. Through the Decent Work Agenda, as the constituents of the ILO, we have laid a solid foundation for investment in decent and sustainable work. We need to build on this achievement. Undoubtedly, the tripartite structure of the ILO places it in a better position to attain the desired outcomes. Let me conclude my remarks by thanking the ILO and fellow delegates at this Conference for your commitment to the cause and express optimism that the exchange of views and ideas in this Conference would result in a better and more focussed ILO. Thank you for your attention.

Mr Shaher Saed

Worker (Palestine Liberation Movement)

In the name of God the Merciful, the Compassionate. Madam President, distinguished members, greetings from Palestine. This is a landmark in the history of this organization. One hundred years of dealing with the consequences of two world wars and an attempt to lay the groundwork for social justice. We have moved from an era of forced labour and slavery to build a bright future for human beings, and this was helped with a raft of legislation, instruments whereby workers were helped to avoid exploitation and being enslaved. In spite of the long march towards these objectives, and in spite of the range of successes, challenges remain, and especially the challenges facing workers in the third world, on the forefront of which are the workers of the State of Palestine. Workers in Palestine have been living for decades under occupation, and we are glad to notice that this organization has been able to design programmes to alleviate the suffering of Palestinian people. We have to deal with the threats of getting to work, being harassed, and we also play a role in trying to find solutions to the problems. We believe that enabling Palestinian trade unions to implement Recommendation 205 on Decent Work for Peace is very important. Our problems in Palestine are more difficult than any other part of the world because of the Israeli occupation. We live in a situation where work opportunities are few and far between and unemployment has reached an unprecedented level, 37.5 per cent and 48 per cent in the Gaza Strip. I will not want to delve into more details. However, I would like to remind us all of the statement of the Prime Minister of Palestine when he made reference to the report of the World Bank where levels of poverty are unprecedented: 35 per cent in the West Bank, 51 per cent in the Gaza Strip. We believe that, in spite of all the assistance being given to our people in the West Bank and the Gaza Strip, and with all the help of UNRWA [? 3:49], we continue to fall short of what we aspire to achieve as a result of the Israeli restrictions. Checkpoints make sure that our workers cannot go from one area to the other. We have 96 checkpoints and we have 57 mobile checkpoints in the West Bank alone. Palestinian workers are forbidden from using certain routes to get to work. With all these problems, the plight of Palestinian workers are compounded by the discrimination practised against them. We have a criminal practice where brokers hold certain work permits and try to sell them on the black market to workers, contrary to the agreement reached with the Israeli authorities following a meeting in Paris. Equally, workers face other measures through which they are prevented from crossing checkpoints. They are even chased. They are shot at. Madam President, ladies and gentlemen, the plight of the Palestinian people is unseen before, and the Report of the Director-General points to these problems. We believe that the Declaration of the centenary of this organization should make reference to the situation of people under occupation. We cannot solve the problems of these people. We cannot eliminate poverty. We cannot provide work when occupation forces have a free hand, and that is what is happening in the occupied territories. We cannot solve the problems that we are facing by piecemeal solutions. Until we see a Palestinian State with its capital in East Jerusalem, the world of work will not improve. Thank you, Madam President.

Mr Tadele Yimer Endris

Employer (Ethiopia)

Madam Chairwoman, Director-General, distinguished guests, ladies and gentlemen. I am here on behalf of His Excellency Mr Endris who promoted to be a new Ethiopian Industry Employers' Confederation, and myself assuming the leadership of the Ethiopian Employers' Federation. Ladies and gentlemen, it is indeed a great honour and pleasure for me to make

this speech at this 108th International Labour Conference panel which is discussing on future of work, harassment of women and men at workplace, and centenary of the ILO. Madam President, dear participants, Ethiopia has achieved a double-digit economic growth for more than a decade, its pro-poor development strategy widely recognized, praised by many. However, ensuring productive employment opportunity that could keep pace to the rapidly expanding size of labour force remains developmental challenges. Cognizant to this problem, the Ethiopian Government has issued a number of policies and programmes and launched the second growth and transformation plan which focuses, amongst others, on job creation in various sectors, especially in the manufacturing. In this regard, the newly established Ethiopian Industry Employers' Confederation had nine branch federations throughout Ethiopia and has expanded its membership in mining, construction, bank and insurance, etc. These sectors have created a lot of job opportunities to young unemployed people. Ethiopian Industry Employers' Confederation is also assisting relations apply fundamental principles and rights at work by rendering trainings and providing legal services and advocacy. EIEC is also selected to organize the Employers' Confederation of the IGAD member countries. Madam Chairman, dear participants, with regard to women and men harassment at workplace, for many years then sexual harassment has been unlawful in workplace across Ethiopia. Nevertheless, sexual harassment at workplace remains a perennial issue for women in paid work. It is a form of unlawful sexual discrimination that continues to act as a barrier to women's full participation in the workplace and to the realization of substantive equality. This conduct is not just unpleasant, it has direct impact on the health and well-being of individuals involved, and it affects their ability to perform their job at the best they could and ability. In order to combat this problem, the Ethiopian Industry Employers' Confederation is collaborating with the Government, ILO and other partners. Lastly, I am glad that we have raised this basic agenda during the centenary of the ILO. In fact, we have colourfully celebrated the centenary of the ILO on different occasions by conducting panel discussions and running race back at home. Finally, as always I say it, with regards to investment I would like to inform participants of this Conference that Ethiopia has suitable investment policy, ample manpower and wide range of national and international demand for commodities that are produced in Ethiopia. So come and invest in Ethiopia. I would also like to thank the ILO and organizers for this Conference for making it possible for me to stand here and call on workers, employers, government, international business, international agencies and organizations to join us in our effort. Thank you.

Ms Marilia Agostinho Mendes

Worker (Switzerland)

Madam President, honourable delegates, ladies and gentlemen. Today, all over Switzerland women are going on strike. Why do we strike? Because we want social justice. We are fed up with the daily experience of inequality, of being victims of violence, of not being taken seriously, of our work not being duly paid, appreciated and respected. We want this to change now. The basic right of equality is not in practice yet. Like other women all over the world, in Switzerland women are confronted with a gender pay gap. Many live in poverty and precarity. The right to equal pay for equal and equivalent work has finally to be put into practice. We want the guarantee of a life in dignity, during our working time and also after retirement. No society could exist without all the unpaid work women do. Domestic, educational and care work, which are mostly the responsibility of women, should be collective tasks and should be shared. The Swiss women are demanding respect for our work but also for ourselves. We demand the end of violence, of sexual abuse and harassment, the end of mobbing. Inequality, discrimination and violence are still part of women's everyday lives, despite the protection by the Constitution already existing, international conventions and national laws. Statistics tell a dark story. In Switzerland, every second week

a woman dies due to aggression from their partners or ex-partners, but this is only part of a much broader worldwide problem. According to estimations from the UN, 35 per cent of women worldwide have experienced either physical and/or sexual violence, not to speak of harassment, at some time in their lives. In 2017, 87,000 women were intentionally killed, more than half by their partners. At the place of work, too, women are confronted with sexism, violence, sexual harassment and mobbing. It is a big merit of the International Labour Organization that it has decided to counter this with the Convention ending violence and harassment in the world of work. And what a coincidence that this Convention is being discussed at the same time as women strike in Switzerland. The respect of basic human rights is not only a question of dignity for each person. At stake is also our concept of society and the question about what kind of world we want to live in. A world in which half of the population daily experiences inequality, discrimination, violence, has a big deficit of justice. In fighting for our rights, Swiss women, like other women worldwide, also reach out for a more just future. We aspire to a society in which violence against women and other vulnerable persons has no place, a society in which social justice is lived up to and the well-being of everyone matters. The women's strike is therefore also a call for equal economic, working and living conditions for everybody, and we strike in solidarity with women and all those who in other countries engage in similar struggles. The struggle for equal rights, for decent work and the prevention of violence help us all to advance towards the prosperity and progress that ensure a more just world. Social justice and equal pay for equal work are also the founding principles of the International Labour Organization. In its work to promote decent work for all, in the pursuit of human and labour rights, the ILO recognizes that social justice is essential to universal and lasting peace. We therefore call upon our fellow delegates at the 108th International Conference to approve a strong Convention that really meets the objectives of creating a working atmosphere where violence and harassment are not tolerated. Gender equality concerns us all, as does social justice. I thank you for your attention.

Mr Károly György

Worker (Hungary)

Distinguished Madam President, Mr Director-General, delegates. First, I wish to congratulate the officers upon their election, and also let me wish much successes to our Centenary Conference. Gathered here, we all talk about the 100th anniversary of the foundation of the ILO, celebrating that, in the aftermath of the cataclysm, our ancestors set up a structure that stood the test of time and conflicts of partners. Departing from the assumption that we are all engaged in a tripartite cooperation aimed at enabling a regulated functioning of the world of work, a peaceful way of economic and social development, we take our role seriously. Let us celebrate, but also let us take stock how far has it been possible to enforce the ILO standards at the workplaces at national levels. This is essential because we have still a lot to do. And this is exactly why our Swiss colleagues today wage their strike. It is simply a shame how much the ratification of the core Conventions suffer from deficits, depriving billion of workers of fairly regulated employment, not to mention that it is still a subject of debate who do we consider to be workers. If we look at the enforcement of the collective rights, besides the many good examples we observe that in many countries in the developed world even the protection of previously acquired rights is being questioned. But it is at least such a problem that in a number of countries partnership is exercised largely without meaningful content due to emptied tripartite structures. Based on our mandate, given by our members, Hungarian trade unions intend to operate as a result-oriented negotiating partner and expect the cooperation of employers and government partners too. We expect openness, partnership and no showcase policy. We stand for genuine structured interest reconciliation and negotiation to avoid such legislation and framing rules where

representatives of stakeholders' social partners have no real say. We should avoid cases, like lately in my country, the case of excessive increase of overtime or recently in public administration and science leading to worsening regulations for many thousands of employees. Fifteen years ago at this rostrum, in his speech, the Hungarian Workers' delegate stressed that: "Emphasis should be placed on putting into practice the Declarations, Recommendations and commitments. Creating quality employment, making the concept of decent work a daily practice is a common, tripartite responsibility and tasks both at national and international level." But how can be this done if the core Conventions 87, 98 are seriously violated and the authorities and governments responsible for the enforcing of the laws just overlook, if such violations are daily practice, also in my country, as in the case of well-known multinational companies practically with the approval of the authorities? We consider it important that this Conference, the 100th anniversary Conference, reinforce the ILO's mandate to create practice of balanced labour relations based on cooperation for economic and social progress. This requires standard setting, monitoring and control enforcement, technical cooperation, support programmes and the securing of necessary resources. In the event of serious and persistent violations of international standards, the ILO cannot remain, so to speak, impartial. It must actively take action to get standards enforced. There are many issues to be resolved: employment situation of young people, development of adequate economic and employment policies, coherent social policies, creating coherence of education and training and employment policies. These require tripartite thinking and action. Decent work assumes not only a quantitative increase in employment but also quality of work. So we all have a lot to do. We are ready to cooperate and do it. As we said, a lot is ahead of us. Let us commit ourselves to go beyond words and adopt and act for the realization of a strong ILO Centenary document. I wish our conference successful deliberations and thank for your attention.

Mr Florian Costache

Employer (Romania)

Director-General, friends, colleagues, ladies and gentlemen. The world of work is undergoing profound change resulting from digitalization, growth of the digital economy and technological change. The future of work is already shaping our lives by offering our society and businesses both opportunities and challenges. On several occasions, the employers have already emphasized the key role to be played by the private sector in the future of work. Businesses and workers are adapting to the new challenges of the world of work such as automation which result in existing jobs disappearing or becoming fundamentally modified. The skills for tomorrow are also going to be different. Consequently, all aspects of employment will need to be adjusted to meet future requirements, including by means of implementing policies which will allow businesses to benefit from the potentials inherent in the future of work and ensuring that digitalization of our economies will provide more and better job opportunities as well as greater productivity and sustainable and sustained growth. Technological change, artificial intelligence, automation and robotics will give rise to new jobs, but those who stand to lose their jobs as a result of this transition are probably those who are the least well equipped to grasp any new opportunities. Today's skills do not always match up with the requirements of tomorrow's jobs, and newly acquired skills can very quickly become obsolete. Workers' and employers' organization need to strengthen their representative legitimacy and they have to do this through the use of innovative organizational practices which will address those who are working on platform economies, especially by using appropriate technology. Countries need to establish national strategies on the future of work on the basis of social dialogue between governments and workers' and employers' organizations. Tripartite social dialogue provides parties to the social contract with the opportunity of examining the broader societal

issues which arise in the wake of change and which drive our policy response thereto. Workers in Romania are faced with the same challenges and are also searching for solutions for the future. As a representative of the Romanian Employers' Organizations, I wish to emphasize that our employers are cooperating with government and trade unions in the spirit of active, genuine and long-term working relationships. We believe that the future of work will also require the establishment of increased reliance on research centres, development and innovation in all sectors and in all countries. As a result of the upheavals which occur almost daily in this world of ours, having a job has become a relative advantage and one which can disappear literally overnight, so the solution to this state of affairs will have to come from this session of the International Labour Organization. Here the ILO has a unique role to play thanks to its normative mandate which is based on rights and rests squarely on its tripartite structure. The ILO can be a focal point within the international system by promoting social dialogue and providing guidance and analysis for national strategies on the future of work and also in determining how the technology can have a positive impact on organization of work, organization of labour and the well-being of workers. The ILO Centenary highlights the importance of this role which entails anticipating future skills requirements, helping countries to enhance their productivity and create decent work and also encourage entrepreneurship and promoting an effective, modern and responsible social dialogue. Thank you very much for your attention.

Mr Yatani Ukur

Government (Kenya)

Madam Vice-President, I foremost congratulate you and the bureau for your election and effective stewardship of the Conference. Kenya welcomes the statement of the Chair of the 108th Session of the International Labour Conference, the Director-General's Session Report and the Global Commission Report on the Future of Work. We congratulate the ILO and its constituents for the wonderful work of setting international standards for governance and related activities and programmes over the last hundred years. We further applaud the ILO for its continued quest for justice for all in the world of work and in selecting a timely discussion on 'Work for a brighter future'. The focus on standard setting, social dialogue and tripartism, together with the organization's supervisory mechanisms, have led to the considerable improvement in the world of work. The ILO has been able to find practical solutions to the challenges that have continued to confront the labour market. In reference to the Conference theme, the focus on 'Work for a brighter future' is quite appropriate in terms of the next centenary. Whereas the original objective of the focus on social justice remains relevant, there are a number of things that need to be confronted with as we start a new phase of the ILO. These include the way tripartism and social dialogue, which are the cornerstone of the ILO, will work given the rapid changes that continue taking place in the world of work. Madam Vice-President, among the areas that require rethinking include globalization and the rapid movement of labour and capital across the national frontiers, the future of collective bargaining, the deployment of industrial robots, automation and attendant challenges, new technology and opportunities and challenges, labour migration and the likely decent work deficits, the need to tackle income inequalities to ensure equitable prosperity for all, and above all how the supervisory mechanism is going to work to ensure compliance with the fundamental principles and the rights at work. The Kenya Government will strongly call for ILO interventions to support member counties at the national level to ensure that the upcoming occupations are matched with skills development for the much-required employment opportunities for men, women and the youthful population, a response that places people and work at the centre of economic and social policies and business practice, a human-centred agenda. Indeed, many member States have already made significant progress in implementing the three pillars of the agenda that are focused on

investments in people, institutions of work and decent and sustainable policies. What remains is adoption of a holistic integrated implementation of the agenda. Madam Vice-President, I wish to state that Kenya has made substantial progress in building the capacities of its peoples to fully and productively participate in the changing world of work. These initiatives have been aimed at improving employability of the youth, marginalized and vulnerable groups and relooking at the totality of the education system and employment lifecycle. In as far as increasing investments in decent and sustainable work is concerned, Kenya Government has since 2018 embarked on the implementation of its blueprint development programme focussed on four key areas of the economy, dubbed the Big 4 Agenda, which constitutes boosting manufacturing, extending universal health coverage, food and nutrition and security, as well as affordable housing. Fellow delegates, as I conclude, I wish to reiterate the exceeding commitment of the many member States to have a brighter future of work for their people. In this connection, I wish to support the Africa group's position in the quest for further democratization of the ILO which is indeed the undisputed pillar for social justice globally which must be guarded jealously at all time. Madam Vice-President, this is absolutely important, and particularly in the new centenary which, as we have all acknowledged, presents new challenges and future opportunities of which all member countries must be onboard. I thank you.

Mr Timo Harakka

Government (Finland)

Madam Vice-President, dear colleagues, ladies and gentlemen. The ILO was created 100 years ago to promote peace through social justice. This mandate seems extremely relevant today. Peace and social justice go hand in hand, and social justice forms the foundation for the legitimacy of democratic societies. The ILO has affected deeply the way we work and promote social justice through labour standards and labour market policies at the national, regional and global level. Social justice through social dialogue has been an important building block in Finland too. We have managed to create a Nordic welfare state, although our independence started with the severest social conflict imaginable: a civil war in 1918. Dear Chair, the theme of this Conference is Future of Work and how the rapid changes in the society and in working life should be taken into account in the ILO and in member States. The Nordic countries took actively part in the ILO Centenary debate initiated by Director-General Guy Ryder. In the Nordic tripartite ILO Centenary Conferences, held in Helsinki, Oslo, Stockholm and Reykjavik, promotion of gender equality in working life came as a priority for the ILO. The ILO has played an important role when Finland has formulated its gender equality policies and tackled gender pay gaps. Gender equality is a priority for us and merits more attention in the UN, including the ILO. Women form half of the population of the world. They face particular challenges in the labour market in many countries. They are often discriminated against at work and denied equal access to vocational training and work. The ILO and other relevant specialized agencies, member States and the social partners should promote gender equality in working life together. The anti-discrimination Convention gives the ILO a strong mandate to fight gender discrimination and promote equal treatment at work, including equal access to vocational training and employment and equal terms of employment. The ILO Conventions promote also equal pay for work of equal value and protect workers with family responsibilities. The Finnish Government welcomes the gender-relevant work during this Conference aiming to ban violence and harassment at work. The ILO is a global organization which has a mandate to promote the Decent Work Agenda in the multilateral, dealing with worldwide problems that cannot be solved at the national or regional level. Social clauses in trade agreements and corporate social responsibility are useful tools in promoting global social governance and decent work in global supply chains. They help us prevent substandard work, performed for

example by forced labour, child labour or by workers not having the right to organize and bargain collectively or by those working in dangerous conditions. We have to fight also substandard working conditions of migrant workers. Equal opportunities and equal treatment of migrant workers is a priority for the Finnish Government. The ILO work concerning the ban to carry unfair recruitment fees from workers, including migrant workers, is getting more and more important as migration is increasing. The UN and its specialized agencies have to respond together to the new global challenges in order to attain the UN Sustainable Development Goals. Also in this context, social justice through social dialogue and fundamental rights and principles at work, decent work and employment opportunities, labour and social protection, right of employers and workers to organize and bargain collectively, equal opportunities and treatment at work and fight against poverty remain the key mandate of the ILO. The ILO has made huge efforts to promote social justice and labour rights. In the EU, the European Social Pillar demonstrates commitment to social justice. As Finland is taking over the EU Council presidency for the second half of 2019, issues relating to social justice and the future of work will be on our presidency agenda. Social justice and employment promotion and new skills matching with the rapidly changing labour market needs are key priorities for Finland. Thank you, Madam Vice-President.

Mr Majyd Aziz

Employer (Pakistan)

In the name of God, the Merciful, the Compassionate. Honourable Chair, respected [vgr INAUDIBLE 0:32], distinguished delegates, ladies and gentlemen. As President of Employers' Federation of Pakistan, as well as the President of South Asian Forum of Employers, I bring to you warm and sincere greetings from Pakistan and South Asia. I take this opportunity to compliment the Director-General for presenting a comprehensive report of the ILO Global Commission on the Future of Work entitled 'Work for a better future'. The Global Commission report aims at providing recommendations and guidance to orient the actions of the ILO as well as the national policy to address the future of work. The report outlines the steps needed to achieve a future of work that provides decent and sustainable work opportunities for all against the background of rapid transformational change in the world of work, such as technology and innovation, climate change as well as demographic change. The report also discussed key issues such as youth employment, skills mismatch, income inequality, gender equality, social protection schemes etc., the existing digital divide and the collective representation of work-related interests. I specially congratulate the Director-General for conveying through this report the overall approach needed to embrace the human-centred agenda for the Future of Work. Thus placing people and the work they perform at the centre of public policy and business practice, pursuing the idea that government, employers' and workers' organizations need to reinvigorate the social contract to meet the challenges of the future. The report rightly emphasizes on three pillars of human-centred agenda: that of investing in people's capabilities by enabling them to match their skill with demands of transitions of the future of work, investing in institutions of work to ensure a future of work with freedom dignity, economic security and equality, and investing decent and sustainable work and shaping rules and incentives for aligning economic policy and business practices with the human-centred agenda for the future of work. I am pleased to report that the Employers' Federation of Pakistan has taken some very concrete steps in pursuing the human-centred agenda for the future of work by envisioning the skill Pakistan 2030 initiative through which we aim to take full advantage of the demographic youth dividend by imparting to them the demand driven skill of the future of work, and thus optimize on investing in the vast human capital necessary for sustainable industrial growth. We are also working with the Government in developing national migration policy in line with the recommendations of the South Asian Forum of Employers held in New Delhi in

February 2019 whereby the private sector has shown its deep commitment to apply decent work standards, including the use of fair recruitment systems, banning of child and forced labour, applying written labour contracts and providing equal protection on the work floor, promoting non-discriminatory practices and skill development supporting training in company or at the sectoral level both for local as well as migrant workers. I am also pleased to report that Employers' Federation of Pakistan is closely working with the especially established labour experts group under the Prime Minister to redefine the Social Protection Floor with a view to extend its benefits to the home-based workers, domestic workers and informal workers in the formal economy by documenting them, and this will also bring in the underprivileged workers including disabled and transgenders. Distinguished delegates, you will appreciate that the present and future role played by the private sector in the future of work needs to be truly recognized in order to ensure sustainable economic growth based on productivity and enabling environment for business together with decent work. Unfortunately, the role of the private sector has not been clearly recognized in the report whereas the private sector has the ability and the potential to contribute in formalizing the informal sector, generate production and employment by harnessing technological projects, collaborating with the academia to promote innovation and help develop training methods and curricula to meet future labour needs and demands. Distinguished delegates, at this stage, we would like to place on record our disagreement on Recommendation 5 relating to the notion of Universal Labour Guarantee and Recommendation 6 relating to the concept of time sovereignty, mainly because of their unrealistic and costly nature. Our concern is with the term 'guarantee', which is unclear. Who can provide such a guarantee when there is no guarantee for businesses to survive and provide jobs? Considering the average company lifespan, which is rapidly shrinking, such a guarantee cannot be ensured as it is more common for businesses to undergo restructuring in the wake of growing customers' expectations and fierce global competition. Moreover, the definition of minimum living wage is yet to be internationally agreed. Living wage depends on a highly uncertain measure of a perceived good standard of living and the concept leaves out the consideration of the company's ability to pay, the requirements of economic development, productivity levels, [vgr INTERRUPTION 6:13] attaining a high-level employment. Moreover, SMEs will have difficulty in paying living wages to workers set unrealistically high. The employers also have serious concern on Recommendation 8 in its proposal to set an international governance system for digital labour platforms that sets and requires platforms and their clients to respect certain minimum rights and protections. Having expressed reservations in certain areas, the Employers' Federation of Pakistan positively responds to the DG's call to take responsibility for building just and equitable future of work. We are ready to initiate social dialogue of stakeholders along with the ILO to establish national strategies [vgr INTERRUPTION 6:55].

Ms Shahine Robinson

Government (Jamaica)

Mr President, Director-General, Mr Guy Ryder, distinguished delegates and observers. On behalf of the Government of Jamaica, I would like to extend heartiest congratulations to you and your Vice-Presidents on assuming the awesome role of presiding over this historic 108th Session of the International Labour Conference. I would also wish to commend the Director-General and his team on the resounding success of the centennial celebration. One hundred years ago the world recognized that labour is both central to world peace and a force for promoting social justice and human progress. In our efforts to tackle the future of work while embracing the remarkable progress of the Fourth Industrial Revolution, it is important that we maintain the tenets of equality, security and inclusiveness. Caribbean Ministers of Labour, in meeting to assess the relevance of the Global Commission on the Future of Work recently, noted that technological, environmental considerations, demographic shifts and the

changing nature of employment relationships are having particular effects on the Caribbean. This is compounded by its vulnerabilities to, inter alia, global economic downturns, high unemployment and the prevalence of natural disasters. They concluded that there is a need for governments, employers, workers and the society as a whole to take the role of work as a point of departure for identifying strategies and opportunities to improve the quality of lives of our people. Our efforts and energies must be concentrated on setting an agenda that is forward-thinking and adaptable to likely changes. Moving into the next 100 years, as a priority, our efforts must be with a view to sustainable economic growth through which a decent work agenda will be manifested over time. This would serve to fulfil our commitment to SDG 8 relating to decent work and economic growth. We recognize that our focus has to be on promoting social inclusion, effective social protection, taking into account the ageing population, persons living with disabilities, ensuring the safety and health of workers, maintaining an effective and efficient labour market, a stable industrial relations climate and growth in productivity. In our experience, partnerships and collaboration, including access to technical assistance and capacity building, have served to advance our national policies on labour. Our partnership with Winrock International on the CLEAR II project has resulted in Jamaica been adjudged as the model in the Caribbean in respect of the elimination of the worst forms of child labour. Flowing therefrom, we have received financial and technical assistance from the ILO and the Government of Brazil for the hosting of a labour inspection training programme with a focus on child labour and occupational safety and health. In the context of the changing labour market in Jamaica, we are now collaborating with the Inter-American Development Bank in training and upskilling our manpower development department. To this end, we will see the modernization of our work permit system and strengthened linkages with our labour market information system. Commencing with two of the most vulnerable groups, fisher folk and domestic workers, we have partnered with the ILO in developing a plan of action for the transitioning of persons from the informal to the formal economy. As we embark on the journey of the next 100 years, the responsibility now lies with this generation to ensure that the foundation that has been laid will be reinforced through “a human-centred agenda for the Future of work”, which we as a nation have embraced. We are confident that our tripartite collaborative culture which has earned us recognition as a leader in social dialogue will continue to assist us in achieving our goals of social justice, equity and poverty alleviation. As our Prime Minister, the Most Honourable Andrew Holness, declared two days ago at the high-level segment: “We must ensure that the future of work is managed in a strategic, sustainable, transformative manner that leaves no one behind as we seek to move our people from poverty to prosperity.” Thank you, ladies and gentlemen.

Mr Ali Sabeeh Ali Al-Saadi

Employer (Iraq)

In the name of God the Merciful, the Compassionate, Mr Chairman of the Conference, ladies and gentlemen, Excellencies, dear heads of delegations, ladies and gentlemen. May the peace of God be upon you. I am honoured to convey to you the greeting of my colleagues, the employers of Iraq and congratulate you on this successful Conference to celebrate the centenary of the ILO, a centenary that has experienced lots of challenges but that were well addressed, especially between the constituencies, and they led also to the improvement of the policy on labour. I would like also to congratulate the ILO on this occasion that was well prepared and that has become a milestone on the road to development and that have shaped all the programmes of the ILO. The centenary that is a celebration for the creation of the ILO has become a very important civilized event that is recognition and gratitude for the role of the organization, especially in all its successes and throughout the Conferences held in the past. Ladies and gentlemen, the Report of the Director-General regarding the centenary

of the ILO is a sign that the organization is still assuming its responsibility towards social justice, decent work, social policies and the overcoming of poverty. The Report of the DG has discussed all the civil choices that cover the effects of the technology on the labour market, and the report has focused highly also on the importance of facing the challenges of demographic changes and in order to improve the social contract and to integrate all this with the economic prosperity and with a human-centred agenda. Ladies and gentlemen, as you all know, Iraq has experienced very complicated dire circumstances, and this was negatively reflected and impacted highly on workers, and the employers have tried to alleviate the situation, and they have adopted social policies as well as legislative policies. Nonetheless, we still have a high need for technical assistance and some to benefit from good experiences on the international level in order to assist us in being inspired in that. I would like to say very frankly that the main pillars, the tripartite pillars that we have adopted, need actually some technical assistance and support in order to have outputs which convey to the activation of the labour market because it is experiencing some stagnation. We are still suffering from a high unemployment rate. We still have it as 11 per cent. We need to have further investments in order to activate labour markets and in order to consolidate the main social platform. We still have lots of vacancies in Iraq. We have some job opportunities, and we have also some social traditions that are considered to be obstacles vis-à-vis the youth. I would like also to mention that many enterprises believe that we need to restructure all those enterprises in order to adapt them and to meet all the principles and the standards required in the environment of work. Nonetheless, we still lack foreign investments, Arab investments, although we can tell you that we have an adequate investment environment. As for decent work and sustainable work and incompatibility with social justice and sustainable development, this is linked to the national economy that needs to be expanded in order to provide decent jobs, and on this occasion we would like to insist on the importance on investment and the upgrading of interest in the national product. We need to improve all the capacities, build new capacities, in order to shift to the blue economy or to the green economy. It does not matter in that regard. We need to get rid also of the bureaucratic hurdles. In conclusion, I would like to wish prosperity and success to this organization, and we hope that all the countries that are experiencing special circumstances will benefit from its assistance, and I seize the opportunity in conclusion also to condemn all the Zionist policies towards Palestine. I thank you for your attention, ladies and gentlemen.

Mr Rolando Castro

Government (El Salvador)

President of the Conference, Director-General of the ILO, honourable Ministers and Deputy Ministers, Worker delegates, Employer delegates, Government delegates, ladies and gentlemen. It is an honour for me to address you on the occasion of the 108th International Labour Conference as we mark the centenary of this organization. I would like to convey cordial greetings from the President of the Republic, Nayib Armando Bukele, who a few days ago took office, and at that time indicated that he would apply a labour policy that would serve as a cross-cutting theme in our country's work with the support of all relevant stakeholders in line with the spirit of tripartism and on an equal footing for both workers and employers as a manifestation of the ILO's endeavours over the last 100 years. Consequently, our administration, spearheaded by the Ministry of Labour, is well aware of the challenges and the solutions needed in developing a labour policy that offers equality for all and which will require us to design a labour policy governed by the ILO framework. President, we are aware of the situation and the fact that in recent years situations have arisen that have led to our inclusion on the list of countries called to report before the Committee on the Application of Standards. With this in mind, as my Government takes office, I would like to indicate our concern at the cases pending a solution, the cases which are of concern to this organization.

Here, and in line with our desire to bring about change, we have initiated constructive dialogue with the employers and workers in order to ensure full compliance with the ILO Conventions ratified by our country. Consequently, with a new vision mandated by our President Nayib Bukele, we have proposed the implementation of new approaches in order to correct shortcomings which the ILO considers to exist. These include the revival of the Supreme Labour Council as a genuine tripartite body enjoying a legal basis in our country, as well as fostering other forums for tripartite dialogue. We are sure that this is something we can achieve with support from the ILO. At this time, I would like to indicate to this honourable assembly that my Government is committed immediately to reviving the Supreme Labour Council on an immediate basis couched in the strictest tripartism. And in fact, in its first week in office, the Government held the first meetings with employers and workers in order to act to achieve what I indicated to the benefit of all and as soon as possible. The building of a labour policy strictly couched in adherence to labour law, with the full involvement of the social partners, is a precondition to which we should all commit equally. We consider that the immediate signature of a tripartite agreement, by the positive underpinning to the commitments we have entered into, will be the hallmark of our new governmental vision. To this end, we believe that ILO support is important as well as cooperation and technical assistance deriving from the new agreement since this will enable progress to be made in the labour sphere looking towards permanent cooperation between the social partners as called for by the core instrument of this house. Before concluding, El Salvador, as a founding State of the ILO and speaking here on behalf of our President Nayib Bukele, wishes to express its satisfaction at the indispensable work carried out by this organization that has improved the lot of workers and employers and the relations between them with a significant role played in building social and labour harmony which helps to develop trust and development between our fellow country women and men. I thank you, President, friends.

Mr Santosh Kumar Gangwar

Government (India)

President of the 108th ILC, DG ILO, Mr Guy Ryder, dignitaries on the dais, brothers and sisters. I congratulate you all on the historic occasion of the successful completion of a hundred years of the International Labour Organization. I hope India's partnership with the ILO in the second century will be even more strengthened. The speciality of the ILO is its tripartite form where the representatives of government, employers and workers work together and find effective solutions to the problems of the world of work. Giving prominence to labour welfare, India has also ratified 47 Conventions out of total 189 Conventions of the ILO during the journey of a hundred years. It is important to emphasize here that we have ratified six Conventions out of eight core Conventions and have always expressed our strong commitment to the welfare of labour. The vision of our Prime Minister, Mr Narendra Modi, is that we build a New India by 2022 in which all sections of society, including workers, progress at fast pace. As far as labour force is concerned, about 8 to 13 million workers are increasing every year in the Indian economy. India is a demographically young country where 65 per cent of the population is below 35 years of age. Our priority is to create excellent job opportunities for our youth and women. At the same time, we are making continuous efforts to realize the workers' right to minimum wages, social security, equal wages for equal work and decent working conditions, particularly for workers of the unorganized sector. In order to achieve these objectives, we have initiated an exemplary exercise of transforming all existing labour laws into four labour codes. Recently, our Government has started the world's largest pension scheme for the 400 million unorganized workers. In the last three months, more than 3 million workers have been added under this scheme. In the last week, we have come up with a pension scheme for small traders working

in the retail sector, and with this, India has moved one step ahead in the direction of providing comprehensive social security to all our workforce. The technological revolution, climate change, globalization, etc. have made unprecedented changes in our world of work. On the one hand, this will create employment opportunities for the workers, especially the youth, women, disabled and the people sitting in the remotest part of the world. On the other hand, this arrangement is challenging the traditional employer and employee relationship. Due to this change, providing social security, collective bargaining and minimum wages to such workers would be a challenge for us. Apart from this, in the changing scenario, there could be loss of employment of our current labour force if they are not provided training in the new skill set. In this scenario, there is a need to rejuvenate the hundred-year-old ILO so that it is prepared to effectively coordinate with all the member countries. The ILO can play an important role in creating new unconventional policies and systems in order to provide a better future to our global workforce. In view of the changing nature of work in future, efforts like Digital India and Skill India have also been initiated in India. In the scenario of globalization and demographic change, we should talk about the concept of a global worker who should be facilitated by us to work in different countries of the world. We should also ensure that social security, equal wages and decent working conditions similar to other workers is provided to migrant labourers. The ILO can play an important role in providing all these facilities to the global workers. For the purpose of building a global workforce in the context of future of work, the ILO will also have to play crucial role as a coordinating organization that works in partnership with other multilateral forums. We have to identify job skills which will be effective in future. For this, establishing a common skill recognition framework at the international level should be our priority. In the end, I once again congratulate the ILO and all the member countries for successful completion of a hundred years of ILO. India will continue to work for the welfare of our global workforce with ILO and all member countries for the next hundred years. Thank you. *Jai Hind*.

Mr Angel Gurria

Organisation for Economic Co-operation and Development

Director-General Ryder, Ministers, distinguished guests, ladies and gentlemen. I am honoured to be here in Geneva for the International Labour Organization's Centenary summit. Happy Birthday. The OECD is proud to celebrate this tremendous achievement with our close partners and friends at the ILO. In the last 100 years, you have led the fight against child and forced labour, developed the first international labour standards on HIV and AIDS, spearheaded Conventions on the treatment of migrants and domestic workers, and the list goes on. Your efforts have made the world a better place, reflected in receiving the 1969 Nobel Peace Prize on the occasion of your 50th birthday. I would also like to recognize the ILO's Director-General, Guy Ryder, his leadership, unwavering commitment to promoting social justice and protecting people's human and labour rights, and doing this always with a smile and with the best disposition. Today's centenary celebration is focused on remembering the past but also on looking forward. In this spirit, I would like to congratulate the ILO's Global Commission on its 'Work for a brighter future' report. The principles outlined in this report will help inform our policy actions and address the concerns that many people feel today. They are closely aligned with the OECD's own vision of the Future of Work, including our 'I am the Future of Work' campaign and our broader Inclusive Growth Initiative. Let me provide some context. Our estimates predict that 14 per cent of the jobs in OECD countries are at high risk of automation and that a further 32 per cent will undergo significant changes in how they are carried out in the next 15 to 20 years. While these estimates suggest that we may not be facing a risk of massive technological unemployment, they will nonetheless mean a difficult transition for many workers. Low-skilled workers do not only face a higher likelihood of their jobs being automated, the probability that they

engage in adult learning is also 40 percentage points lower than for the high-skilled workers. The paradox is they need the training more and they have less access to get the training. Moreover, the emergence of new forms of work has highlighted gaps in entitlements and in actual coverage of workers. For example, non-standard workers are 40 to 50 per cent less likely to receive income support when out of work in most OECD countries, and they are 50 per cent less likely to be unionized and therefore not benefit from collective bargaining. In fact, we should drop the non-standard adjectives, as has been proposed by Guy Ryder himself, because we are clearly facing that this cohort of workers is growing and is going to continue to grow. As we stress in the OECD's 2019 Employment Outlook on the Future of Work, which I now very proudly deliver to the Director-General, action in the margin will not suffice to address the challenges. The 2019 Employment Outlook includes a comprehensive Transition Agenda for a Future that Works for All. It aims at helping workers, firms, countries adapt to the changing world, and it highlights the following actions. First, we need to minimize the grey zone between salaried workers and self-employment workers and strengthen the rights of workers who remain in this grey zone. Second, we must strengthen and adapt adult learning systems for workers, particularly for the most vulnerable: the low-skilled. This can be achieved by removing time and financial constraints to participation in the training by providing quality information and counselling, as Germany is now actively considering, and by making certain training rights portable. Third, we must focus on reducing gaps in social protection through improved coverage for non-standard workers and by ensuring social protection systems are responsive to changes in people's needs while ensuring the portability of contributions. Finally, we must focus more on social dialogue in the spirit of the Global Deal, a global multi-stakeholder partnership between the OECD, the ILO and initially the Government of Sweden, now with more than 100 partners, where collective bargaining can help companies adjust wages, working time, work organization and tasks. It can also help anticipate skills needs and provide support to displaced workers. However, low levels of representation among workers, particularly workers on non-standard contracts, are a challenge and a call for facilitating new forms of social dialogue and for making tailored extensions of collective bargaining rights. All of these policy efforts must be properly funded. There is a financial dimension. If they are to succeed, they have to be properly funded. While there is space to improve the effectiveness and the targeting of key policies, countries will also need to increase revenue sources and involve all stakeholders. Dear friends, ladies and gentlemen, Director-General, we must all be involved in preparing and building the future of work. In this respect, I would like to close by recognizing the important role of the ILO as we celebrate its centenary. The ILO's tripartite constituency has demonstrated the power of governments, employers and worker representatives in facing challenges together, and you can count on the OECD's continued support for the next 100 years and beyond. Thank you.

Ms Dajna Sorensen

Government (Albania)

Dear Chair, dear Director-General, honourable representatives of governments, workers and employers, ladies and gentlemen. It is a great pleasure to represent Albania at the 108th Session of the International Labour Conference. This year marks the 100th anniversary of the creation of the ILO, and while tremendous changes have taken place over the past 100 years, countries throughout the world are still striving towards meeting those original objectives of full and productive employment, freedom of association and equal pay for equal work. Our economies are in a complex process of managing economic, labour market and technological transformation. Global drivers of change, be that digitalization, an

ageing population, globalization, migration trends and climate change, they all induce changes and adjustments in the demand for skilled workers. On the back of solid economic growth, the past five years have witnessed significant improvements in the performance of the labour market in Albania with an increase in the number of people that are participating in the labour market from 59.6 per cent in 2013 to 68.6 per cent in 2018. In the meantime, we have also seen an increase in the number of people employed across the country and employment rates on the rise, as well as we have a significant decrease in the number of the unemployed. Unemployment rates have declined from a high of 18 per cent in 2014 to 12.3 per cent at the end of 2018, and just a couple of days declining to 12.1 per cent for the first quarter of 2019. Despite improvements, Albania still faces significant challenges in terms of ensuring secure and productive employment for its population, fostering higher and more productive job creation, and ensuring the labour market integration of the most vulnerable at the margins of the labour market, particularly the poor, women, youth, people with disability, and Roma and Egyptians. Some 665,000 Albanians are currently outside of the labour force, they are not active in the labour market, and another 170,000 are actively seeking for jobs. The gender gap in employment is significant at nearly 14 per cent, as is the issue of youth employment where 22.3 per cent of our youth are unemployed and roughly 30 per cent are neither in employment nor in education or training. Today Albania needs more jobs. It needs sustainable jobs. But more importantly, it needs better jobs, and by better jobs I mean formal jobs, jobs that pay good wages, wages that ensure that people that are working are not in work poverty, as well as ensuring good working conditions. To address the employment challenges in the country, we follow a three-pronged approach. First of all, the Government aims to ensure a conducive environment for job growth, one that on one hand attracts foreign investors to come to Albania and create more employment, and on the other hand that assists local companies to become more competitive, more competitive in regional markets, European markets and global markets. Secondly, to facilitate the integration in the labour market of those that are the most vulnerable through the provisioning of quality employment services, and thirdly, and probably most importantly, equipping young people, but really people of all ages, with the skills necessary for the jobs of today and even more importantly for the jobs of the future. And here we are talking not only about quality education at all levels but more importantly lifelong learning opportunities for unemployed but also as well for current workers. Investment in social protection and public care services are also key to narrow the gender gap in the labour market. Enabling women to return to work after having children is a must. Ladies and gentlemen, Mahatma Gandhi once famously said: "The future depends on what you do today". Countries today should feel the urgency to build agile systems that rapidly respond to these changes. It goes without saying that the primary responsibility rests with governments. However, social partners, civil society and all citizens have a crucial role to play. I am happy to report that Albania is currently in the process of ratifying the amendments of the ILO Constitutions as well as we fully support the outcome document of the century. I would like to conclude by thanking the ILO not only for the organization of the Conference but for all the support that it has and continues to provide to Albania in the decent job agenda. Thank you for your attention.

Mr Robert Salama

Government (Malawi)

Mr Chairman, all delegates, ladies and gentlemen. It is a pleasure to represent my country, Malawi, at this important event, the ILO Centenary celebration. Mr President, let me start by congratulating you and your entire bureau on the well-deserved election to steer the deliberations of the Centenary Conference to a successful conclusion. I would also like to congratulate the Co-Chairs of the report of the Global Commission on the Future of Work,

His Excellency Cyril Ramaphosa, President of South Africa, His Excellency Mr Stefan Löfven, Prime Minister of Sweden, for their elaborate report and the Director-General, Mr Guy Ryder, for his oversight role. The report of the Global Commission sharpens our understanding of what the future holds for mankind. It has come at the right time when we celebrate the centenary of the ILO and prepare for the second centenary amid transformation of the world of work which is undergoing transformative change, as observed in the Global Commission's report. It is true that technological developments, automation, robotics, artificial intelligence, demographic changes and climate change will create pressure on labour markets and social protection systems. Most jobs will be lost, but many opportunities and new types of jobs will be created. New forms of employment relationship such as casualization, outsourcing, flex-time, short-term contracts will escalate, calling for decisive actions at global, regional and national levels. Responding to this call, Malawi held her first national conversation on the Future of Work in July 2017 and sectoral conversations and national dialogue on the report of the Global Commission on the Future of Work in May and June 2019. Government and social partners in Malawi support the people-centred agenda proposed in the Global Report. We have made it clear that Malawi looks up to her young labour force to drive the transformation of the economy. We will thus continue to prioritize skills development through our flagship development on establishment of community colleges with the view to equip the youth with the various skills to support industrialization and national development. Mr President, Malawi will step up efforts to provide opportunities for lifelong learning and career guidance in the education system. We are determined to promote our blue collar jobs, enhance apprenticeship and internship programmes. We will endeavour to scale up investment in digital skills, promote research, innovation and use of technology and making information and communication technology affordable and accessible. We have agreed that collaboration between industry and training institutions should be strengthened, including in curricular development, to ensure that skills match the demand of the global market. Where skills are inadequate or in excess, we will advocate for human migration. Due to changing work engagements, we are of the view that standards are more relevant now than ever before. In this regard, Malawi reaffirms her commitment to the realization of fundamentals in rights at work and social justice. Malawi has committed to ratify the Protocol to the Forced Labour Convention and three Occupational Safety and Health Conventions, namely 155, 184 and 187. To ensure decent work for all, we have developed a second generation of our country's Decent Work Programme. This programme is a commitment of the Government of Malawi in addressing her challenges of decent work deficits prevailing in the labour market. It complements the Malawi Growth and Development Strategy, which is the vehicle for achieving the Government's vision of creating wealth and employment for all the people of Malawi. We call upon the ILO to push for a just transition into the future of work we want. We want a future of work that will uphold the human rights, including safety and health. We need a fair globalization, inclusive growth and decent work for all, with a special emphasis on gender equality. We commit to fight child labour, forced labour and abolish tenancy labour in Malawi. We reaffirm our commitment to the Philadelphia Declaration and agree that human beings are not commodities and that poverty anywhere is a danger to prosperity everywhere. Mr President, delegates, I thank you for your attention. *Zikomo kwambiri, muchas gracias, merci beaucoup.*

Mr Amadeu Paulo Da Conceição

Government (Mozambique)

Madam Vice-President, ladies and gentlemen, it is a great honour for me, on behalf of the Government of the Republic of Mozambique and his Excellent Filipe Jacinto Nyusi, President of the Republic of Mozambique, and the delegation that is accompanying me, to

express my very sincere thanks to the ILO for giving me this privilege to address this very important Centenary Conference of the ILO. On this occasion, I would also like to express my warm wishes to Mr Guy Ryder, the Director-General, and his work team who, with great wisdom, have conducted the work of this organization. Ladies and gentlemen, my Government is committed to the ILO's agenda, having ratified all the fundamental Conventions and three of the four priority Conventions. And Mozambique recently ratified the Protocol to Convention 29 on forced labour, Protocol to Convention 81 on labour inspection and Convention 176 on health and safety in mines and the Convention on maritime work. Our cooperation with the ILO dates back four decades, and certainly there has been even more efforts made in the past five years. In partnership with the ILO, the Government of Mozambique has developed a number of instruments, policies and strategies. Among them, consolidation of the consultative labour commission and harmonization of policies and legal instruments related to the same matter, a job portal, digitalization of the information system on the labour market, and we have created an observatory of the labour market. We have reviewed the regulations on obligatory social security, the first employment policy approved by the Government 2016 and action plan for overcoming the worst forms of child labour, and also we have drawn up a list of hazardous work for children. Your Excellencies, we have had the opportunity to appreciate the Global Commission's report on the Future of Work, and we endorse this because it contains recommendations that will inspire the preparation of global and national agendas with a view to making dignified work universal and also respect for the principles and rights which are fundamental to work. Mozambique fully supports the present report which is rooted in the proposal of an agenda rooted on people for the future of work. We are very pleased to see the prospects that future works will be guaranteed by informed decisions that will ensure a good pace of technological change which will be determined by human capacity to conduct it. Considerable investment will have to be done to be able to give support to education, development of skills, which will respond very quickly and very appropriately to new developments. The report recognizes that the workplace is mainly made up of people, and therefore it is a space that will have significant prospects for the advance of society through systems of governance and also regulation. Investment in decent work and sustainable work is urgent because, despite economic growth rates which are very positive and that have been recorded in our countries over quite a long period of time now, the effect on the growth of jobs has not been the same. In fact, it has been very low. High unemployment rates, and unemployment rates particularly affecting young people, is a major challenge to the development of our countries. We therefore agree with the recommendation that for future approaches we need to seek and encourage directly the creation of jobs, targeted, and not just look at these as a by-product of economic policies that aim at other objectives. Ladies and gentlemen, Mozambique fully endorses the basic principles of the Centenary Declaration, and we are in line with the feelings of the Africa group that expresses the need for the ILO to conclude the process of democratization in its governing structure, a matter which we feel should be part of the Centenary Declaration. I conclude reasserting the commitment of Mozambique to continue giving priority to the development of strategic measures and also any reforms that will help create more and better jobs contributing towards the well-being of Mozambique people and also the achievement of sustainable development objectives, and I sincerely hope that this will get the support of the ILO. Thank you very much for your attention.

Mr Virjesh Kumar

Worker (India)

Respected Chair and distinguished guests, delegates. Greetings from Bharat. It gives me much pleasure to be here and meet you all in person at the ILO Centenary celebration

2019. We have assembled to reflect upon the ILO's century long quest to attain socioeconomic justice and world peace. The ILO, with its inclusive tripartite structure, has served as important platform to discuss issues concerning to world of work right from its foundation. The ILO has been creatively instrumental to guide world community towards long-lasting peace and prosperity, from economic Resolution to overcome great crisis of 1930s, Philadelphia Declaration to uphold dignity of labour, to current Global Commission report on Future of Work in context of industrial revolution 4.0. India, being a founding member of the ILO, takes pride in being part of this long journey. Today, global community is striving to overcome issues like inequality, poverty, climate change, rising violence and conflicts which considerably affects working community. In this context, new technology holds both challenges and opportunities. If profit gets centre stage, technology will be a challenge for society, while putting human in centre will provide us opportunity to make world equal, just, peaceful and prosperous place. In its strategy to tame Industry 4.0, Global Commission report suggests an integrated approach which includes universal entitlement to lifelong learning, agenda for gender equality, social security, Universal Labour Guarantee, time sovereignty for workers, collective representation and investment in decent and sustainable work, etc. The intent and spirit of the report is commendable. It is important that all stakeholders of industry implement these strategies in letter and spirit. While we deliberating upon strategies of future, it is important to mention major challenges posing hurdle in path of Agenda 2030 for Sustainable Development. First, majority of working population in developing countries is in informal sector. They remain out of legal framework. Hence unable to access welfare and social security scheme. Second, lack of awareness among workers hindering lifelong learning. Third, low wages forces them to remain in vicious cycle of poverty, and lastly, lack of decent condition of work exposes them of exploitation. There is urgent need to solve these issues before new technologies dominate the scene. We believe that world community should move towards maximum if not universal formalization of economy. Wage is one of the most crucial components in economy. Decent wage holds the potential to provide decent life to large population of workers and reduce inequality. So it is necessary to come up with a holistic wage policy in consultation with the stakeholders of economy clearly outlining the wage fixation mechanism, wage differentials and other components of wages. There is strong belief among working community that new technology may replace human from industry. At this point, it is merely speculation, as there are other speculations that job losses will be less, but yes, it is certain that jobs will be lost due to new technologies. Hence we recommend the formulation of a technology policy which outlines the mechanism to regulate working condition and the nature of employment in light of Industry 4.0. The ILO has been an advocate of attaining socioeconomic justice through employment. This commitment needs to be part of the new technology policy. On line of this commitment, there is imminent need to outline an employment policy to provide relevant skills to realize demographic dividends in developing world. The threat of human replacement from industries due to new technologies poses serious threat to global social contract which recognizes freedom of association and collective bargaining, which in turn would have undesirable repercussions on industrial relations. The ILO suggests social dialogue as a flexible mechanism for industrial peace. We believe in future enrich this belief by turning a mechanism into tradition through consciousness. This requires simply recognizing the notion that every stakeholder of industry is part of same family and they need to take care of each other's needs. Once this consciousness arises there would not be any hindrance in industrial peace, world peace and sustainable development. I wish to finish my speech with optimism of the economic growth and development based on human consciousness to make our world happy, peaceful, prosperous and sustainable place to live. Thank you very much.

Mr Adkham Ikramov

Employer (Uzbekistan)

Your Excellency, Chairperson, Ambassador Margarida Rosa Da Silva Izata, Your Excellency the ILO Regional Director Juan also, dear delegates and guests of the Conference. It is a great honour for me, from the Chamber of Employers of Uzbekistan, being here. And on these dates, the ILO Director-General Mr Guy Ryder, Prime Minister of Russia, Dmitry Medvedev, President of France, Emmanuel Macron, German Federal Chancellor, Angela Merkel, and many other leaders of countries noted during the speech that the labour world is facing deep and transformative changes, especially highlighting the issues of automating business processing, technological changes and artificial intelligence, which indicates a high level of attention to labour problems from various countries' governments. We are pleased to note that Uzbekistan has a positive experience to cooperate with the ILO, which together with the participants of tripartism contributed to the improvement of the labour legislations of our country ensuring social protections and decent work. It is also a great honour for us that in December 2018 the ILO Director-General, Mr Guy Ryder, made the first visit to Uzbekistan. This is also significant because the ILO Director-General visited the Central Asia region in the first time. During this visit, Mr Guy Ryder met with the President of Republic of Uzbekistan, Mr Shavkat Mirziyoyev, who initiated full scale cooperation with the ILO and large scale social reforms carried out in Uzbekistan to ensure social justice and decent employment. During this historical visit, Mr Guy Ryder also took part in the international conference, Future of the Labour, in Tashkent which launched a number of celebrations around the world dedicated to the celebrations of hundredth anniversary of the International Labour Organization. I would like to note that today in Uzbekistan an extensive restructuring of the labour market is being carried out and new realities for investor contributed to the creation of high-tech industry in the agriculture and industrial sector. In order to reduce the role of the State as well as to introduce effective methods of cultivation and production agricultural products, by the initiative of Government, the introduction of a cluster method began in which an integrated approach is applied to all agricultural production processing from the growing field to the production of finished. The last year for our country was fruitful, and during this period of time the Confederations of Employers of Uzbekistan was created by the joint efforts of the Parliament and our partners on social dialogue, with constant support of the international expert of the ILO, the technical support group on Decent Work and the ILO Office for Eastern Europe and Central Asia, and we are thankful for all of our partners. We ratified the ILO Convention 144. Moreover, we finalized the issue of Uzbekistan joined to the ILO Protocol to the Convention 29, ILO Convention 81 and ILO Convention 129. Returning to the speech of Mr Guy Ryder, we should emphasize the role of social dialogue, including non-government organizations on employers and employees and also other non-government organizations in international institutions. It is very important and which is named as tripartism plus. Also, during the speech from the high rostrum, many distinguished participants of the Conference have already stressed the need of creation an effective ecosystem to lifelong learning, strengthening the institutions of the labour market. And we going for the following directions. It is annual training and professional development of personal for business activities on the basis of our training centres located in all regions of our country, introductions of a dual training system in the national system of secondary specialized vocational education, supporting young people in creating their own start-ups by implementing their start-up initiative and many, many other directions which is related with decent work. Dear participant, taking this opportunity on behalf of employers' organizations, allow me to express my great appreciation to the international team of the ILO for their long-term cooperation, congratulating all of us on the hundredth anniversary of the ILO and wish them very further success in the work, and thank you for your attention.

Mr Sándor Bodó**Government (Hungary)**

Chair, delegates, ladies and gentlemen. On behalf of the Hungarian Government, I would like to congratulate all officers at this Centenary Session of this honourable organization. Furthermore, I would like to extend my sincerest thanks to the Director-General for his insightful ‘Work for a brighter future’ report. We welcome the proposed human-centred agenda which advocates investing in human capacities and in labour institutions, as well as in decent and sustainable work. Investing in human capacity certainly plays a key role when it comes to increasing individuals’ skills and thus also their job opportunities, which in turn will boost economic growth and productivity for States. In the twenty-first century job market, we see that workers are required to acquire and continue to acquire very complex technological skills. Despite differences in the educational and vocational training systems in Europe and in the world, we see that we almost have a common goal, which is to ensure that we equip young people, as well as adults with lower levels of qualifications, with the basic skills in order to improve their job opportunities and also enable them to benefit from lifelong learning and from decent work. The labour market is continually changing, and this in turn requires a high level of adaptability on behalf of governments as well as on individuals and of the economy, and the social partners have a key role to play in this context. Companies which recognize and tap into the advantages of the digital revolution are able to increase their productivity, and this in turn boosts economic growth and job creation. We are firmly convinced that investment in education must be the most important measure in order to ensure that workers are in a position to be flexible and adapt to the labour market, and this is also the way in which we can ensure that employers are encouraged to embrace and accept these new technologies. Besides the development of skills and upskilling, the Government of Hungary also makes it a priority to work on prevention, and it is for this reason that we have drawn up the Digital Education Strategy in the context of the Digital Welfare Programme. The objective of this programme is that young people acquire the necessary digital skills for their later careers and that they do this in school. In the strategy and in the digital work programme, we are also focussing on adult education and lifelong learning as these are a priority. Social partners are going to play an important role in forecasting and identifying the challenges of the future and looking at what the future labour market is going to require. We also must stress that stakeholders in education need to be committed to ensuring that workers acquire adaptable knowledge and skills, and this is important therefore for the successful implementation of these strategies, action plans and programmes. Hungary is of the opinion, looking ahead to the future, that we must continue to pursue the objective of decent work for all as well as to promote the fundamental principles and labour law because all of these constitute a fundamental value which must underpin all ILO activities. On behalf of the Government of Hungary, I would like to assure you, Director-General, of our commitment to the Future of Work initiatives. Thank you.

Mr Remi Henri Botoudi**Worker (Madagascar)**

Madam, the members of the Conference bureau, comrades, those present, good afternoon. As the Secretary-General of my union, SEKRIMA, the workers’ union in Madagascar, it is my pleasure today to be able to address this plenary session on behalf of the workers of Madagascar. And in doing this, we would like to thank the President, as Vice-President at least, of this Conference and also we would like to congratulate everyone in this

Centenary celebration. It is the first centenary in which the objectives have been established towards promoting social justice, and that is the objective today and will be in the future. Madagascar belongs to the pioneering countries within this centenary and is committed to Alliance 8.7 to combat child labour, forced labour and modern forms of slavery. We would like to thank the Director-General for the work that he has done, for his governance of this international institution, which is the only international tripartite organization, as we all know. And we, of course, support the principle idea in the report on the Future of Work which has exposed to us the reality and also the challenges that we will have to deal with such as technological change, climatic change, demographic change. Madam, comrades, certain questions need to be raised when we face these different changes on the future of work. What type of social dialogue should we adopt given the current model of work and how it will be in the future? Staff are likely to be replaced by robots. Staff will not have to go to work to work, but they will use the Internet, and in this way will they be able to earn money? Another question, what is the future of the union, as we need to envisage it, where we now know that workers are not joining a union? Currently, this is a major problem, defined representatives, of workers because of further outbursts of discriminatory anti-union movement and also intimidation and harassment of workers in the workplace. And what type of partnership should we have to deal with the social aspects and guarantee the win-win system in the equitable redistribution of wealth to eradicate poverty through the world? It is important to recognize that implementing a world social contract has not been the same in every country and far from perfect in others. This is why we do support the need to implement a new social contract that will focus on people. We are in a system in which our engine is slowing down. Instead of establishing social justice throughout the world, we seem to see more social injustice. Certain social classes are on the way to disappearing in different nations, without mentioning of course the middle class. So comrades, there is still time to promote strong democratic and transparent unions. Several professional sectors are placed in jobs but there is no legislation to protect them. Public finance should consider the need to generate the public debt wisely and transparently, and we certainly are convinced that the rights of workers must be protected. This is also a responsibility, as always. There are social inequalities that exist. We need to step up crimes that are perpetrated against workers. The future of work demands that everyone become aware that we need to invest in strong social dialogue, innovative dialogue, to increase the status of the worker so there can be a more equitable distribution of wealth and under a rule of law. Governments must be aware of this. Thank you very much for your attention.

Mr Abdel Sattar Ahmed Eshrah

Employer (Egypt)

In the name of God, most Merciful, most Compassionate. Madam Chair, Mr Director-General of the ILO, Excellencies, ladies and gentlemen, Ambassadors and Ministers, heads of delegation and participants in the 108th Session of the ILO. May the peace of God be upon you all. We meet today within this organization representing our different unions, chambers and societies. We are all here in solidarity for the prosperity of our country and for the world. We hope that peace and stability will finally prevail on earth. We are fortunate today to attend the 108th Session, which is the centenary of this organization. One hundred years later it is still a very young and credible organization. Here are we today studying and discussing the centenary outcome document, discussing the future of work as well as other different Centenary initiatives. Here are we also looking into standard setting activities on violence and harassment. We are attending a number of forums and sessions on very important and vital topics that are proof that the organization is keeping up with the global problems and needs. The Arab region and the Middle East in general are witnessing a number of problems that are the result of oppressive anti-peace and anti-stability forces that

are taking the pretence of democracy to impose their ideas and cooperate with terrorist groups in order to reach their objectives. Egypt was fortunate enough not to fall prey to terrorism, yet we are adamant to support our partners in order to fight terrorism around the world. We hope that all our partners will cooperate with us in order to have peace and stability in the world. Egypt was among the first countries that have joined this organization, and we are actively participating in all its conferences and sessions. We abstain from aggression and from interfering in other people's affairs. We respect the Conventions we have signed. We are a country with the oldest civilization in the world. We have in the same place the Islamic civilization, Christian, African, Asian civilization, Middle Eastern and Mediterranean civilization. Egypt has issued last year a new law on freedom of association and the right to organize, in line with the different labour standards that we subscribe to. We are about to introduce different amendments to a labour code or issue a new code that will be in line with the different, modern developments. As employers, we are keen on joining other business communities and employers' organizations in the world in order to have a full integration and to cooperate amongst the people in the world for a better future where we will have cooperation, peace and welfare. This is the essence of what late Gamal Abdel Nasser has said that Egypt is a country that supports peace and justice for itself and for the people's surrounding it. Before I conclude, I would like to remind you, and remind the whole world, that we have still the Palestinian people that are suffering from the worst types of colonialism, racism and oppression, and the ILO Report to the Arab occupied territories has listed the different violations to which the Palestinian people are exposed along with the Syrian people in the occupied Golan. All this against the principles and all the different rights that have been enshrined in traditions, in international instruments and by different religions. As the report has mentioned, Israel is failing to engage to different Conventions and is not implementing the world standards, yet sooner or later this oppression will end and the blatant Zionist colonialism will end. And I hope this will come sooner or later and meet you in other meeting. Thank you all.

Ms Houmadi Ladaenti

Government (Comoros)

President, Ministers, Director-General, distinguished delegates, Madam Chair. On this happy occasion, as we celebrate the centenary of our organization, on behalf of our tripartite constituents and on behalf of his Excellency our President, may I, on my own behalf as well, express my warmest thanks to the ILO for the enormous, arduous job that it has been doing for the last century serving social justice and promoting decent work. We also congratulate the Chair of the Governing Body and the Director-General of the ILO and to the Global Commission on the Future of Work for the inclusive, dynamic approach they have used in preparing for the centenary and compiling the Global Report. Our country was actively involved in the Centenary Initiative. We organized a national consultative process which allowed our tripartite constituents to take on board guidance from the ILO and to adapt it to national reality and priorities. Thus many recommendations were made. In particular, that we move from the informal to the formal, that we reach out to young people, we boost the social dialogue, we introduce collective Conventions at enterprise level and that we ratify the relevant international Conventions. The fruitful partnership we have between the ILO and our country has made it possible for our Government to adopt those instruments which constitute the legal and regulatory framework we need for full productive employment. I am referring to the framework document for our national employment policy, the Country Programme for Decent Work and the modernization and development plan for the labour administration system. In the Comoros, although economic growth seems positive, the problem of unemployment and underemployment of young people remains one of the major challenges we face. Indeed, the unemployment rate for the under 25s is 44.5 per cent, 42.4

per cent for men and 46.1 per cent for women, at least four times that of adults between 30 to 49. Very sensitive to this serious issue, our current President, His Excellency President Assoumani, had as his campaign slogan ‘A job for each young person’, and it is partly to achieve this objective that our Head of State launched a major economic and social reconstruction programme. The aim being to make our country an emerging country by 2030. It is an enormous challenge for a small island country with limited resources and in a very vulnerable situation. I would conclude by repeating our Government’s commitment to work to achieve the goals of this organization. To do this, we will be relying greatly on the ILO and our other development partners so that we work together to meet the challenges of growth and social justice. I wish this 108th Session of the Conference every success. Long live international cooperation. Thank you.

Ms Helene Davis-Whyte

Worker (Jamaica)

Madam President, Vice-Presidents, distinguished delegates, sisters and brothers. I extend greetings and congratulations to the ILO as it celebrates its 100th anniversary. Over this period, the organization has made considerable and life-changing positive differences to the lives of working people all over the world. This contribution has indeed benefited all peoples. Just a few weeks ago, in Jamaica we celebrated 100 years of the passage of the Trade Union Act, and one of the member unions of the Jamaica Confederation of Trade Unions, the Jamaica Civil Service Association, also celebrated its 100th anniversary. This is in itself a testament to the critical role that public services have played in Jamaica for many years. Public servants have guided the development of the people of Jamaica throughout the colonial period and as we emerged from that era into independence. As the people of Jamaica embarked on building its future after independence, seeking to ensure that there was prosperity for all, the public service played an important role in ensuring a solid future for all. It is very fitting that, as we are now focusing on the future of work, while at the same time working on sustainable development, we acknowledge that the wide range of public services have been critical to our country’s development. We in the Confederation of Trade Unions welcomed the launch of the report of the Global Commission and took heart at many of the issues raised because they reflected a number of discussions held in Jamaica and across the Caribbean on the Future of Work. However, we identified a major gap in the report, and that is the attention paid to public services, the future of public services. We believe that public services are the great equalizer. Through these services we have been able to see increased employment of women, and the huge and substantial developments, economic, social and cultural, in Jamaica and throughout the Caribbean are because of public investment. The future of work requires an even stronger and more well-resourced public service. Madam President, not everything about the future of work is directly linked to technological advances through artificial intelligence. In this regard, we in the Confederation of Trade Unions draw attention to the threats posed by a reliance on artificial intelligence and automated systems, especially where there has been no effort by employers to include a just transition, not only for workers themselves but also in the context of a just transition for our economies. There is a lot of talk about transformation, but it appears that it is only workers who are expected to transform. What we want to see in the future of work is that our societies, our economies, transform to ones that truly focus on people and not on profit at the expense of the people. And this Madam President brings me to climate change and its impact on Caribbean Small Island Developing States. ‘There is no work on a dead planet’ is the well-known cry repeated by many, yet many of us seem not to relate to this in the context of the future of work. Each and every day we face the impact of climate change, the changing weather patterns that bring the longest periods of drought ever seen, flash flooding that cuts people off from their homes and places of work, and a sea level rise that threatens the very

existence of many Small Island Developing States, hurricanes like we have never seen before, and I could go on and on. So for us, resilience is high on our agenda, but we must not see resilience as a response. If we want to ensure a prosperous future and sustainable development for our peoples we must ensure that public policy and public services themselves are central in building that resilience so that we can have the future we want. The Future of Work Report speaks to the many transformations that have taken place. To be sure, there are some positive changes that we can all point to, but at the same time, in the face of technological developments, many people have been left behind. In fact, one can even argue that many people have been pushed behind. The work of the ILO through its tripartite structure and the development of norms and standards has provided the necessary tools to ensure that workers since 1919, and workers even now, move out of slavery and can live and work in dignity. The Future of Work covers more than just work itself. It is also about the future of our peoples and our democratic institutions. I daresay it is also about the future of the ILO. Workers in Jamaica and across the Caribbean want to map their future. They do not want it prescribed for them. Through the ILO, we have always promoted a human-centred approach. Let us continue to do that now and in the future. I thank you.

Mr Carlos Alberto Madero Erazo

Government (Honduras)

Delegates, representatives of workers and employers. On behalf of my Government, I would like to express my greetings to the presidency of the Conference and its distinguished guests. Madam, let me first of all congratulate the ILO within its centenary year because it has consolidated the institution of social justice and decent work. It is also an honour to consider that we will contribute towards the future and the future definition of social justice within this organization. Although again the ILO is a tripartite organization, it is a far more complex organization than just that. Again, we must remember that the national economy today is much linked to international trade and foreign investment, and this, of course, influences the life of workers and also our national economies. Madam, we would like to put up a cry from Honduras, "Bring justice to coffee." Our small coffee growers are obliged to flee the country or to go to other countries or to change the crop they are growing. A cup of coffee in New York costs \$5. In Geneva, 2.50 to 5 francs, but producers receive 2 cents only, so we must remember that many thousands of families are dedicated to coffee growing and with this special feature in our country that every coffee bean counts. The proposal is that consumers, when they go to take a cup of coffee in Geneva or elsewhere, that they should always ask themselves how this was produced. What workers hands went behind producing this aromatic drink? If producers start moving to other crops, then we will be lost. Madam, the reduction in the death rate from 90 to 40 deaths a thousand is not only important and admirable because of the efforts made by those working for justice over the past five years, it is also a revolution in development. This process has left us with more deaths than a non-conventional war, and it is the result of trouble between those who produce and those who buy drugs. It is drug trafficking, and a major difference in our country is that we are the ones that are dying. Madam, today millions of tourists are now coming to Honduras to enjoy our island, greater security, better roads, promoting tourism, supporting private companies, and these results obviously reflect a serious growth in the sector, and certainly we hope to make our country one of the finest tourist destinations. Looking to the labour scene, Honduras has managed to implement the law on labour inspection, which is a major change in labour code in Honduras since it was created. This new law certainly creates a new culture for compliance, and 81 per cent now more sanctions on companies because they have breached the law. We have also created a special tripartite table for prevention of dispute with the ILO. The table also looks to threats made to labour leaders and union members. This is excellent for our labour code. We have also brought in standards, and we have been

very successful in the application of these. We invite the ILO, in future Conferences, to create spaces where we can have an interchange of ideas with other countries and to show what we have done in terms of control in Honduras. Social dialogue in Honduras is now one of the best tools we have to building consensus, and this is leading the way to a participative and inclusive social pact, particularly in sectors such as education and health, which will allow society to find a better future. Looking back, we see the ILO as having had a very favourable impact on the development of standards and also compliance with rights and obligations within the tripartite context to which it is dedicated. The positive look at the past offers us good prospects for the future. The future of labour consists on centring on people. I am sure that our joint work will help us all to confront this to the benefit of all and peace will come the all. Thank you very much.

Mr Padmasiri Ranawakaarachchi

Worker (Sri Lanka)

Chairperson, distinguished invitees, delegates. First of all, together with my fellow members of the Worker's delegation, I wish to congratulate the Director-General of the ILO for the report. Also, I wish to bring felicitations on behalf of the entire working population in Sri Lanka for your landmark achievement of 100 years of yeomen service. Your contribution in strengthening the social dialogue and tripartism is invaluable and highly commendable. In the report, main focus is on human-centred agenda resting on three pillars. We are pleased to note your commitment for workers. It is further mentioned that with these developments there will be new jobs and countless opportunities to improve quality of work life. While agreeing on principle, I wish to emphasize that there would be enormous challenges that we will face as worker representatives. Definitely there would be new opportunities for youth who are equipped with better skills to meet the requirements of tomorrow. Youth is our future, so that we can be happy about that. How about the existing workforce? Most of them would be out of jobs since they need to acquire new skills. One remedy proposed is the training and lifelong learning. Is it really happening at the lower levels in developing countries like ours? Are they competent enough to grasp new knowledge? Are they ready for lifelong learning? Skill gaps and language barriers will pose challenges for the existing workforce, especially lower and middle level. Now the world has become one global village, there is severe competition, and the giants in the global economies dominate countries like ours. As a result, employers are fighting for their survival. They always start with automation and outsourcing. They end up with scaled down and retrenchment strategies not with retraining and lifelong learning. Due to emerging technologies, working conditions have now changed. We find virtual office concepts, flexi-work and more part-time jobs. Positive aspect is that it will encourage more women to look for employment, but it will seriously affect the employee/employer relationship, pose challenges to social security systems as well. It is expected that the whole scenario will enhance the quality of work life with workers getting a living wage. However, in our countries, living wage concept is far away, and we are still fighting for a realistic minimum wage. Classic examples are plantation and garment industries where the workforce is mainly women, especially from the estate and rural areas. They not only contribute significantly for the national economy but bringing in much needed foreign exchange as well, but for them, living wage is a dream, and there is a long way to go in achieving a reasonable minimum wage too. We are not pessimistic. We are rather prepared to face these challenges. In this aspect, both the Government and employers will have to play a bigger role to safeguard their most valuable resource, that is so-called people and workers, so we expect the ILO to play a more vibrant role. Being a developing country, we are always confronted with many inherent issues. Once we had 30-years-long disturbances resulting in a war. Once again we were very unfortunate that there was a recent Easter Sunday attack by an extremist group on three

churches and a couple of tourist hotels. There is a huge impact on economy, especially on the tourist industry. Thousands of workers have already lost their jobs and others had to forego a major portion of their earnings. I take this opportunity to thank all those who stood by us, including the ILO, and for their support in numerous ways. It was a great encouragement to all of us when we were in crisis. Now the Government has taken steps to ensure security in the country and the situation is back to normal. I earnestly appeal all of you to support us by way of taking this message across and promote Sri Lanka as one of the safest tourist destinations. In conclusion, I express our sincere thanks for the International Labour Organization and especially the Colombo Office, including the Director for Sri Lanka and Maldives, for their role in enhancing social dialogue and facilitating tripartism. Also, I thank the Honourable Minister and officials of the Ministry of Labour and Trade Union Relations for their active role in enhancing social dialogue and industrial relations. Thank you one and all.

Mr Gerardo A Martinez

Worker (Argentina)

Chair, distinguished delegates, brothers and sisters. The ILO has a key role to play in ensuring that tripartite dialogue puts us on a path towards agreements which will strengthen the role of the organization in this challenging global context. We need to face challenges and to understand the structural changes that come with globalization, which are beneficial to many sectors, which however do not solve the problems of inequality, hunger, poverty and unemployment. Sustainable development and the Agenda 2030 SDGs call for sustainable institutions which will adapt to changes in a modern world but which furthermore lay out the clear objectives of social justice. The only path to follow is through institutional social dialogue and to opt for a social contract rather than political responses in dealing with the severe problems we face. While the future of work brings with it challenges, and we see that there are new means of production as a result of technological change, we are looking at a future of work and we need a fair transition that leaves no one behind. We are not all equal. We do not all start from the same starting point, and we face a challenge to redress inequality between regions and countries. In the Americas, we are experiencing a very difficult and serious economic, political and social situation. This is a reality whereby we are seeing precarious work, inequality, poverty and a culture of privilege prevail. We cannot continue to just pay lip service to this issue year after year. In our region, workers suffer from systematic violations of their right to freedom of association. We are also suffering from persecution, violence, and we are seeing collective bargaining weakened, and there is a lack of social dialogue. The informal economy is growing. We are seeing a lack of decent work in global supply chains, and there are regressive labour reforms, and unemployment is still rampant. All of this means that alarm bells are ringing and we must heed them. We have an obligation to take note and to continue to fight. Poverty is not decreasing, nor is unemployment. Child and forced labour should not exist. Ensuring that there is gender equality in the political, social and labour environment should be a priority. We understand that the State must be sustainable, ensuring that there is legal certainty for all sectors without discrimination in order to ensure that there is a better quality of life for everybody throughout society. Argentina is currently experiencing an economic social crisis marked by inflation, unemployment, job losses, falling wages and purchasing power and whereby companies are closing and there is an increase in poverty. And this is an accurate depiction of our reality without any exaggeration or ideological bias. As we said last year, the International Monetary Fund has us in a stranglehold, and we are well familiar with the IMF and its infamous structural adjustment strategies with no regard for growth. This body needs to evolve, and it needs to modernize its strategic vision giving thought to the productive economy and driving growth without losing sight of economic stability. We do

not want to continue down this path. We do not want to be sacrificed to adjustment strategies, and we need urgent measures here and now, and these include the following. One, supporting employment. Two, restoring purchasing power of workers, and three, reducing the rate of inflation, which is a tax on poverty. Fourthly, increasing retirees and pensioners' income, and fifthly, reviving the domestic market and productive development. We know that for one person to thrive, society must thrive, and that is why we want to seek consensus. This is a time when we need solutions that can unify society. We need this as a guarantee in order to restore jobs and production as values in social progress. Chair, in a few months, Argentinians will have an opportunity to improve our future through sovereign and obligatory elections. This will be an opportunity for us to shape our future and chart our way out of this economic recession and to leave behind social anxiety. We need to come together in national unity and find policies which guarantee social dialogue and agreement and consensus. Thank you very much.

Ms Adidjatou A Mathys

Government (Benin)

President, Chair of the Governing Body of the International Labour Office, Director-General, Ministers, heads of delegation, ladies and gentlemen. From its very creation in 1919, the ILO was given the task of promoting universal lasting peace through social justice worldwide. Commemoration of this first centenary shows how well our organization has done along the path it has travelled, and it is something we can welcome. Since then, the ILO has adopted several international labour standards and implemented several programmes in the member States. The undoubted results obtained over a centenary of work, thanks to the sustained efforts of our leaders at various levels who have headed up the institution and with the participation of the member States, are a source of pride to one and all and truly deserve being commended. President, the report of the Global Commission presented by the Director-General entitled 'Work for a brighter future', which is now before us at this Centenary Session, rightly stresses that the members of the organization must seize the opportunities inherent in the thoroughgoing changes which are occurring in our societies and our economies with the important impacts they have. Here, I commend the relevance of the Centenary Initiative whose conclusions and recommendations underscore once again the human focus of programmes to come. They highlight the need to boost investment in human capacity, in institutions and in decent sustainable employment. Further, whether it be at the national, regional or global level, technology, skills and the development of human capacity and capital are growing apace and helping to improve the future of work. We must individually and collectively renew our commitment to invest in the human factor and create sustainable jobs for as many men, women and young people as possible, and that is precisely what our Government, led by President Talon, has undertaken to do since April 2016, carrying out major reform to ensure an extended and expanded base to improve the quality of life and of labour. By way of example, I could refer you to the following major actions and initiatives. Our programme to ensure human capacity building, ARCH, the main components of which are health insurance, particularly for the informal sector, pensions, microcredit and vocational training, the promotion of green jobs and adaptation to climate change. Considering the theme of violence and harassment at work, which is the second discussion on the agenda for standard setting, given that this is a subject which concerns workers, particularly women, and that its effects do not help to achieve good productivity nor to maintain human dignity at work, the Conference must effectively adopt relevant standards at the outcome of our work, and that is why our Government, through its competent structures, has been ensuring effective consistent implementation of Law 2006-19, adopted on 5 September that year, intended to punish those responsible for sexual harassment and to protect victims. My delegation is pleased to inform the Conference that Benin has just

validated its second Country Programme for the promotion of Decent Work 2020-2023. It focuses on three priorities: decent sustainable employment, social protection for the informal sector and the promotion of labour standards through social dialogue. They fit in with the Government's action programme, particularly its third pillar which deals with strengthening of human capacity, the ARCH programme I referred to, one of the highlights of our social protection programme. May I solemnly inform you that my country on 15 February 2019 ratified Convention 102 on social security, a minimum standard adopted in 1952. In taking on this commitment, Benin wished to show that it fully adheres to the centennial initiative which recommends that people be at the focus of the world of work. Long live the ILO. Long live my country. Thank you very much.

Mr Kassahun Follo Amenu

Worker (Ethiopia)

Madam Vice-President, Excellencies, distinguished delegates, ladies and gentlemen. On behalf of the Ethiopian workers' community and that of myself, it gives me great pleasure to make a speech at this annual tripartite Conference. The 108th ILO Conference is historic in that we are celebrating centenary of the ILO. In the past, we achieved a lot regarding the rights at workplace. Many Conventions and Recommendation were also adopted to improve working conditions, yet trade union movement is facing many problems. Freedom of association and collective bargaining, including the right to strike, has not been fully recognized in many countries. Some governments arrest, intimidate and they detain the trade union leaders. Unfair distribution of wealth and exploitation of workers by multinational companies are rampant. Freedom of movement is under attack in the name of security, and some developed countries blocked their borders for refugees. In this era of twenty-first century, racism and nationalism became tools to assume political power. We know that one of the causes of the First World War is nationalism. We cannot go back to the older colonization and slavery period. We need dignity, freedom, equality and justice. Madam Vice-President, the Confederation of Ethiopian Trade Unions fully supports the Director-General's Report which proposed a human-centred agenda for the future of work. Without bright future, we cannot move forward. Without giving attention for human beings, we cannot achieve our goals. Of course, for human-centred agenda and a decent future of work, we need democratic institutions and political commitment. This is because, to ensure human and trade union rights, democratic government play crucial role. In Ethiopia, basic change has come since the coming into power of Prime Minister Dr Abiy Ahmed in April 2018. Consequently, political shift in governance, opening democratic space, release of all political prisoners and allowing opposition groups, including inviting groups at exile, to peacefully operate within the country could be mentioned as positive measures taken. The premier took the initiative to end the 20 years of border conflict between Ethiopia and Eritrea. He engaged in discussions with opposition political parties to amend the anti-terrorism law, the concrete action taken in media liberalization. Further, he took affirmative action making 50 per cent of women in the cabinet. Regarding workers' right, the revised labour law was discussed at the cabinet level and is submitted to the Parliament for adoption. In this revised law, for the first time, the Government accepted to establish minimum wage council. However, more measures need to be taken to ensure workers' right in the country, including freedom of association and the right to collective bargaining. In conclusion, Mr President, as trade union leaders, we are committed to play our role in the process of building a just and equitable future of work, and I want to request the ILO's technical and financial support for the realization of decent and sustainable work. I thank you for your attention.

Mr Wils Rangel

Worker (Bolivarian Republic of Venezuela)

Are we facing a terrifying future for work? The workers of the Bolivarian Republic of Venezuela would like to thank the President on this historical 108th Centenary Conference and also thank the Director-General, Guy Ryder, who has obviously shown a great concern for the future of the working world. Given the terrifying scene that we have, and certainly confronted in Venezuela at the end of 2011, the neoliberals could find no way out of their crisis, out of their debt or of austerity, and of course, they could not move forward with an unsustainable economy. And this, of course, was facing financial speculation, also not protecting natural resources, and seeking production and stimulating fast returns. So what can we do? It is urgent to act against this financial speculation. We must have an economy in place in the world that respects our world and also looks to major investors if they are going to destroy picking up the tab at the end. To have participative active democracy, this means that social movements must obviously work to look to responsible indebtedness. After all, how many planet earths can we destroy for neoliberal accumulation? We are facing economic growth that devours nature and is a systemic crisis. We need more control on production, social and ecological balance in order to look for less aggressive and less environmentally harmful production methods. If we do not change the model, we will end up thinking we can change the world, which we cannot. And therefore, we do not have many hopes in view of some of the recipes they are coming up with, and therefore it is a priority to try and look to the roots of the neoliberal model and to try and humanize humanity and avoid what they have been doing. The hybrid form of work contained in the flexicurity category, which is proposed by the Director-General of the ILO, increases professional infirmities and illnesses. As we know, health and safety are essential, and they are closely linked to uncertain growth of jobs and work, laying more emphasis on independent workers who are not organized who are broken up in terms of their conditions of working environment. We must look to what is coming also. Technological change is here, and we have to be ready for it. Again, if we consider the grim future of the technological impact on the quality of jobs, how we are going to deal with this, we cannot just sit back and resist. So therefore we must look to industry and try and look to a better use of materials, and this is imperative to guarantee reforms and to avoid just speculation and maximum gains. The success of the ILO in its centenary year has, I feel, been good in the past hundred year, but it has to be far more ambitious in its plan for the future so that we have to face the terrifying future that is there. And certainly we need to come out of a circle of economic gains when people are unfortunately unable to fight for daily labour, and this means there are loss of jobs. And also, after 20 years of gain and achievement, we are now coming back to imperialism, and today we do not want the ILO transformed into another instrument for other powers. Therefore, we must decidedly ask the ILO not to allow any political or imperialist manipulations. Again, we express our solidarity with the workers in Palestine in their struggle for a sovereign state, and we are in solidarity with all peoples throughout the world who fight for a better life and better jobs and also to achieve peace. The world is possible, but we must have it with workers, male and female. Thank you very much.

Mr Joseph Farrugia

Employer (Malta)

Madam President, tripartite colleagues. The first satellite images of our planet in the late 1950s altered, in many respects, the way many people look at the world. This technological development made us reflect that, from a distance, the world is a place with

immense but finite resources. Weather patterns across the globe became interconnected, the depletion of forests and the impact of human activity became evident through this new visual perspective which certainly contributed to enhance awareness of global challenges. Although there were no satellites in 1919 when the ILO was founded, it was nonetheless driven by an understanding that world leaders and social partners needed to look beyond national borders and adopt a global perspective to address something that cuts across all countries and cultures. That is the world of work. This global vision, supported by the pillars of tripartite social dialogue, has created over the course of a century many instruments that have affected billions of people in so many countries through the setting of labour standards that elevated the quality of people's lives through dignified employment. The history of the International Labour Organization is an evolution of fundamental principles and rights at work but addressing a labour market which is constantly evolving, requiring new approaches and solutions, which is up to the social partners to design and implement. Today, we are face to face with the fact that digitization and automation, which characterized the Third Industrial Revolution, are evolving into an ever more intimate interaction with technology in every aspect of our lives, including the physical, digital and biological dimensions. This Fourth Industrial Revolution, as explained by Professor Schwab in his seminal book by the same name, is already influencing the world of work. It can improve people's lives in many ways, but the benefits may not be distributed evenly and it raises the danger of rising inequalities. Social partners, at national and international level, must work together to ensure that societies master this technology, not become a slave to it. The threat of job destruction is a reality that many economic sectors and countries may face, but with adequate planning and investment in people's capabilities, the net effect will be positive even in employment terms and will bring the global society closer to achieving the targets set by the eighth Sustainable Development Goal which promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. This technological revolution also blurs the traditional divide between standard and non-standard employment through diversified and flexible methods of work organization, something which is also acknowledged in the report of the Global Commission on the Future of Work. The achievements of the ILO have to be seen against the backdrop of many human failures in the world of work that still exist today, and which unfortunately may also be escalating due to increased international labour mobility. Theresa May's passionate appeal to address modern slavery during her address in this Conference cannot fall on deaf ears. As a representative of Maltese employers, I stress our commitment to employment in the private sector which is productive and dignified and decent. We support the recent setting up by the Maltese Government of an enforcement unit to tackle illegal employment in Malta. Enforcement is Government's responsibility as lack thereof creates an uneven playing field between companies that operate with full respect to human rights and regulations and others that may exploit an unfair competitive advantage through criminal employment practices. Indeed, we have always supported the idea of less prescriptive labour market legislation but with realistic regulations which are clear and enforceable. Our economy is passing through a phase of unprecedented economic growth, comparable to that prevailing in Asian economies, and rapid social transformation. This impressive growth raises its own challenges. Amongst them, labour market shortages, wage inflation which outpaces productivity, overdevelopment and demographic issues resulting from an increasingly multicultural society, challenges which are not necessarily reflected in the traditional measures to Gross Domestic Product. This makes the involvement of the unions and employer organizations even more essential in government decisions if this growth is to be sustainable through social dialogue which fully respects the fundamental right to freedom of association. Companies and employees should be free to organize themselves and be represented as they deem fit with neither hindrance nor coercion to join or leave unions or employer bodies of their choice. Concurrently, government has an obligation to assist the social partners in capacity building for them to fulfil their roles and provide services to their members. In conclusion, the foundation on which decent work rests is the creation of an enabling environment which is conducive to job creation. The role of the private sector, from

global organizations to the millions of microenterprises that exist worldwide, will always remain an integral part of the solution to achieve an inclusive labour market that truly does not leave anyone behind. Thank you very much.

Mr Moudassirou Bachabi

Worker (Benin)

Your Excellencies, President of the Conference, Director-General of the International Labour Office, distinguished officers, distinguished delegates and guests, dear friends from the media, ladies and gentlemen. It is my privilege to address this distinguished assembly on behalf of the delegation of Beninese workers at this the 108th Session which coincides with a major event in the life of our organization: its centenary. Ladies and gentlemen, a hundred years of struggle for equity and social justice in labour relations. Yes, a hundred years of consensual approach through an inclusive, rigorous dialogue to establish humanity in the relationship between, and cohabitation of, capital and the labour force. However, and unfortunately ladies and gentlemen, even if the various distinguished guests and speakers in this podium have shown us that the situation is not the same worldwide, the path we have to travel to achieve the universal ideal remains a long one fraught with so many challenges for almost all States and requires more and more active solidarity on the part of the international community. There are many complicated, multifaceted challenges because they involve not only traditional professional relations but other subjects as well such as public freedoms, the environment, the impact of technological progress on the quality and future of labour relations, democracy in our States, to name but a few. You may recall, ladies and gentlemen, that at this same podium, the workers' spokesman of my country in the 107th Session drew our attention to this situation stating that: "Recently, Benin has had to face a decline in collective bargaining and union freedoms. Despite a body of law which factors in international standards, a series of laws and governmental practices have started to disrupt labour relations making thousands of workers even more vulnerable. The relevant provisions for the protection of labour rights have unilaterally been called into question with the same old excuse that we can create jobs if we attract investors. And attacks on our social and union acquis are continuing, particularly with the sinister legislative attack on the exercise of the right to strike for health workers and workers in the legal system." The situation has got even worse since then. There is more and more calling into question of democratic, social acquis and even the very spirit of international labour standards, which my country has ratified with the adoption of a number of laws and underhand antidemocratic measures. And several workers' organizations in our country have approached the Committee on the Freedom of Association to ask it to shed light on and remind the authorities in my country of the content of the letter and spirit of the right to strike, that it give its opinion on what we believe are dictatorial shifts in policy and the prosecution and the detention of some of our workers in an arbitrary way which we have noted. We need here to call for solidarity on the part of the international community to help us fight for a more democratic country with an inclusive, respectful dialogue leading towards a viable human society based on human universal values. Thank you.

Ms Alimaa Baasansuren

Government (Mongolia)

Mr President, distinguished tripartite delegates, ladies and gentlemen. It is an honour for me to take this opportunity to take a statement on behalf of the Government of Mongolia at this session of the International Labour Conference. Once again, I am honoured to say that Mongolia is one of Asian countries who ratified eight fundamental Conventions since we became ILO member. Within the centenary of the International Labour Organization, Mongolia highly values its cooperation with the ILO. The Government of Mongolia organized the national conference on employment promotion and inclusive social welfare and the national tripartite meeting on the Future of Work in strengthening tripartite consensus mechanism. Today, the global transformation in the world of work, such as advanced technologies, digital age, climate change, gender and pay equality, reduced labour force participation rate and change of demographic structure, have brought effects to our labour market. For instance, demographic trends, an expanded ageing population by the year of 2030 that requires us to develop predictive labour policies and coordination. Thus there is another big transition of workforce structure in the line with the emerging economic growth worldwide. Furthermore, we all see such economic transition and increased investment that creates a huge demand of qualified workforce. In addition, progressive changes are both in people's capability, skills and labour market demand. Technological advances, including artificial intelligence, automation, robotics will create new jobs, but existing job places will be reduced, and the scope and content of existing work is going to be changed in the future. Therefore, the Government of Mongolia initiates programme aimed at increasing awareness of decent work for all, developing new policy and strategy on decent work with consideration of labour market trend, employment promotion in remote areas and ensuring equal employment opportunities for women and persons with disabilities. By the result of this action, the unemployment rate reduced 8.6 per cent in 2016 to 6.6 per cent in 2018. However, we face increased workforce in low paid sectors such as service and retail sectors and wage gap between male and female workers was 8 per cent in 2000 when it reached to 16 per cent in 2017. Therefore, minimizing the wage gap between male and female workers and ensuring equal remuneration for equal value are vital issues to prompt solution. In conclusion, I am pleased to note that the Government of Mongolia welcomes to reflect three main proposed goals of human-centred agenda by the Centenary Declaration, including investment in people's capability, investment in institution of work and investment in decent and sustainable work into the national policy and strategies. In addition to that, one of the main theme of this session of ending violence and harassment at the working places has been reflected in the new labour law draft and submitted to parliamentary discussion in these days. Ladies and gentlemen, considering the importance of ending violence and harassment in the world of work, the Government of Mongolia strongly supports its effectiveness and in the form of Convention and Recommendation. I wish very successful Conference to all. Thank you very much for your kind attention. Thank you.

Mr Juan Antonio Ledezma Vergara

Employer (Panama)

Director-General, President of the 108th Conference, delegates, ladies and gentlemen. We are celebrating the centenary of the oldest, most dynamic and most representative of the United Nations organizations. It is very moving to look back at the hundred years of the organization's history. We see the rich iconography and insightful speeches which mark milestones in the development of countries and the world, and these bring us to remember

people who dedicated many years of their lives in fighting for a better world. We think of these people who were skilled in seeking agreement, compromise, dialogue and negotiation in order to reach consensus in difficult times. Our organization was founded in 1919 after the end of the First World War and based on the Treaty of Versailles which says that social justice is essential for permanent universal peace, and this premise remains unchanged just as the tenet of the Philadelphia Declaration remains equally relevant today. This was adopted on 10 May 1944 and, among other things, it stipulates that work is not a commodity, that the freedom of expression and association are essential and that poverty anywhere is a danger to prosperity. Despite all of this, we cannot deny the fact that the world we live in has changed and that the changes are the result of technological progress and these changes are taking place at a dizzying pace which constitute a major challenge for workers, employers and governments around the world. The Director-General's Report depicts soaring growth in the global population which include, firstly, approximately 190 million people who are unemployed, and secondly, 2 billion people who depend on the informal economy, which results in unfair competition for businesses that have been set up legally. Thirdly, 300 million workers who live in extreme poverty, in other words on less the \$1.90 a day, and fourthly, before the year 2030 we will need to create 344 million new jobs in addition to the 190 million jobs required to put an end to the current unemployment. Adding these numbers together, we see that we need to create 534 million new jobs. Furthermore, we note that while there is technological progress, artificial intelligence, automatization and robotization, which is creating new jobs, at the same time it is those who are the least prepared who are going to lose their jobs, and they are not going to be able to benefit from new opportunities because the skills of today are not going to be in tune with the requirements of the job market tomorrow. Now I would like to state that I am not being apocalyptic. I am paraphrasing the Director-General's Report, and we welcome the Director-General's Report which lays out a programme for the future of work including the following: increasing investment in the capacity of persons so that they will have access to lifelong learning, and secondly, allowing workers to be competitive and productive in order to have a smooth transition in this changing world. Likewise, we note the proposal to increase investment in sustainable and decent work. At the same time, we need to be clear that in order to achieve this, we need to bear in mind the following. Namely that there is no decent work without sustainable businesses, that the jobs that we need in the world today can only be created by private business. Thirdly, we need for all countries around the world, and also for international organizations, to draw up long-medium and long-term plans and policies which will support the creation of new business and to boost and protect investment and its returns and which will fight against the informal economy, facilitate transition to the formal economy and eliminate unnecessary red tape which puts a brake on entrepreneurship in order to be able to create the decent jobs that this world needs. Otherwise, in a short period of time, we are going to find ourselves in such a desperate situation that it will be similar to that in 1919 which led to the creation of this organization. I would like to make an appeal to the sector of our workers and the Government to work together with us because we see that our labour code needs to be updated in order for us to have a productive and competitive economy in our country. Thank you.

Mr Mohamed El Habib Bal

Government (Mauritania)

Madam President, heads of delegation, ladies and gentlemen. It is an enormous honour for me to be able to address distinguished participants in this historic 108th Session of the International Labour Conference on the occasion of the hundredth anniversary of the organization. I'll take this opportunity to extend our congratulations to the President and elected officers for the Centenary Conference and wish them every success as they steer us

through our work, and we would also wish to commend Director-General Guy Ryder for the tireless work he does to serve the organization. Madam President, ladies and gentlemen, the prime role played by the ILO in promoting social peace, decent and sustainable work, needs no more proof, and it is all the more deserving since we are living in a tormented world of constant change. The report compiled last January by the Commission on the Future of Work enjoys full support from our country. Continuing improvements in living conditions for workers in Mauritania and putting flesh on their legitimate aspiration to decent work are a strategic thrust of our public policy. Our President, Mr Ould Abdel Aziz, pays particular attention to these issues. Indeed, the Government, headed by the Prime Minister, Mr Ould Béchir, is working apace to strengthen the ramparts for social peace, expand social protection and provide universal medical coverage, as well as combatting all forms of marginalization and poverty. To ensure an effective strategy, over the last ten years our country has undertaken thoroughgoing reform placing wage earners at the heart of development policies. We have seen the establishment of a national social dialogue council, a tripartite body which is responsible for promoting social dialogue with substantial powers to allow our workers to tackle the challenges facing them. In the same vein, several programmes have been implemented or will be implemented. We could give a few examples. I am thinking of the development and implementation of a project to combat child labour and a project to combat forced labour with the assistance of the Office and the American Department of Labour. This initiative follows on from the ratification by our country of Convention 29 on forced labour, particularly the 2014 Protocol, and it will, in the long run, allow us to put an end to all practices assimilable to forced labour. More particularly, those resulting from slavery. My country, which is one of the pioneering countries of Alliance 8.7, was the third country globally to organize a workshop to launch this initiative. My country would like to take this opportunity today to thank the International Labour Office and other partners for the valuable support they continue to provide us. Other programmes, no less important, are currently being developed. We are looking in particular at the implementation of recommendations from the labour administration audit carried out by the ILO Governance Department at the request of our Government. The immediate effect was to separate out the monitoring services from the services responsible for labour disputes at the inspection level. We are also looking at the adoption of statutes for state workers which meet the demands from the professional organizations in the public sector, making it possible to regularize the administrative situation of several staff members who were not permanent staff workers working in the various ministries. We have created thousands of job opportunities, with a percentage going to persons with disabilities in the context of competitive exams to recruit civil servants. We are continually improving payments from the national social security fund and the national health insurance fund, which have expanded the number of those benefitting from this. I wish also to announce that last month we ratified two international legal instruments: Convention 143 on Migrant Workers and Convention 144 on Tripartite Consultations on international labour standards. These latter ratifications bring to 46 the number of instruments ratified by our country, including the eight fundamental Conventions, three governance Conventions, one Protocol and 34 technical Conventions. Every success to our work. Thank you very much, Madam.

Mr Mario Rojas Vílchez

Worker (Costa Rica)

President, ladies and gentlemen of the workers, the governments and the employers, diplomatic missions. Today, we are celebrating a hundred years of the ILO at a time when the world is facing a rapid rise in inequality and poverty and weakening in the quality of labour relationship in all countries throughout the world. The ILO came into being to combat existing imbalances in the world of work, and this is why the Philadelphia Declaration

established that peace can only be achieved if we combat injustice. For our country, Costa Rica, the standards and the guidance and the ILO are essential because we know that these contribute to achieving decent work and maintaining social peace. This is why, as we celebrate the centenary of the ILO, employers, workers and governments must protect this organization and its international instruments and help it towards continuity in creating international standards as a guiding framework to work throughout the world. The ILO must continue to protect its essential task of preparing standards. The major challenges of automation and the new technologies that now face the working world lead us to thinking of new ways of organizing ourselves so that this modernization is not used as an excuse to destroy labour rights, whether individual or collective, but should be a fundamental guarantee to protect human rights. Union freedom should prevail and should be the prime preoccupation of the ILO. In Costa Rica right now, and in contradiction to the ILO and to progress made in a century in promoting social justice, the legislative assembly is passing legislation that is in clear contradiction to the ethical grounds for union freedom. Costa Rica has majority political trends that aim to eliminate through recent labour reforms and is now passing laws that aim seriously to affect freedom of expression, the right to demonstration and strikes, criminalizing social protection and also punishing strike action by dissolving the unions. Given this, we ask for the solidarity of the ILO, of the whole international union movement to help us confront the events I have just described in Costa Rica so that we can return to being a democratic State working in freedom. And lastly, I would like to conclude by saying that we share what is being said by the DG of the ILO, Mr Guy Ryder. In this Conference he said that union freedom is essential to protect social justice, to protect harmony, fighting against injustice. Implementing social dialogue is essential. In this way we can sustain the world pact, and this will mean that we can have a long lifespan for the ILO. It is essential to all of us. Thank you.

Mr Francisco Gonzalez De Lena

International Association of Economic and Social Councils and Similar Institutions

Thank you very much, President, delegates. Thank you for this invitation to participate in this Conference. One more year has gone by, and our organization is honoured to participate in this International Labour Conference. This year, our delegation includes the Director-General and the Economic and Social Committee. We are delighted to be able to be here and to celebrate the ILO's Centenary. Our organization brings together 60 economic and social committees from around the world. Among our objectives, we promote social dialogue in the world. This is an objective that is at the heart of our activity and that of the ILO. Last October, the ILO and our organization renewed our cooperation agreement. On this occasion, Mr Ryder, the Director-General, honoured AICESIS, calling this cooperation a strategic partnership. We will soon have an opportunity to implement ILO work looking at the future of work, and we will do this together, also drawing on the work that we are doing in our organization on the digital society. As you know, the digital society is a pillar which is part of the ILO's assessment of the Future of Work. I would like to turn now to parts of the Future of Work Report that I think deserve to be highlighted. Firstly, we need to highlight the need for decent work, and we are looking at a need to renew labour institutions and social institutions, and we also need to review social contracts. These three issues that are outlined in the report can also be applied to another very important issue that is being addressed in this Conference, namely the fight against violence and harassment in the world of work. Let us begin with decent work. Work is part of our social life where there can be equality. However, unfortunately the world of work is also somewhere where equality can be under threat, and it is for this reason that decent work is a starting point to ensure that we have equality in our societies. Above all, I would like to focus on gender-based equality.

Access to work means that we need to involve women in the world of work, and including women in the world of work is not going to have the positive effect of promoting equality if it happens in conditions whereby they get unequal treatment such as less pay or different working conditions. And inequality is also apparent when we see that women's dignity or health is jeopardized as the result of violence or harassment in the workplace. A working environment where there is the risk of violence or harassment is detrimental to women in the workplace and discriminates against them. Secondly, we are talking about reforming labour institutions, and in doing so it is important to note that both in the report, as well as in looking at new technologies, it is important to ensure there is protection against harassment given new technologies in the workplace. And we also need to promote social dialogue above all because social dialogue is the foundation of any action that we take. And finally, I would like to say that these three axis of action, decent work, giving new light to social pacts and also reforming labour institutions are three axis of actions that we are also working on in our organization, and we would like to express to you our commitment to continue to work together with you in these key areas. Thank you.

Mr Emad Hamdi Hemdan

Arab Federation of Petroleum, Mines and Chemical Workers

President, ladies and gentlemen, I am delighted to be able to address this forum on behalf of the Arab Federation of Petroleum, Mines and Chemical Workers, representing those member countries of our federation which is believed to be the oldest and the strongest of the Arab Union's federations. We were set up in 1961, and we have some 20 million workers in the Arab world. I am also delighted to take the floor on behalf of all of the institutions which make up our federation, and on their behalf I would like to congratulate you and the organization on this centenary. Our Arab Federation believes in the importance and role of social dialogue amongst the social partners. In this respect, we have adopted a new strategy for action. This occurred last year, and to this end we have organized several conferences in Egypt, where we are based, and in other Arab countries, and we have signed cooperation agreements with several union organizations. Currently, we are preparing an Arab African conference, and we will also be organizing a major economic conference which will be focussing on work and the workers. Our work has been based on the clearly expressed political will and the commitment of social partners, as well as mutual trust amongst social partners to build and consolidate social dialogue. We need strong Arab unions which are both representative and independent. We also need to see full respect for all fundamental rights in labour relations, and in particular, respect for union freedoms and for collective bargaining as provided for in Conventions 87 and 88. I would like to say a word about our view of the future. First of all, our focus, and that is the case for all Arab countries and peoples, is the Palestinian question. We would like to see Palestine be represented within the next Conference as a State with Jerusalem as its capital, and here I would call upon countries worldwide to work to establish peace and stability globally, particularly in the Arab world. I would also call upon you all to realize what the cost has been of all of the wars which Arab countries have suffered. The outcome has been 14 million people killed, 8 million displaced persons, millions of people killed, 25 million unemployed, \$900 million worth of infrastructure completely destroyed, 70 million Arabs living below the poverty line. I would also remind you that we need all to work to face all of the challenges complicit in terrorism, threats to security and in the lack of strong legislation. I would call upon you all to work with us to ensure that we together can work to achieve peace, to establish justice and the rule of law. We stretch out our hand to you all to work together to build and to develop our economies to the benefit of the workforce. Work with us to put an end to all forms of exploitation exercised by the major multinational companies. We want to build a world of justice and to achieve global peace in the interest of our workers. Let me

also remind you that the history of this international organization has allowed us to cooperate and to work to this end. Thank you very much.

Ms Rosa Pavanelli

Public Services International

In 1930, Keynes predicted for the twenty-first century an age of leisure and abundance, with 15 working hours a week thanks to new technologies. In 1980, André Gorz said: “The abolition of work is ... already underway. The manner in which is to be managed ... constitutes the central political issue of the coming decades.” The reality is that it is still impossible to imagine a society without work. Moreover, work has intensified. It is more precarious. It is less and less a source of income and livelihood. PSI welcomes the Commission’s report for its coherent, comprehensive, and balanced approach to guide the ILO constituents in the discussion of the Future of Work. PSI agrees with the calls for universal social protection for all, a new social contract, the dire need for fair fiscal policies, respect for equality and diversity, sustainable growth and development in all societies. Technologies and science have improved our lives, but creativity, innovation, and progress are not virtues of the private sector alone. It is thanks to public institutions, universities, hospitals, research institutes, the military, and others, if we can enjoy Internet, GPS, smartphones, speech recognition, Google and much more. They still play a key role in innovation and development. In the era of algorithms, we need more transparency, accountability and regulation. Powerful businesses base their action on secret agreements, proprietary and gag rules, while our lives are increasingly becoming open books. This is a threat for workers, for people, but more important, for our democracies. A jobless future decided by few technology firms is neither desirable nor inevitable. Instead, it requires the guidance and responsibility of governments on the whole process, regulating the role of IT companies, ensuring strong, democratic governance and protecting data as public goods. Changes do not occur at the same pace in all the places. Almost half of the world’s population still lives in rural areas and depends on rural economy. The majority of women continue to work in agriculture. Ten years of austerity and neoliberal policies for most people meant a reverse journey to poverty and even exclusion, and it is not the technology and lack of investment to blame but ideology and politics. The UN Special Rapporteur on extreme poverty and human rights has criticized how the financial institutions, corporates, and even the UN, have aggressively promoted privatization of public services, regardless to the human right implication or the consequences for the poor. Failing to address this issue now will lead not to a brighter but to a darker, dangerous future, yet the OECD estimates that public services account for 76 per cent of the disposable income for the poorest. Implementing the SDGs will require to hire 13 million healthcare workers, 69 million teachers, where women account for 70 per cent of the workforce, and millions of new green decent jobs can be created to prevent disasters and build resilient communities or in ensuring universal social protection. This requires strong public investment and regulation, fixing the broken global tax system and reduce the power of corporates over government and international institutions, including in the ILO, to reduce injustice, re-pristiniate fairness in our societies where the public interest is ensured by the State and the private sector contributes to the economic growth of our communities. Peace is threatened by conflicts, racism, xenophobia and fascism. It is imperative to address the root causes of social injustice, as the ILO Constitution states. Respect of workers’ rights, freedom of association, collective bargaining, the right to strike must be ensured to all workers, no matter if permanent or temporary contracts, if working in the real or digital economy, if natives or migrants or refugees. During one century, the ILO has helped improving workers’ and people’s lives. To peacefully navigate the twenty-first century, the ILO has to reinforce its tripartite nature

and its mandate, addressing the issues that really matter to ensure dignity and decent work for all the people. Thank you.

Mr Quim Boix Lluch

Trade Union International of Pensioners and Retired Persons

Ladies and gentlemen, this is the fifth time that I take the floor before this plenary on behalf of the pensioners and retired workers in this world. Nobody has responded correctly to the claims we have made for these pensioners and retired people. After the years, 100 years have only been defending the rights of capitalists, but the pensioners and retired people certainly were trying to organize them, and they are certainly ready to fight, and we are ready to fight on our experience. The whole world population, almost 30 per cent of those who vote, are actually in this category, and we are trying to defend their rights because our slogan is 'Long and dignified life for pensioners and retired people'. And at this Colombia country, where unfortunately the capitalists are controlling them and keep people in poverty, assassinating union leaders and workers. The movement for pensioners and retired people, TUI of the WFTU are working on five continents, and we have raised this flag, and we will again look to Brazil and the name to protect the right to demonstration and strike and also the right to our older people. Long live the working class. Long live the World Federation of Trade Unions. And we need drinking water. We need health centres. We need decent access to transport, free public transport. And lastly, they need to have social security payments paid by the State for all those who are unemployment. This can only become a reality in our world thanks to trying to achieve more, and again the countries that are building up socialism, and in Russia, there, they have achieved more and they are now trying to do this in Venezuela if the USA does not intervene to prevent this. We have high welfare payments, but thanks to the unions, these have been reduced somewhat. But now the system that is driving capitalism is the International Monetary Fund, working to remove these rights that we have achieved for people. When you reach retired at 70 years or more, they are trying to reduce what is paid by way of a pension, to drop those pensions, and this based on experienced practised in Chile under Pinochet who was supported, unfortunately, by the right-wing unions. The working class looked to private pensions, and again certain unions will support this move, and this of course is to betray the needs of pensioners. The capitalists in the International Monetary Fund, the European Parliament, on 4 April passed the PEPP, the European private pension scheme plan, and there the major European banks are going to profit. Again, they are digging into the public pension plans. Throughout this world, we have to organize and we have to say no to private pension plans, and this is why no PEPP. This is why, on 17 June, in most countries in Europe we will go into the streets, and in the Spanish state that I come from, we will again rise up in defence of public pensions, and we have nearly 300 locations that we will be present. We will go to the street and demand the European Parliament to remove their private pension plans. There is money in the world, and it is certainly possible to pay public pensions but only with the imperialist spending. Only by nationalizing the actual banks can we actually build socialism. This is why I conclude by saying long live the working class. Long live the World Federation of Trade Unions. Long live socialism. Long and dignified life for retired people and pensioners. Thank you.

Mr Albert Emilio Yuson**Building and Wood Worker's International**

Chair, delegates and colleagues. A century ago, the mission of the ILO was, and it remains, peace. Peace was social justice. Peace was fairness, and peace was about rights. The centenary is not a time to adapt values for today's fashions, to accept that the labour of a human being has become once again a commodity or to decide that human dignity should belong only to those who can afford it. It is, rather, a time to renew the social contract that spawned the ILO. Much progress has been made in a century, but this anniversary is a good time to go beyond the celebration and compare modern times and actions to important principles and values of ensuring the rights of all workers. Have standards become acceptable only if it does not interfere the market? Have relations of the social partners that produce negotiations and reasonable compromise too often been replaced by relationship of the rulers and the ruled? Have the very operation of genuine democracy been crowded out by fear, hatred, disinformation, manipulation, and brutality? In the ranks of the BWI, we rarely see people in the arena of battle trying to destroy others. Instead, we see human beings in our families, in neighbourhoods, in communities, in workplaces, who understand that progress and better lives for all depend on collective action and solidarity. The values and standards of the ILO are central to the work that we do every day. The ILO Commission on the Future of Work argued for a human-centred approach for the future of work. In other words, the future of work means the future of the workers, the future of the human beings, and they addressed the issues that rob workers of its rights, its security and its dignity. It is vital that multilateral institutions, multinational companies, who are having impact on the lives of the workers, should participate in this discussion and commit to the ILO standards. The Commission took the market into account, but they did not worship nor consider it infallible. They said that without action to correct the course of the global market, we will be sleepwalking into the world that widens inequality, increases uncertainty and reinforces exclusion, with destructive political, social, and economic repercussions. The values and standards of the ILO are more necessary than ever. BWI supports the call for a Convention on violence and harassment in the world of work. We have an incredible opportunity to adopt a new Convention that will help us shape the next hundred years by protecting workers and, in particular, women workers from violence. If we are to measure to our values for the future of work, we must take inspiration from those who built the ILO. They were not cynical, nor they were afraid of their shadow. Rather, they mobilized and acted with the same will and a sense of urgency that made it possible to survive hundred years. I would like to end my intervention by recognizing the thousands of women who were on strike today in Switzerland demanding gender equality, equal pay, respect and dignity. I join of you to join me in supporting the women's strike today. Thank you.

Mr Abdelmoula Abdelmoumni**Union Africaine de la Mutualité**

President, Director-General, ladies and gentlemen. President of the UAM is pleased to be here to participate in the work of your institution, to discuss the activity reports of the organization. I would like to thank the people who work in the ILO for their valuable assistance that helps us to conduct our mission. This year, the annual general meeting of the UAM was held, and at that meeting it elected its different structures, and this meant that we had to become members of ECOSOC of the UN. This would, of course, drive our actions more positively in terms of social security at a world level. The objective of Morocco as the President of the UAM, and through the MGPAP Morocco, which is the biggest insurance

organization in Africa, is consequently able to achieve the demands made of us and also to respect the confidence placed in us by the member States of the union. And obviously, we have an interface therefore between the African countries and the different stakeholders at national level and within the insurance sector so that we can represent them and add to their status in the world. Study days were held in Morocco so that good governance could be used by those in the mutual movement. The fact that we, of course, receive money only from those members, and also the funds are invested but this, of course, means that correct regulations for good governance must be used. And with this in view, we adopted, during one of the study days for mutual governance in Africa organized on 2017 in Morocco, the charter for governance of African Mutual Organizations who are members of the UAM, and this became the Declaration of Rabat. We wish to reinforce medical coverage by increasing rates and allowing citizens better access to care. This is one of the main objectives. This is a lasting development by 2030 so that we can, like the United Nations, promote societies for social protection throughout the labour world and in the ILO and UN. Also, we are part of the 2064 African Union Horizon, so the idea is to establish the principles of equality and social justice with economic development and to also increase the level of social coverage. So we have created the World Union Of Mutual Organizations at a ceremony. This happened in June in 2018 here in the United Nations. Morocco also has launched, after its hundredth year, just like the ILO, celebrations. So this year, it is the centenary of the beginning of the mutualist movement, just like that of the ILO. So this, of course, we are very proud of, and also our mission and our efforts will be conducted in such a way that they will align with the UN and ILO. Our efforts, of course, are part of the request made by the King of Morocco, Mohammed VI, and in his speech from the throne on 29 July 2018, he invited all the members of Government and the different stakeholders concerned to adopt a global restructuring and very wide-reaching programmes for national policies for social protection. So again, at the World Health Day, the King was present in Rabat in 2019. He said that primary healthcare allows universal healthcare to become a fact, and through this we need to adopt insurance mechanisms and be in solidarity with those so that we can face risk and the tendency for health expenses to grow exponentially. Primary healthcare obviously is important, and we need to adopt insurance mechanisms that will help us defend health as a whole. Ladies and gentlemen, it our hope we would like to see, through the ILO, these governments and the unions and the workers doing everything to understand our action. The aim is obviously to protect the dignity of the African citizen. Thank you very much.

Mr Vladimir Shcherbakov

General Confederation of Trade Unions

Mr President, distinguished participants. This 108th Session of the Conference is a special jubilee event opening up a new page in the history of the ILO entering its second century. We need to look back at what we have done, but we cannot ignore the future. The active successful presence of the ILO in the international arena shows how topical its mandate is. Throughout this period, it has consistently been putting into life the principle of social justice and civilized relations in the labour sphere. We have seen the birth of the concept of social dialogue. It is an active supporter of workers as the conduit for this policy. Thanks to the efforts of the ILO, mankind has managed to put an end to many of the gross manifestations of discrimination and injustice in social, employment and policy. It is to the benefit of the ILO that it is the first organization within the UN to brandish the slogan of social justice and to conduct a campaign to achieve this. It enjoys support from unions worldwide. Thanks to its in-depth studies, decent work for all has made a substantial contribution in order to implement the social dimension in globalization. As it enters the second century of existence, it needs to acknowledge its future role. We have the report from the Director-General before us, and in the draft Declaration of the Century we have strategic

aims which are of primary importance for the future development of labour relations. We thoroughly support the positions in these two founding documents. We approve the basic thrust of activity in the ILO to respond to the challenges in the global labour market which are undergoing such thoroughgoing changes under the influence of the fourth technological revolution and other factors of global development. We are particularly impressed by the fact that in both documents there is clear establishment of the priorities and interests of people in work. We are pleased that, in the report and the Declaration, particular mention is given to respect for labour standards as the necessary condition for the future formation of the world of work. We will always support the standard setting activities of the ILO, and this is what our members are working towards. For 14 years now, we have been conducting union monitoring of ratification and compliance with the Convention for countries in our region. We will do our utmost to promote the rapid approach of a new, fairer future for the world of work. At the same time, the current model of the international economy, instability and development, corporate selfishness and neglect of the primary needs of workers is not a good foundation for this construction. This is the view of unions worldwide, and thus for unions the fight for the formation of a new future in the world of work will need to be accompanied by the fight for a new model global economy based on social justice, models which respond to the needs and aspirations of our people. A major achievement, we believe, needs to be the global realization of the Decent Work for all Programme. We are far from believing that all issues in the world of work and the social issues can be resolved just within the ILO, and its programme documents and the Global Report and the Declaration of the Centenary will give participants in labour relations a clear idea of where they need to move in the next century. And the main mobilizing role in ensuring its success needs certainly to belong to this International Labour Organization which has the most wealth of experience in combining the efforts of government, employers and workers around the common aim we face. Thank you.

Ms Lorraine Sibanda

StreetNet International

To the distinguished house and delegates, congratulations on the Centenary Celebrations of the ILO. I am Lorraine Sibanda from Zimbabwe. I am the StreetNet International President and also the Zimbabwe Chamber of Informal Economy Associations National President. StreetNet International is an international federation of 54 organizations in 49 countries in Africa, in the Americas, in Asia and in Europe. We represent 600,000 members. StreetNet represents one of the most vulnerable categories of workers who engage in the informal economy as a means of livelihood and survival, in a world of increasing informality and precariousness as employment opportunities are shrinking daily. Tripartite collective bargaining processes also, to a great extent, disregard the nuances in various sectors. Street vendors are the best example of a category of workers who are omitted from the general category of workers. The State itself has the responsibility to protect the rights of those workers who contribute significantly to the income of cities, municipalities and ultimately, their national incomes. Public spaces have to be accepted as places of work, as stipulated by the ILO Recommendation 204 of 2015 on Transition from the Informal to Formal Economy. The world of work is rapidly changing. Thus the scope of dialogue must equally adjust to the change. We believe in the ILO reform which has been already mentioned by several Heads of States in the plenary, and we are ready to make our own effective contribution to this historical change to promote social justice, inclusive social dialogue as well as equality in the world of work. Informal economy workers and street vendors are the victims of all types and forms of violence and harassment in the world of work. They suffer from physical, moral and sexual violence and harassment, including brutal evictions from their workplaces, which are public spaces and streets, confiscation of goods,

arrest and multiple or burdensome tax, extortion or bribes, arranged raids for the interest of big capital, planned fires of markets, beautification policies of local governments that do not contain any proposed alternatives for the street and market vendors. Many times, the state machineries, such as police and the local government authorities, act as the perpetrators of violence. So the upcoming standard-setting process on violence and harassment, the role of the State must be acknowledged properly as responsible for appropriate measures to protect workers in the informal economy, including street vendors. It is also very important that provision be made for state measures to prevent and respond to violence perpetrated by public authorities and enforcement agents against the same workers. Informal economy workers are the majority of workers across the Global South, yet highly vulnerable to violence and harassment due to their status of employment, non-regulation and lack of protection. StreetNet believes that a Convention supplemented by the Recommendation which recognizes and addresses all forms of violence and harassment in the world of work will be a historic achievement for the ILO. On behalf of informal economy traders, StreetNet reiterates: "Nothing for us without us." Thank you.

Mr Raul Hector Rivas

Latin American Union of Municipal Workers

On behalf of the Latin American Union of Municipal Workers, ULATMun, we are very pleased and proud to be able to speak at this historic Centenary Conference. ULATMun is made up of Latin American and Caribbean organizations of public service workers who recognize the need for improved working conditions, collective bargaining, skilled and robust unions, and we want to find opportunities for productive and decent work for men and women in conditions of freedom, security and human dignity. We fully believe that quality public services are essential in order to build fair and inclusive societies. These are our priorities. We are in disagreement, and it is for this reason that we denounce the current wave of restrictive labour legislation which is sweeping across our continent, seriously restricting our rights in terms of collective bargaining, the right to strike and even signing up to unions. There are other problems, including the following: bureaucratic structures, a lack of trade union democracy, privatization and the granting of licences for public services. We reject the ongoing violation of rights of workers, and to this end, we would like to call on the ILO to adopt measures to safeguard the physical integrity of trade union leaders and allow them to enjoy their freedom of association. We speak out against the pillaging of systems that jeopardize the pensions and social protection for those who are the victims. In other words, the retiree municipal workers who are condemned to lifelong poverty. And they are the ones who have to pay for the consequences of the recession, and this infringes on international Conventions, on social security, such as Convention 102. Some trade union structures are weak and fragmented while others are strong. One example to follow is SUTEYM in Mexico, which has crossed borders offering dignity to the families of workers, while on the other hand our brothers and sisters in FETRAMUNP in Peru are currently in full fight to get collective national bargaining. In many countries there are ongoing cuts and there is increased privatization and trade unions are being cut back. In Argentina, we have got good legislation. However, we have got a system of precarious labour, and this is the result of political interference, the result of grants, internships and cooperatives that encourage undocumented work. And this is a reality that is affecting all of the continent. There is a lack of national, municipal committees and collective agreements for our sector. Therefore, as municipal workers in Argentina, we want to have a minimum wage set. It would appear that Latin American municipal workers are not enjoying the same as other trade union organizations because we do not have these national committees. We would like to stress the need to work on the following: achieving fair pay, maternity protection, the need to involve more young people and women in the Latin American trade union organizations.

Municipal workers are committed to working to fight against neoliberal policies, to defend trade union rights, and we would like to support quality public services, and we want international solidarity. Neoliberal policies continually target the establishment of a civil service, and many countries in our region are cutting back on the civil service. We are publicly against this path. In our organization, the ULATMun, we support the need to apply the principles of protection and guarantees in tune with Conventions 87, 98, 151 and 154 of the ILO. We continue to be concerned and note that we have low levels of income for municipal workers across Latin America, and it is for this reason that there are frequent and systematic complaints from various trade union organizations across the continent about the low wages because they find themselves living below the poverty line. How can you talk about trade unions to a worker who cannot cover their basic needs and does not even have enough to be able to pay for food? We need to change this reality. We fully believe that we can call for our rights and defend municipal workers in America. We want to work together for quality public services. If we have got decent working conditions and we have got a proper civil service career available to us, proper pay, optimal infrastructure, training, then it will be possible to give people around the world quality public services. Thank you very much.

Ms Maria Yamile Socolovsky

Education International

Good afternoon everybody. Upon the centenary of this organization, which was set up to promote the development of democratic societies based on social justice, to promote the consensus based resolution of conflicts that derive from a contradiction between capital and work, we note that the world is not at peace. There is increased inequality in countries and in regions, and millions of people are excluded from minimum living standards. We are seeing the environment destroyed by profit-seeking in the market, and we are seeing people that are forcefully displaced as a result of modern forms of slavery as well as old forms of exploitation. We are seeing an increase in racism, xenophobia, gender-based violence, and we are also seeing an expansion of ideological provisions that take an authoritarian tact to democracy. And this means that we see that international standards cannot be implemented in this world where these standards do not apply. In this context, the discussion on the world of work requires reflection on the present if we are going to bring about changes towards dignity and freedom of persons. Education has an important role to play in this process, and the ILO Report on the Future of Work stresses the importance of lifelong learning and acquiring the skills required to transition into the world of work. However, faced with this challenge, we see that the technological developments are allowing for improvements in human life. At the same time, we cannot just reduce our learning to adapting to acquiring new skills for work. Public education is fundamental as well to develop an understanding of democracy in order to ensure that we have citizens who are informed and who demonstrate solidarity, are critical and creative thinkers, and committed to human rights and social justice. [vgr INAUDIBLE 2:38], which represents 30 million teaching staff as well as educative supportive staff and researches, would like to stress that we cannot offer quality education for everybody if we do not have a guarantee for proper conditions to carry out our work. Nonetheless, our working reality is very different and it is alarming at the moment. Educational work is being casualized, and this is increasing because there is a global trend towards privatization and commoditization in education and knowledge. The CEART report confirms this scenario, and we see that education is being changed and there are many transnational private stakeholders who are for profit who are involved in educational policies in States. And we are seeing that contracting lacks security, there is a lack of professional development opportunities for teaching staff and there is pressure on teaching staff to just cater to employability and to work according to standardized tests which assess learning and

research and quantifiable units. In many countries there is a lack of freedom of association, and collective bargaining is restricted. And frequently there are serious situations of persecution of leaders, and this means that democracy and human rights are being undermined. While we see a grim picture for the future, we understand that the power of this organization and its voice, as well as the voice of workers, bring us hope, and education unions would like to stress our commitment to fight to ensure that public education is a fundamental human right and that it can be a determining factor in building democratic societies that are based on equality, freedom and social justice.

Mr Julio Durval Fuentes

Confederation of Latin American and Caribbean Public Workers

President of the 108th International Labour Conference, representatives of governments, employers and workers. It is an honour to be able to address you as the President of the Latin American and Caribbean Confederation of State Workers. I thank the Director-General for his report and the report from the Global Commission on the Future of Work which, of course, will be central to our discussions at this Centenary meeting. It is based on the idea of an economic model centred on people and guided towards the promotion of investment in the real economy. Similarly, we share the appeal to revitalize the social contract to be able to recover one of the basic principles of the ILO: that is, work is not a commodity. And if work is not a commodity, then millions of workers throughout the world, whether officially or non-officially employed, whether urban or rural workers, uncertain due to atypical forms of contracting, unemployed or underemployed, all those can find a framework within which their needs can be heard. To promote decent work requires a renewed and active role on the part of the State because an unequal relationship, as already exists between workers and employers, the State is the only stakeholder able to level the balance in favour of social justice and general well-being. Developing measures such as those indicated in the report to guarantee the right to lifelong training, investing in working institutions or increasing investment in decent work can be achieved with incentives but, of course, there is no doubt this requires a solid commitment and also specific public policies and specific action taken by the State. Quality public services, fair fiscal policies and fighting against fraud, along with safeguarding excessive indebtedness and developing technologies geared to creating decent work are among the different goals that the workers of the public sector in Latin America and the Caribbean are endorsing with enthusiasm. We need strong States and firm national policies to achieve this. We defend the institutions for labour, such as the unions with which we interact, but when we see that in the actual penal code of certain countries they are being penalized for their collective bargaining, as happens with the workers' union in Guatemala where it is the health workers that are being affected. Also, there is in San Martín de los Andes where there has been an imprisonment of one of the union leaders, Mr Garson [? 4:00] and Algen Ranoso [? 4:02] in Santa Cruz. Similarly, the labour institutions and social dialogue are in danger when, of course, they weaken labour justice and look for regressive types of reform, as in Brazil where the IMF is leading this kind of behaviour in our whole region. We hope that the Conference will make the recommendation of the Global Commission to establish Universal Labour Guarantee and universal social protection from birth to old age. Similarly, we feel that we need to bring action about to defend public welfare systems and show solidarity when these systems break down and avoid private capitalization of such systems. This again, as revealed by the ILO, was happening between 1981 and 2014 in a number of countries. Also, looking at the item 5 of the agenda on the elimination of violence and harassment in the workplace, I would say that, because of the tripartite structure we are, we need to reinforce our commitment to the world pact, recognizing what is happening in the Republic of Cuba and in Venezuela where there is a coup d'état partly due to foreign military intervention. These are all measures that

need to be looked at, and also in Mexico where the action taken by the USA really has had such a serious effect on the economies of those countries and the world of work. Measures against Mexican and Central American migrants by the USA forget that, to a great extent, these policies that they have been adopting for our region have led to the displacement of people. We understand that workers have to consider their works, their claims [? 6:14] and their need for decent work, and the interests of our peoples come first. We need to revitalize our democracies and have more social dialogue. Again, we give our support to Uruguay because it is included on the short list, a country where social dialogue would certainly help us to live in peace and build greater prosperity. Thank you.

Ms Sonia George

Women in Informal Employment: Globalizing and Organizing

Chair, respected dais and distinguished delegates. My name is Sonia George, and I represent SEWA, Self Employed Women's Association, the largest women's union in India and also in the world, consisting only of informal workers and WIEGO, Women in Informal Employment: Globalising and Organizing, a global network focused on securing livelihoods for the women in the informal economy. It is my privilege to address this auspicious occasion where the International Labour Organization is celebrating its hundredth year. As the authoritative global organization in the world of work, in this centenary year it is substantially imperative to contemplate its achievements and to reaffirm its commitment towards workers' rights. It should also become an opportunity to reiterate the ILO's core values and vision. This is the only organization in the UN system which follows a tripartite system in the standard setting processes and discussions for matters related to work. This 108th Session of the ILC is discussing on the Centenary Declaration on Future of Work and also the final draft towards 190th Convention on violence and harassment in the world of work. Many of our members have to perform various roles every day to earn a livelihood. Many women go to domestic work in the morning, will become part of a supply chain as a home-based worker in the afternoon and also make some food at home and sell. Many of the national studies show that women-headed households are increasing and they have to carry out many tasks at a time to earn a decent livelihood. Where do we place them in the existing tripartite work relationship? Are they wage workers or self-employed or piece-rate workers? Is it possible to locate a fixed employer in any of these work relations? So defining a workforce and also the responsibilities of the employer in these unusual and new situations of work are always contested, and many old and new work arrangements do not have an employment relationship. The workers are self-employed and need protection, so they often belong to the most vulnerable group of workers. The world of work is undergoing drastic changes in its nature and form. Conventional notions of work are becoming more and more irrelevant where the employment relationships have haphazardly become volatile. If we closely follow these changes, informalization tendencies percolate into all kinds of employment relationships. While the Global North experiences the informalization of the formal jobs, steep increase in the informal sector workforce is the reality of Global South. The hard-earned rights of workers, like stability, permanency and decent work conditions, are now muted with new forms of work arrangements and multitasking. Direct employer-employee relationships often do not exist in most of these work patterns. Since the production process ventures through the decentralizing of the workforce, those at the lower end of the chain are completely invisible. In many of the new standard setting documents that are emerging, these complexities are not addressed fully. Therefore, it affects its applicability. Instability of the work, hire and fire, no enrolment as workers, the difficulty to address minimum wages for piece-rate workers, all leads the work atmosphere to more frenzy and volatile situations. Violence and harassment is an outcome of these contextual work situations where the most vulnerable naturally become more exposed to it. A power

imbalance strongly operates in the world of work, which results in structural violence. Structural violence in the world of work is the systemic production of inequalities and violence through coercive environments that lead to the denial of decent work, a living wage and freedom of association and collective bargaining, mobility, access to public and essential services, including social protection, justice and remedies, access to benefits and natural resources. Systemic violence creates risk for all workers, particularly marginalized groups who work in the informal sector. It invisibilizes the causes and triggers of violence against women, and foments inequalities on the basis of sex, race, age, class, ethnicity, etc. Gender-based violence is also the result of this power imbalance in the workplace where dominant patriarchal structure turns to be the perpetrator. Unless systemic, structural power inequalities are rectified, gender-based violence in and outside the world of work cannot be meaningfully addressed. Since majority of the informal economy are victims of these unpredictable subtle forms of violence, we like to see that there will be measures in the instrument which are equally accessible for informal workers. Especially when the State and its agents, like public authorities and law enforcement agencies, act as perpetrators of violence, justice should be ensured to all the workers who are the poorest of the poor and who struggle to earn a livelihood. Violence and harassment in the world of work thus cannot be demarcated in one coherent and tangible approach. It necessitates pluralistic outlook depending on the contexts. So when a Convention addressing violence and harassment in the world of work becomes a reality, we representing workers in the informal economy expect a holistic approach when implementing the instrument. The Centenary Declaration should be inclusive in its outlook, while considering these shifts in the political economy of labour where the issues of representation and inclusion really should matter. The world of work no longer can operate in the formal-informal dichotomy. It is high time that the ILO and labour movements start to extrapolate these concerns in the world of work. Serious interventions are needed here to enlighten the responsible people and the public to contemplate in this. Thank you.

Mr Ghassan Ghosn

International Confederation of Arab Trade Unions

Mr Chair, Mr Guy Ryder, Director-General, distinguished tripartite delegates. It is my pleasure to take the floor on behalf of Arab workers and to congratulate the ILO and its Director-General, Mr Guy Ryder. I would like to congratulate them, and you all, on the occasion of the organization's centenary. As we start our second centenary, we are guided by the efforts made by the organization's 180 members to enshrine human and social rights, achieve equality everywhere, enhance world peace by promoting social justice and reaffirm the core values and vision of the ILO. As we all know, the nature of work has changed, and new forms of employment have emerged and evolved over the past century. It is very important for us to focus on reaffirming the core values and vision of the ILO. There have been many changes since 1919, and these changes are due to rapid advances in the fields of technology, automation and communications. Ladies and gentlemen, the wild capitalism that is ruling the world today is undermining the future of work, especially in terms of the provision of social protection to workers. We have warned against this trend time and again. The ILO's flagship World Social Protection Report states very clearly that, despite advances made in increasing social protection in many parts of the world, the right to social protection is not yet a reality for the majority of the world's population. This same report further states that more than 4 billion people are left without any social coverage at all. Ladies and gentlemen, the lack of social protection leaves the workers in danger of illness and poverty. It leads to working places that are neither safe nor secure. It also leads to inequalities and marginalization. Depriving 4 billion people of this right will only hinder social and economic development. There is a need to make greater efforts to ensure that the rights to social

protection becomes a reality for all. More support is needed, and additional spending must be allocated to strengthen social protection in a way that would help to eradicate poverty and inequalities and would increase economic growth and social justice, while at the same time working towards achieving the SDGs. Social protection coverage must be ensured for informal workers too. Colleagues, the International Federation of Arab Trade Unions would like to seize this opportunity to underline its continuous cooperation with the ILO to support workers, achieve common goals and overcome obstacles and difficulties with a view to ensuring decent work, especially for young people, given rising unemployment in Arab societies and its nefarious impact on social peace and the future of young generations. We will also continue to strengthen freedom of association and social dialogue to ensure social justice, a precondition for achieving security and stability. We believe that this is very important in order to ensure social justice, social justice that will enable us to achieve stability and security. We will continue to abide by the noble values and principles enumerated in the Arab Labour Charter. We will continue working with you to fight abuse, prevent labour and workers from becoming a mere commodity. We must also cooperate to revitalize our economies. Solidarity between all unions and the workers must be consolidated on the national, regional and world levels. All workers must come together under a strong united democratic and independent movement in order to overcome obstacles and work in their own best interests. Ladies and gentlemen, terrorism is an extremely serious threat facing Arab workers. Countless lives are lost and financial losses sustained due to this scourge, especially in Syria, Iraq, Libya, Yemen and Egypt. Millions of workers have been displaced as a result. We also urge you to stand up to the Israeli occupation which continues to violate the human and social rights, not only of Palestinian and Arab workers in occupied Arab territories but the rights of all Palestinians, Syrians and Lebanese living under the Israeli occupation and suffering from its aggressive practices. So I am not only talking about Palestinian workers but also about Syrian and Lebanese workers living under occupation. These practices go hand in hand with the Middle East Peace Plan [vgr INTERRUPTION 6:31]. Thank you.

Mr Markus Demele

International Kolping Society

President, ladies and gentlemen, I represent Kolping International, which is active in over 60 countries of the world. We are active Catholic social association where over 400,000 people are involved in various social projects. It is therefore an honour and also a positive delight for me to take part in the hundredth anniversary of the ILO. We would like to thank all of the delegates of governments, trade unions and employer associations. We should also like to, of course, thank the staff of the ILO. We should also like to congratulate civil society organizations who for decades now have been pushing forward important topics within the ILO and who have been working towards setting an agenda that is in the common interest of all. Sadly, if you look around the world today, the ILO, at least in the next 100 years, will be very much needed. Many labour standards over the last few decades have meant that, at least on paper, the rights of all working people throughout the world have been expanded. The ILO has proven time and again that they are at the cutting edge of the world of work and that they take into account the lives of all people wherever they work, be it in the informal economy or in the digital platform economy, wherever they are in the world and under whatever conditions they work. The Decent Work Agenda in recent years, with its four pillars, has found its way into the programmes of nearly all specialized agencies of the UN system. It has even been welcomed positively by the World Bank and the IMF. This must be celebrated as a tremendous success story. However, the fact remains that, beyond a merely declaratory level, the application of standards is not always successful, and this applies not only to economically weak countries who have weak governments and weak

institutions where laws are not fully implemented but it also applies to countries in Europe with high levels of economic prosperity. Workforces throughout the world are exploited. Now the next 100 years, and indeed we are very much convinced of this in Kolping International, the next 100 years will be a time for the ILO to stand for application of standards. New instruments of technical cooperation with different countries must be tried and tested. Now turning to the ban on child labour, we have seen some success. Now in the field of labour inspection, we need to ratchet up the pressure. In addition, the ILO finally needs a sanctions mechanism and effective complaint procedures. It is simply not acceptable that, in many meetings of the committees of the ILC, representatives of some countries speak about a fair world of work when we know perfectly well that their government on the ground and the employers do not stick to the core labour standards. Ladies and gentlemen, the ILO over the last 100 years has developed many standards, a treasure of standards, and through its tripartite structure it stands as a beacon for political deliberation. Now it is time for standard application. Now it is time to develop instruments which make the labour rights for all people in the world legally enforceable. Here too, the ILO in the future will need to develop procedures and build new institutions. Above all, the ILO must help member States to do this effectively themselves. For example, an international labour tribunal most certainly would be a further milestone with regard to the application of rights throughout the world in the field of work. Thank you very much for your kind attention.

Ms Catherine Houlmann

International Confederation of Executive Staff

Mr Chairman, ladies and gentlemen, distinguished delegates. On the occasion of the centenary anniversary of the ILO, the CIC, the International Confederation of Executive Staff, wishes to pay tribute to the founders of the ILO, to all those who have worked at the ILO, to the delegates of yesterday, and all those of you who are taking part in the ILC of 2019. So much has been achieved by generations of men and women who, guided by the spirit of Philadelphia with a strong commitment and conviction and a spirit of fraternity, have faced the crisis and difficulties to ensure implementation of the ambition of social justice and peace. Many international Conventions have been adopted, revolutionizing the world of work, improving the daily lives of workers and growth of companies. A control system for the implementation of standards has been established, technical cooperation programmes have been offered, poverty has declined and the wealth of companies and economies has grown. All these achievements show that tripartism, social dialogue and collective bargaining are the best tools to build a fair, just, lasting, innovative future for work and a force of progress for all. One hundred years of the ILO but so much remains to be done. We cannot yet rest on our laurels. At present, mankind is connected and organized globally. The corporate world, which is increasingly a financial environment, is seeking quick profit without taking the time required for human and material investment. Competition between workers of many countries is in full flow, and international standards, including in countries known as the most developed countries, are becoming the only recourse. More than ever, the ILO, which guarantees fundamental social rights which we all cherish, has to continue to introduce regulations in order to achieve the required legitimate balance between workers and employers, and social justice and peace in the world depend on this. The contributions received from all around the world on the occasion of the centenary anniversary prove yet again that the ILO is more than ever a living and key player of global social governance and shared values. The ILO guarantees multilateralism in confronting the unilateralism that the strongest powers are seeking or the jungle that is being proposed due to the lack of ethical considerations. The ILO must play its full role in global governance and strengthen its prerogatives in order to pursue its mission of social justice and construction of a decent work future for all. Our confederation will play its full role in

rising to these challenges. The CIC will contribute its complementary vision of its category of workers. The CIC promotes the inclusion of social environmental conditionality in commercial agreements. The CIC is working tirelessly to achieve recognition of stress as a professional illness, burn out and other psychosocial risks, and we demand their inclusion as such in legislation and regulations, and we also seek the inclusion of social conditionality in these agreements. In dealing with social fiscal environmental dumping, compliance with international labour standards must be a competitive advantage and an economic demand. Ratification and implementation of these standards must become a criterion in the international dimension of trade. In concluding, President, distinguished delegates, the ILO needs this strong determination, driven by the spirit of Philadelphia, in order to fulfil its mission of social justice and peace that the International Labour Conferences submit each year in Geneva in order to deal with a changing world, and you may count on us here in Geneva and also in each of our countries. You may depend on the International Confederation of Executive Staff. Thank you very much.

Mr Mariano García Vázquez

World Federation of Teachers' Unions

President, Director-General Guy Ryder, honourable Governing Body, distinguished delegates here today. For me, it is an honour to speak to all of you today in my current role as Secretary-General of the World Federation of Teachers' Unions. This organization is affiliated to the World Federation of Trade Unions with more than 97 million workers all around the world. Dear friends, today I would like to express to you how to understand the work of educators around the world. This has changed drastically, legislations based on neoliberal policies, in the great majority, managed from the cradle by imperialist governments, and this is the standard framework for contracting, retaining and promoting teachers. In all of these cases, there is always a common denominator and that is that all of these autocratic legislations have a single unilateral vision which has been imposed on them by large organizations such as the IMF, the World Bank and the OECD. Today, these organizations see education as a business from which they can get bigger and better profit in less time. As such, they see education as an indispensable vehicle in order to mould subjects who are totally alienated, docile, servile, unable to think, and as such, they cleverly manage to continue manipulating people, and thus progress, constantly growing their capital indefinitely causing men to exploit other men. We would like to congratulate the ILO on its centenary, and we would like to call on everybody here today to make equity, justice, unity, inclusion, and as such, the application of class democracy, with your valuable support which spearheads the dawn of a new era, an era in which labour and education, in which tripartism and flexibility generate the necessary conditions for decent and dignified work. The great battles waged by educators cannot wait. That is why teachers, aware of their great historical role, far from ebbing have grown. In Latin America, the situation has become unsustainable. The veracity and mismanagement of imperialist governments is growing. They continue deliberately attacking workers and brother countries such as Cuba, Costa Rica, Argentina, Brazil, Peru, Ecuador, Colombia, Chile, Panama, Guatemala and Venezuela. I should also add that, in Europe, countries such as France, Spain, Italy, Greece and England do not escape from the same destiny. In Africa and Asia, the cruel reality and economic crisis, as well as educational problems which are aggravated by terrorism, have given way to grave problems leading to a significant wave of migration. Teaching staff have expressed themselves against privatization of education and against the current precarious forms of wages and against educational curriculums which governments attempt to impose on them in order to create systems and educational models which do not allow the development of students' knowledge. It should be mentioned that many of our great brothers and sisters around the world are currently surviving on €12 a day, which is not only inhumane but also leads us to

have to speak about the transparency of governments in terms of education. Within grave problems which are affecting States, we should talk about the dropout of students, which is also a result of mismanagement as, in 80 per cent of countries around the world, classes are mixed and there are around 50 students to each teacher. Educational spaces are in terrible conditions, and they often do not have appropriate lounges or sanitary services, running water, electricity or means of transport to get to them. In some places, they do not even exist. We would like to roundly condemn all of the attacks against the Palestinian, Iraqi, Syrian and Yemeni people. Above all, we would like to express the fact that we believe in their just fight. We also condemn any type of terrorist attack. We also demand an immediate stop to the blockade of Cuba, and we join the liberation of thousands of voices: Cuba is free. I would like to add to finish that we are currently facing a capitalist crisis for those who work in teaching. We believe that we can achieve social peace through open dialogue and fair bilateral agreements. We also confirm our class unity, and we would like to say to the imperialists that we are ready for immediate action and will wage a coordinated battle through internationalist solidarity. United and organized, we defend labour and trade union rights for secular, public, free and compulsory education. Long live the world Federation of Trade Unions. Long live the World Federation of Teachers' Unions. Long live internationalist solidarity. Thank you.

Mr Michel Godicheau

International Association of Free Thought

President, ladies and gentlemen, distinguished delegates. The International Association of Free Thought is very much committed to civil concord, and we very much welcome the centenary of this international structure whereby trade unions, States and employer organizations meet together to establish the social rules of progress. The Preamble of the Constitution of the ILO reaffirms that: "The failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries." The delegation of the International Associate of Free Thought at the ILC would like to recall its commitment to its goals. As was recalled by Marc Blondel, the SG of the workforce, the administrator of the ILO, and then President of the National Federation of Free Thought, and the initiator of our international organization: "The trade union movement at the international level is reflected in the ILO, which was established in 1919 in the wake of the First World War of 1914 and international pressure from workers and also the fear of the October Revolution becoming widespread as a decision stemming from the Treaty of Versailles. From the get-go, the form was tripartite: governments, representatives of employer organizations and representatives of trade union organizations of workers. Now this structural form stemmed from a principle which recognized the different interests of the three components. This entails managing a conflict of interests which are products of the class struggle. It is also to say that the very nature of the ILO, then the International Labour Office, was far removed from the social doctrine of the Catholic Church and its common good leading towards collaboration of class." Therefore, the ILO does not seek to engage in institutional dialogue with religions in order to bring them into the mix of tripartite dialogue. Regardless of political, philosophical or religious references, the working class is made up on the basis of its own interests as part of a national context of its own organizations. These trade union organizations are the only ones who are allowed to represent their constituents. Generally speaking, in a world where migration is becoming more sizeable, the protection of workers requires that their freedom of conscience and their right to unionize are indeed preserved. They cannot be discriminated on the basis of religious faith, their atheism or their agnosticism. The unemployment rates among migrant workers is twice that of the unemployment rate of non-migrants in countries such as Austria, Denmark, Belgium, the Netherlands, Norway and Sweden. We need to do more work along these lines.

In the context of unemployment and the development of the informal sector, i.e. precarity, religious, spiritual or indeed philosophical questions cannot become a pretext when it comes to employment or dismissal. This is particularly true in the field of education or health. In Germany or in France, for example, the governments confer to religious organizations large parts of public services. To do so, compliance with the standards of the ILO, such as Convention 87 on Freedom of Association and the Protection of the Right to Organise, must remain a common law and must be applied and respected. Convention 87 provides that the workers and employers, without distinction of any kind, have the right, without any prior authorization, to set up organizations of their choice and also to join other organizations provided that they are in keeping with the articles of association of the latter. In this regard, we would like to thank and welcome all the delegates of this Conference of the ILO. Social progress, education, the eradication of poverty, the emancipation of workers, the protection of women and children, the development of culture and guarantees of freedom of expression and conscience, all of these things are topics which our association fully identifies with. Thank you.

Mr Arezki Mezhoud

Organization of African Trade Union Unity

President, ladies and gentlemen, members of the bureau, distinguished delegates, ladies and gentlemen. It is a great pleasure to be on the rostrum here and to share this historic event with you, to contribute our view, as workers from Africa, to the debate and prospects for the future regarding work and development. On behalf of the OATUU, first of all, I would like to commend the members of the bureau upon their election. I wish to greet all the delegates to the Conference. We are celebrating the centenary anniversary of the ILO in a situation which raises great concern and questions on the dominant model of development around the world with authoritarianism and exclusion of the individual. Now, the fundamental values of the ILO are peace, human value, social justice. These very values are threatened, and the negative trends in capitalism are having a devastating effect in social and in moral environmental terms. The exclusion of the individual is the central value for development, and the excessive use of technology simply to serve the cause of profit is plunging civilization into an unprecedented crisis. The uberization of the world of work, the excessive use of artificial intelligence, continue to damage human relations by marginalizing the individual. Technology is changing, but exploitation does not change. Productivity grows. Salaries remain stagnant. Our continent has become a major victim of the new world order based on hegemony, injustice and poverty, and this is also inconsistent with broad progress and economic and scientific progress, and thus we are facing a dual challenge, that of raising the scientific level and also raising economic social development. OATUU commends the initiative of the DG, Mr Ryder. His idea regarding the future of the world of work goes to the very heart of our civilization because our wisdom, our intelligence, is that we have the capacity to build the future, to foresee rather than simply to be passive. The initiative of the Director-General is very laudable because it reflects a methodological approach based on one of the key values of human civilization, namely work, while raising questions on the future of work. A Global Commission on the Future of Work shared by the South African President, his Excellency Mr Cyril Ramaphosa, and the Prime Minister of Sweden, His Excellency Mr Löfven, presented a highly relevant report which has set out key points which must be the focus of concern and action on the part of the tripartite players in order to ensure a bright future. The OATUU fully endorses the report of the Global Commission working for a better future and the proposed Declaration on the occasion of the centenary of the ILO. The report recognizes that a better future can be achieved by strengthening the social pact, which unquestionably is a very positive declaration for the social partners and tripartite players in promoting social justice. The new way proposing strong action on the part of

governments, employers, federations and trade unions, social dialogue and partnership have to remain the foundation for the economic social success of Africa and must continue to guarantee labour policies which are effective in ensuring a future for the world of work based on the individual. The report calls on all stakeholders to shoulder their responsibility in building a fair, just world of work. Urgent action in order to strengthen the social pact in every country requires greater investment in building capacity in the institutions of work and ensuring decent sustainable work. We must therefore ensure that each African country sets up a national strategy on the future of work through the social dialogue between governments and workers' representatives and employer federations. The African trade unions must support and promote the implementation of the recommendations of the report of the Global Commission on the Future of Work by adopting the proposed Declaration on the occasion of the centenary of the ILO, the implementation of which must be fully ensured. The Declaration of the centenary anniversary rests on the ILO Constitution, the Philadelphia Declaration, the ILO Declaration on Social Justice for Fair Globalization, the Declaration of the ILO on Fundamental Principles And Rights at Work and other previous Declarations. The Declaration proposes, arising from the Global Commission Report, however, the adoption of the Centenary Declaration of the ILO during the 108th Session of the ILC for a fair, decent future. I will conclude by reiterating our support for the rights of the Palestinian workers and also the Libyan workers to find a peaceful solution. Thank you very much, and I wish you every success in your debate.

Mr Ignacio Alonso Alasino

International Catholic Migration Commission

Mr President, the International Catholic Migration Commission, ICMC, is honoured to deliver this statement at the Centenary Session of the International Labour Conference in response to the Report of the Director-General. ICMC is a registered non-profit organization providing direct humanitarian and other services to uprooted people and advocating for and with them. Its mission is to protect and serve refugees, asylum seekers, internally displaced people, victims of human trafficking, and migrants, regardless of faith, race, ethnicity or nationality. Today, we are confronted with a complex global crisis which is both social and environmental. This situation occurs in the context of globalization affecting not only the economy but also cultures and communities, and of accelerated technological change: in particular, the development of robotization and artificial intelligence. Of the many ongoing trends, the following are worth mentioning: growing inequalities, demographic growth, and growing migratory flows. Urgent action is needed to prevent this global crisis from breeding fear and rejection, nurturing violence between and within communities, and untold suffering for growing portions of humanity. Decent work for all is not only the cornerstone of the ILO's widely shared philosophy, based on the double convictions that social justice is the best path toward lasting peace and that labour is not a commodity, decent work for all means dignity in all domains of human activity, for workers in precarious forms of employment as well as in formal employment relationships. It means dignity at home, on the way to work and in the workplace. It means dignity in countries of origin, of transit, and of destination. It also means freedom and liberation for people forced to work against their will and children subjected to enduring the harshest form of work conditions. An extended Decent Work Agenda retains a great transformative power for peace and social justice as well as in the protection of creation. For these reasons, a global group of researchers and opinion leaders, gathered together in the project *The Future of Work, Labour after Laudato Si'*, suggest the following set of concrete proposals to shape the future we want for the world of work, with the goal of building a resource base for advocacy and dialogue with social partners, leaders of the world of work and of other faith communities in the context of the ILO Centenary. The first proposal concerns the idea of understating that decent work must include the right

to work in a way that contributes positively to integral human development and does not damage humankind and the environment. Fair wage, participation, work safety and the right to unionize are not enough to define decent work. Secondly, a proposal concerning the role of the ILO and its tripartite constituents in the UN system. The Decent Work Agenda can be promoted through a wide range of alliances and coalitions, expanding based on the tripartite constituents, reaching out to local governments and communities with the support of civil society organizations. A specific goal is to give space to organizations representing people living and working at the margins who are often out of reach for the actors of the formal labour market. Their voices need to be heard too. The last proposal gives attention to migrants and their positive impact on the labour market. An extended Decent Work Agenda must pay special attention to migrants and refugees. Migration today is linked, directly or indirectly, to the quest for decent work opportunities, and even if employment is not the primary driver, it usually features in the migration process at some point. In this regard, the ILO has a key role in advocating for greater global governance ensuring a fairer and more equitable labour migration which has long been one of world's most successful anti-poverty strategies, and together we can positively transform the lives of migrant workers, refugees and host communities. Last but not least, we are keenly aware and deeply concerned that women, despite their equal dignity with men, regularly are confronted with inequitable, discriminatory and stigmatizing policies and practices in the world of work, and that is why we expect that the efforts of the ILC conclude with the endorsement of an ILO Convention, accompanied by a Recommendation, with a strong focus on the gender dimension as a first step to change the narrative for women and men throughout the world. Let us join forces and advance together to the future we want. Thank you, Mr President.

Mr Michel Celi Vegas

Exchange and Cooperation Centre for Latin America

Distinguished representatives, on behalf of the Exchange and Cooperation Centre for Latin America, we would like to wish a warm welcome to this dignified assembly for the centenary of the ILO. The Report of the Director-General, universal social protection for human dignity, social justice and sustainable development, brings together the essential elements that should be taken into account in order to guarantee, protect and promote a social system in line with the demands of today's society. Allow me to mention some of the most important work of the ILO in the field of protection and social security over the last few years. In summary, we need to go back to 2007. 2007 was the year in which the ILO carried out various regional tripartite meetings in Latin America, the Arab States and Asia and the Pacific with the main aim being fostering dialogue in order to set out strategies relating to the expansion of social security. These actions led to analysis of two fundamental criteria. Firstly, geographic and financial access to essential services such as sanitation, health and education. Secondly, transfers carried out by governments in cash and in kind to give minimal guarantees in security in vulnerable sectors for basic services for food and health among others. It is a reality that life expectancy is constantly increasing in some regions. At the same time, there are various concerns which need to be faced in order to face up to the new risks in labour relations and security systems. On a global level, it is predicted that the percentage of people over the age of 65 will increase, going from 8 per cent to 14 per cent by 2040. This growth will undoubtedly affect social coverage for families. Currently, effective coverage for family benefits for dependent children oscillates between 64 per cent in Latin America and the Caribbean whilst it is only 28 per cent in Asia and the Pacific, and 16 per cent in Africa. The various organizations that have taken part in drafting the report confirm that those over 65 years of age and minors are the most vulnerable. It concludes that, without social protection for old age, 24 per cent of this section of Latin America would be living in extreme poverty. However, as a consequence of contributory and non-

contributory pensions in States, the real terms figure is only at 4.3 per cent. Social protection for families differs depending on the country. In the case of OECD countries, protection includes monetary services for income support as well as care services for children which are free or subsidized. In Latin America, the case of Argentina is eloquent. Universal benefit for dependent children is non-contributory and is given monthly for each child under 18 years of age, without an age limit if the child is disabled. This can be provided for up to five children per family, and it is dependent on school attendance and medical examinations. In order to be able to access this service, the parents must be unemployed, be domestic workers or must be working in the informal economy. They must also receive a wage under the minimum wage. Further, they cannot receive any other benefit. According to official data, this benefit, along with other policies and family benefits, both contributory and non-contributory, covered 68.4 per cent of children under the age of 18 in 2017, compared to 29 per cent in 2003. We should take into account the changes that have taken place in Latin America. We should not forget the wave of privatization of pensions which took place in the 1990s. This extended beyond the economic and financial crisis period and meant that many countries in the region were affected and have decided to go back to putting in place public pension systems which are broader. The report notes with interest the trend in various countries to reduce privatization and strengthen public systems based on principles of solidarity and the predictability and adequate nature of benefits as set out in ILO social security standards. Rechannelling public finances has played an important role in this process. The report notes with satisfaction the efforts carried out in Chile and El Salvador to reduce the size of individual account systems and to introduce publicly financed components via taxes. However, there are still a great deal of question marks as there are many vulnerable sectors in which NGOs can work. Thank you.

Mr Julio Roberto Gómez Esguerra

Alternativa Democrática Sindical de las Américas

Mr President, distinguished delegates. First of all, Alternativa Democrática Sindical de las Américas, ADS, would like to thank the Director-General for the report that he presented on the Future of Work called 'Work for a brighter future'. This report, with a slew of details, sets out the challenges for the working class and for all of our peoples in terms of what work should be. It uses the policy of decent work as a benchmark, as the ILO has always campaigned for, above all, since 1999. Mr President, our continent-wide organization, ADS, at the ILO Centenary would like to state that it fully identifies with tripartism. Tripartism allows us to access social dialogue and allows us to develop policies in order to build a better present and a brighter future. It is no secret that a privileged and exclusive minority dreams of maintaining its privileges without taking into account the destiny of the majority of our peoples who have only known lack, poverty, misery and social exclusion. ADS, being duly frank, would like to express its lack of agreement with the arrogance of those who weaponize media power in order to commit all types of abuse against all peoples, sometimes shielding them behind fraudulent elections in order to impose policies which run counter to the interests of their peoples, as has occurred in Venezuela, Cuba, Nicaragua and particularly in the case of Venezuela. We are asking for the release of trade unionists that have been taken prisoner. The situation of our brother and sister workers in Brazil and Argentina deserves special mention. Here, profoundly neoliberal regimes are in place and are steamrolling the rights of the working class in wholly unacceptable conditions. Mr President, ladies and gentlemen, for the organization that I represent continent-wide, it is a priority to adequately take up the defence of the rights to collective bargaining, the right to strike and the right to freedom of association, as we understand that comprehensive democracy can only have space when the working class is fully guaranteed all of its rights. ADS would like to commit at the ILO Centenary to this. We want to move towards the consolidation of comprehensive

social security systems which allow a better living standard for the working class and which avoid the march of privatization in these vital sectors of our populations. That is why we would like to especially underscore the comments of the Committee of Experts in the document called 'Universal Social Protections for human dignities, social justice and sustainable development', which should be compulsory reading for the constituents of this house. Particularly in paragraph 624 which states with the utmost clarity the danger of the privatization of pension funds through an individual savings system. There is nothing more just for those who reach old age than a dignified pension for decent life. We are calling on the Committee of Experts to take note of Recommendation 202 which calls on us to truly protect the rights of the population. On the other hand, ADS as a continent-wide organization, would like to express its full solidarity with the victims of violence in Colombia, both trade unions and social leaders as well as others. We call on the national government to adopt all measures necessary in order to avoid any more events of this type and so that the death of nobody is left in impunity and that they guarantee the right to protest, as should be done in a state of the rule of law. Mr President, I cannot finish this speech without expressing my deepest solidarity with our brothers and sisters in Africa and in other places around the world in which they are suffering in many ways due to lack of food, drinking water, the lack of dignified housing, the lack of programmes for health and education while in other places around the world the common denominator is arrogant and uncontrolled consumerism, which is a profound insult for those who own absolutely nothing. That is why we are calling for all of you to understand that solidarity is not giving what is spare but giving a part of what we have. Thank you, Mr President.

Ms Luisa Fernanda Gómez Duque

Latin American Association of Labour Lawyers

At the Latin American Association of Labour Lawyers, we would like to extend a warm welcome to the workers who have made this event possible, the strike in Brazil and the feminist strike in Colombia. We would also like to welcome the Report of the Director-General, Guy Ryder. A hundred years after the Preamble of the Constitution of the ILO declared that universal and lasting peace can only be achieved with social justice, we would like to look at the global context in terms of work in our region, and we see that it is suffering wretched and trying to fight back. In Argentina, the march of neoliberalism has led to hundreds of thousands of dismissals in the face of the inaction of the State which would rather prosecute trade unionists, labour lawyers and labour justice. The situation is no different in Brazil. Legislative reforms for labour and social security, which are currently in place or in the pipeline, are a clear example of the backslide of social rights. Guatemala is facing criminalization of collective bargaining which has reached unacceptable levels. Trade union leaders in the health sector and their lawyers are currently undergoing criminal trials. Some have been detained or have a warrant out against them due to legitimate collective bargaining processes. In Colombia, the desperate measures of the current government to dissolve the peace agreements are both directly and indirectly affecting workers because they are preventing them from knowing the truth about murders, prosecutions and the criminalization of trade union leaders within the armed conflict. Of the 24 member States invited to appear before the Committee on the Application of Standards at the Centenary Conference, six are from Latin America. In this global context, the development of productive forces has led to before now unthinkable levels. However, this has not led to better well-being for all of the global population. On the contrary, the life of most people around the world continues to depend on their workforce being bought in order to guarantee subsistence, but unemployment is structural and solutions only seem to come in the form of creation of new jobs. And we hardly speak, if we do at all, about forms of social organization in which people see their time freed up without this leading to a worsening of their living

conditions. It is urgent to note that distractions and superficial tweaking of the International Labour Organization, which shows those who are working in a role as a collaborator or an entrepreneur carrying out free or independent activities, are merely a smoke screen which hide the same forms of work which lead to economic and personal subjugation and which only perpetuate the already unsustainable modern social project. The fundamental principles declared in 1998 require immediate implementation now. We need to show that our present is not following up on the intentions of the past which are set out in the founding text to the ILO. We are not only living in a flagrantly unjust world but these are not times of peace. Hunger, lack of social protection, the exclusion of ever greater numbers of workers on the margins of formal work, migrants who are coming up against extremely solid walls, the absurdity of the distribution of wealth, the economic blockades in Venezuela and Cuba, all of these examples of the current reality clearly show that we cannot simply put an end to warlike confrontations in order to speak of peace. Rather, when we look to the future of work, we need to accept that the current production model has failed. It is unsustainable. We need to show that capitalism can have no social justice. The future of work needs to be created within alternative models in which the emancipation of the working class is a reality, which means that creative activity of people can be developed in freedom and justice which is compatible with life in all its forms. Workers of the world unite.

Ms Valerie Bichelmeier

Make Mothers Matter

Make Mothers Matter, or M, congratulates the ILO on its centenary anniversary. We also welcome the Director-General's Report on 'Work for a brighter future'. The multiple challenges our world is facing, which are articulated in the report, already affect the world of work as we have known it. They also often have exacerbated consequences for women, especially when they are mothers. Among the many excellent recommendations laid out in the report, we at MMM particularly support the following ones. First, the push for gender equality. As rightly stated in the report, the world of work begins at home. The unequal distribution of unpaid family care work in homes and communities, that is the care gap, remains the main structural obstacle to further progress on gender equality. This time-money-agency conundrum must be addressed. In our view, this also means taking motherhood into account in the push for gender equality. MMM therefore calls on governments: to provide accessible, affordable and high-quality public services and infrastructures with the explicit objective of addressing women's time poverty. These include water, electricity, energy, ICTs, transportation, proximity childcare and healthcare; to promote care as valuable work so that men also embrace careers in care-related sectors; to promote the equal sharing of care responsibilities between men and women. In the short-term this means paid paternity leave and shared paid parental leaves, but in the longer term it implies transforming the whole system to adapt to the new realities of fatherhood, including how boys are educated on family roles. Second, investment in human capital starts with children, and it also includes the informal setting of a family's home where a child acquires attitude, values, life skills and knowledge from their daily experiences and environment. Investment in human capital also already begins during early childhood when a child's brain develops at its fastest rate, laying the foundation for its organizational development and functioning throughout life. These critical early years shape a child's future physical and mental health with life-long impact not only for themselves but also for families, communities and societies. It is therefore of critical importance that the world of work also supports parents with policies that give them the time and the means to raise their children. This is especially important during the early years to ensure the nurturing care which is so essential for their future. MMM therefore calls upon governments to consider public spending on policies that support the unpaid care work of nurturing, raising and

educating children, especially during their early years, as an investment, and not as a mere expenditure. The potential return on investment is high. In addition to preventing social and health problems linked to burn out and stress and to countering declining fertility rates in developed countries, this investment could help ensure that every child develops to their full potential, which in turn could break the circle of poverty, prevent violence and foster more peaceful societies. Because caring and educating a child requires time, MMM also calls upon governments and employers: to promote diverse work and family life balance policies accessible to all, including the right to request flexible working arrangements, to allow parents and other caregivers to access and stay in paid work while assuming their family responsibilities; to adopt policies supporting quality part-time work and job sharing schemes that allow both men and women to adjust their workload to their family responsibilities; to recognize and value the skills which are acquired through caring, and which notably include organizational and leadership skills; to adopt life-course perspective and the facilitation of discontinuous career paths rather than linear ones, allowing men and women to withdraw from work partially or completely to care for their children or dependent relatives and then re-enter the labour market without being penalized. Third, the provision of universal social protection. Whether paid or unpaid, caring is work. In addition to Social Protection Floor, MMM is calling upon government to build on the Resolution concerning statistics of work, employment and labour underutilization, which was adopted in 2013, to recognize unpaid family care work as a particular category of labour which gives status and rights to caregivers. These include, in particular, access to social security, education and training, as well as so-called care credits in the calculation of pension rights. In conclusion, addressing the multiple challenges faced by our world goes well beyond the labour sector alone and requires a multi-sectorial and concerted approach also involving the education, health, social welfare, ecology, economic and fiscal sectors. But the urgent need to address those challenges also provides an opportunity for systemic transformation and a paradigm shift. It requires putting care, education and the well-being of people and the planet at the centre of government priorities and policies. It also requires moving away from short-termism, taking a long-term perspective and investing in the future, in people and their capabilities. It is time that the world of work adapts to people and families and that the economy serves the well-being of people and the planet not the other way around. Thank you.

Monday, 17 June 2019

Mr Michalakis Antoniou

Employer (Cyprus)

Dear Chairperson, I wish to begin my speech by congratulating all the parties involved in drafting the Global Commission on the Future of Work report and particularly the Director-General of this office. The Cyprus Employers and Industrialists Federation believes that the report sets some very ambitious goals, recognizes the opportunities introduced by new technologies and sends a clear message on the urgency of change and the need to act. I also wish to note that the report recognizes the existing diversities in the forms of work and moves away from the terms standard and non-standard work, which is a milestone in the way we view employment. My federation is considering supporting several of the report's recommendations, including those for establishing an effective lifelong learning system for workers and implementing a gender equality agenda, especially with regard to ending gender discrimination, violence and harassment at work. However, we maintain reservations for other recommendations such as the establishment of a Universal Labour Guarantee and expanding time sovereignty, which we consider unrealistic and disproportionately costly. Furthermore, we wish to note that the report does not adequately acknowledge the role of the private sector in some areas such as the development of training capacity to meet future labour skill demands. Ladies and gentlemen, this is a year we rejoice as the ILO completes a prolific century of life. Since 1919 the work has changed profoundly for the better. The world, of course, is not always a bright place, but today it stands the best it has ever been since the dawn of mankind. This is by far the greatest time to be alive. My statement in no way diminishes the considerable hardships many people around the globe endure today, but we must highlight the tremendous progress that has been achieved. Global trade, innovation and political action have facilitated incredible improvements to standards of living, education and literacy, civil and women's rights, sanitation and healthcare. Today, we live longer and healthier. Since 1913 the average global life expectancy grew from 34 to 71 years. More people can read and write today than any other time in human history, as global literacy rates rose from 31 per cent in 1920 to 86 per cent today. Extreme poverty has greatly reduced in most parts of the world over the past 40 years, which on its own is a significant accomplishment. Along with the rest of the world, the world of work is also changing, and it is changing fast. Technology is not evolving in steps but in leaps, and it is often challenging to make sense of how such progress can affect us. We need the ILO to help us take a large-scale long-term perspective on challenges ahead and to help us coordinate efforts to address an unknown but still very exciting and promising future. Distinguished delegates, mankind, in the past hundred years, has eradicated smallpox, split the atom, went to the moon and back, discovered the elusive Higgs boson and just two months ago took its first picture of a black hole. What was unthinkable and unimaginable in the past we take it for granted today. One hundred years is nothing in a cosmic scale. A small part of human history but more than a lifetime for most of us. We do not have the luxury to wait for the ILO's bicentennial to declare the end of gender gap or the achievement of safe working environment. Governments, employers' and workers' organizations from the four corners of the world share a joint solemn obligation to secure growth and prosperity and provide decent work for all today. Thank you.

Mr Syaiful Bahri Anshori

Worker (Indonesia)

Assalamualaikum [foreign 0:40]. Best wishes to all of us. The honourable representative of the ILC, all delegates, ladies and gentlemen. I would like to introduce myself. I am Syaiful Bahri Anshori, Head of the Indonesian Workers' delegation. I am President of the Indonesian Muslim Workers' Confederation, [vgr INAUDIBLE 1:04]. I am representing all confederation and federation members of the national tripartite [vgr INAUDIBLE 1:11] Indonesia consisting of Confederation [vgr INAUDIBLE 1:13] and Federation of [vgr INAUDIBLE 1:21] Wood Forestry Workers' Federation and [vgr INAUDIBLE 1:25] Workers Union.

Harmonious, dynamic and [vgr INAUDIBLE 1:31] is basic labour concept in Indonesia. [vgr INAUDIBLE 1:35] the standard to realizing the tripartite labour relation. It is not easy to [vgr INAUDIBLE 1:41] social dialogue [vgr INAUDIBLE 1:44] among tripartite stakeholder: trade union, employers and the Government. They all must always prioritize social dialogue for resolution in labour relation dispute.

Ladies and gentlemen, to prepare for industrial revolution 4.0, [vgr INAUDIBLE 2:02] and regulation need to be present in the place to ensure decent work in the future of work. The tripartite constituents need to play stronger roles, and we also need to have positive attitude and [vgr INAUDIBLE 2:18] and challenges of the digital era with [vgr INAUDIBLE 2:21]. We would like to also emphasize that our country [vgr INAUDIBLE 2:26] to these dangers and challenges, starting with making necessary changes within the Ministry of Manpower, including the decentralization [vgr INAUDIBLE 2:38] which need to be centralized to make all labour relevant process better directed and more focussed on being in line with the [vgr INAUDIBLE 2:47] rule. [vgr INAUDIBLE 2:48] to give decent living for unity. And at the same time, it would ensure [vgr INAUDIBLE 2:57] for Indonesian business investment. Idea and policy on employment insurance and [vgr INAUDIBLE 3:07] fund for dismissed worker must be made [vgr INAUDIBLE 3:11] and shall not remove the [vgr INAUDIBLE 3:13] in the current labour law.

Ladies and gentlemen, the Government should have policies to protect informal workers, which is now [vgr INAUDIBLE 3:26] per cent of Indonesian labour force. If we are to improve their welfare, should be made in line with the ILO Recommendation 204 concerning the transition from the informal to formal economy. Enforceable regulation are to be made and to make the informal workers, including [vgr INAUDIBLE 3:49] workers, able to play stronger role and are provided with a greater access to support to freedom of association.

We would like also to declare our support to the adoption of the Convention on ending violence and harassment against women and men in world of the work. This hopefully would provide more equal opportunity and protection for all worker in the workplace. I would also support for a Recommendation in this regard. It is our shared goal to have decent work, decent pay and decent living in order to achieve harmonious, dynamic and fair industrial relations. Indonesia is not in the list of freedom of association [vgr INAUDIBLE 4:39]. However, it does not necessarily mean that we are free from problem. In fact, there are still many violation in the freedom of the association, especially unfair dismissal, [vgr INAUDIBLE 4:54] employers pay wages lower than the minimum wage, less access to social security for formal workers with wages lower than the minimum wages, and many employers are not interested in [vgr INAUDIBLE 5:08] in order to to discuss sectoral minimum wages.

Finally, it is time for tripartite constituents to talk and discuss more than [vgr INAUDIBLE 5:19] and what to be done, and I am sure that the ILO Office in the country, regional and global level are ready to assist us in effort to bring about [vgr INAUDIBLE 5:30] social dialogue to make decent work, decent pay, decent living. Thank you.

H.E Mr Thein Swe

Government (Myanmar)

Mr President, distinguished delegates, ladies and gentlemen. It is a great honour for me to address the Conference at this historic occasion of the centenary of the ILO. I congratulate you all for the success that the ILO achieved last hundred years. The ILO, with the existence of one century, is a unique tripartite organization maintaining the characteristics of systematic functioning in exemplary manner, universal overarching ability and multi-sectoral involvement in order to bring about the sustainable development. Its mission and mandate in promoting social justice and decent work for all remain relevant and necessary. In this regard, I would like to express our sincere appreciation to the founders of the ILO, former Directors-General and incumbent Director-General, Mr Guy Ryder, and the representatives of government, employers and workers for their respective congruent roles in these related areas. We would like to express our appreciation to the Global Commission of the ILO for its hard and excellent work which resulted in the human-centred report, namely 'Work for a brighter future'. It is not only a milestone but also a centenary report calling for everyone to take responsibility for building a just and equitable future of work. Mr President, Myanmar set priorities to further improve the socio-economic life of its people, including workers, and to further enhance culture of tripartite dialogue to be in line with the goal of Future of Work. The Myanmar Labour Market Governance Programme is being developed with an aim to have all laws and by-laws in line with relevant international labour standards, to have a social dialogue principle-based cohesive labour law framework, to further promote compliance with the laws, to further strengthen capacity and promote confidence among the tripartite constituents enabling them to meaningful participation in social dialogues on labour law reforms and sound industrial relations. We have also been enforcing the existing laws to ensuring the protection of the labour rights. Minimum wage for the workers was successfully set to rise second time through social dialogue in order to have good industrial relations, to increase workers' competitiveness and to fulfil the needs of the workers and their families. We have been implementing the five-years National Action Plan for the Management of International Labour Migration 2018-2022 to improve the governance and administration of the labour migration. To promote safe and secure working environment for workers, Occupational Safety and Health Law was enacted in March 2019. We have been upgrading skill of workers through the National Skills Standard Authority and also finalizing Myanmar National Qualification Framework in order to keep abreast with the rapid changes in technology and requirements for jobs and skills. The Memorandum of Understanding on Myanmar Decent Work Country Programme 2018-2021 was signed among the representatives of government, employer, worker and the ILO in September 2018. By doing this, we have expressed our readiness to address decent work challenges in the country. Taking this opportunity, I wish to thank the ILO for cooperation and assistance. To signal our further commitment for effective abolition of child labour, I am pleased to announce that Myanmar is in the process of ratifying the ILO's Minimum Age Convention, C138, one of the ILO core conventions. In conclusion, Mr President, the current democratically elected civilian government has been transforming the country from the authoritarian to a democratic federal union. Myanmar, as a nascent democracy, is facing daunting challenges. However, we are resolute to overcome such challenges, including our efforts on elimination of forced labour. Myanmar, as a member of the ILO, will continue its

cooperation with the ILO and other members to the work of the ILO and to implement the future of work for the welfare of our global workforce. Thank you very much.

Mr Antonio Garamendi Lecanda

Employer (Spain)

President, Vice-Presidents of the International Conference, Director-General of the ILO, Government representatives, employers and workers. It is my great honour to address this plenary setting of the 108th Session of the ILC, a session of particular relevance this year as it coincides with the celebration of the first centenary of the ILO. The ILO's hundred years are proof of the validity of the mission as assigned by its founders, namely to ensure social justice via a model of tripartite governance, an approach that makes the ILO unique in the UN system. The tripartite model has inspired not only the Spanish Employers' Confederation since its creation in 1977 but also its more than 240 regional and sectoral member organizations. It has been key to ensuring economic growth, job creation and social peace fundamental to the consolidation of our democracy, and social dialogue indeed is the best infrastructure a country can have. But the ILO Centennial Celebration should not merely lead us to look to the past and to congratulate ourselves on what has been achieved. Rather, it should also be the start of an honest debate amongst members as to how to best successfully meet the challenges before the organization in an economic context marked by head-spinning technological transformations driven by globalization and digitalization. One challenge of which we should all be aware is the need to reinforce the ILO as the world's highest body for social and labour issues in this the twenty-first centenary. That is why the Centenary Declaration being discussed in the committee of the hall should recognize the role sustainable private enterprise plays as a source of economic growth and job creation. We need both the initiative of private enterprise and the existence of sound regulatory frameworks which enable that initiative. These two elements should be given their due if the organization hopes to find credible answers to the challenges of its second centenary like, as I mentioned, digitalization of our societies, market globalization, climate change or demographic changes, among others. Definitely the need is to harness sustainable private enterprise by improving the regulatory environment with an eye to job creation while taking account of major global transformations which are afoot which are changing the models of both production and traditional labour relations. The future of work is directly linked to the future of our companies. Profound changes are affecting the multilateral system in which the ILO plays its part as a UN component in accordance with its constitutional mandate and its tripartite structure. The SDGs constitute the international agenda which the ILO has a very important role to play for a number of the goals, particularly SDG 8 which clearly ties jobs to economic growth. It is certain that standard-setting activities have been very, very important as a source of inspiration for labour legislation in member States, but there is also a need to update this approach to better meet the changing needs of our society. The ILO should additionally foster other important aspects like the development of sustainable businesses, as I previously stated, but also business analysis capacity, digital upskilling for which training is essential to ease the transition to new models and to prepare young people for the labour market. Finally, we would like to express our pride in belonging to the International Organisation of Employers family, which in many actions provides essential support to the ILO and to other UN bodies, both internationally and regionally. I would also like to salute Ibero-American Business Council which, together with the IOE, is a forum for the Iberian organizations and brings together work, also working on the summits with the SEGIB. It is also involved in training, arbitration and innovation. Our confederation is also committed with the CEIB, and we continue to support its permanent secretariat. Social dialogue is the best way to ensure growth. It is the best infrastructure that we could hope to

have for our countries, so I will now conclude my comments and say thank you very much for your attention.

Ms Sekai Nzenza

Government (Zimbabwe)

Chairperson, on behalf of the Government of Zimbabwe, I wish to congratulate you, Mr Jean-Jacques Elmiger, and your Vice-Presidents on your election to preside over the 108th Session of the International Labour Conference. We have confidence that this historic session of the ILC, which is celebrating 100 years of the existence of the ILO, will deliver expected outcomes under your stewardship. My delegation here present both welcome the Report of the Director General and also the report of the Global Commission on the Future of Work to which the former is based on. The reports are robust, and I wish to congratulate the Director-General and the Co-Chairs of the Commission. My Government agrees with the recommendations proffered in the report of the Global Commission and followed through in the Report of the Director-General. The Government of Zimbabwe and its social partners will take the recommendations into account in revising the Decent Work Country Programme. The human-centred approach, as well as sustainable and productive green jobs, will be mainstreamed among other components highlighted in the Director-General's Report. Chairperson, this human-centred approach which I made reference to is contextual and multipronged. For instance, it relates to different forms of engagement between parties in the world of work, which includes collective bargaining and social dialogue. In respect of social dialogue, trade unions and employers' organizations engage governments on socio-economic issues beyond the labour market. Today, in Zimbabwe the emphasis is on strengthening social dialogue and its coordinating structures. To this end, the Parliament of Zimbabwe enacted the Tripartite Negotiating Forum in May 2019. Pursuant to this enactment, the President of the Republic of Zimbabwe commissioned the legislated Tripartite Negotiating Forum on 5 June 2019. The leaders of the trade unions and the employers' organizations in Zimbabwe took part in the ceremony, as well as the ILO Country Director who was representing the Director-General. Chairperson, Zimbabwe has drawn lessons from the Green enterPRIZE Innovation and Development Project that are useful in mainstreaming sustainable and productive green jobs in the next cycle of the Decent Work Country Programme. One of the lessons learned is that the sustainable and productive green jobs ought to be inclusive by giving space to young women and persons with disabilities. These are the most vulnerable groups in the labour market. They should not be left behind as we plan for the future of work under the banner of green jobs. Related to this aspect, my delegation, Chairperson, wishes to draw attention of this Conference to the need to attend to climate change effects in the world of work. As you all know, recently Zimbabwe experienced the devastating effects of climate change which came in the form of Cyclone Idai. Many people died in Zimbabwe as a result of this cyclone. Sustainable livelihoods were lost and jobs were lost. This is a wake-up call not only to Zimbabwe but also to others that we need to invest in green jobs that mitigate against climate change. Chairperson, in conclusion, I wish to dwell on a very important issue within the ILO. This issue has not been addressed in the Report of the Director-General, yet it is linked to investment in the institutions of work. This is about the need to democratize the Governing Body of the International Labour Office. The Governing Body is indeed an institution of work just like the International Labour Conference. The latter is democratic, yet the former is not. It is for this reason that Zimbabwe, like the whole of Africa, calls upon the ILO Governing Body to express this democratization in the Centenary Declaration. I want to thank you.

Mr Naoto Ohmi

Worker (Japan)

Thank you Chair. Distinguished delegates, ladies and gentlemen. It is great honour for me to address to this commemorable Centenary Conference on behalf of Japanese workers. Chair, we welcome and appreciate the Global Commission report on the Future of Work as a historical document, follow the advocacy of Decent Work by former Director-General, Mr Somavia. In particular, it is remarkable that its advocacy of the establishment of a Universal Labour Guarantee and the revitalization of collective representation of workers and employers through social dialogues as a public good. Besides that, as a trade union, we are highly appreciated the advocacy for reinvigorating the social contract for the fair and equitable future of work. We believe it will be profound and encouraging push for development of our future movements. On the occasion of the 30th anniversary of our foundation of this year, RENGO has recently formulated RENGO Vision to be a medium to long-term compass for our future movements. RENGO places emphasis on sustainability and inclusion as well as working. We will protect the dignity and living of each working people and connect them to local communities and create dynamics of society and economic. We emphasize our determination that it is our own will that we can change our future towards brighter one no matter what changes may occur in the future. We will make utmost efforts to bring social dialogue more inclusive to solve various issues and realize human-centred sustainable labour and society. Chair, everyone hopes for the brighter work for future. However, the path towards to that would not be simple. Taking advantage of this time of the centenary, the ILO and its constituents should renew its determination and take action to change the future, facing the reality that the decent work has not yet been realized at all. In this regard, we strongly hope that the ILO Centenary Declaration, along with other historical documents, will be a driver for the ILO to take a strong step forward in its next century. In Japan, gender equality is still in the situation of behind and various harassments have been remained. In order to improve this situation, Japan has recently enacted several laws, including the revision of promotion of women's participation and advancement in the workplace, and the measures have been introduced. However, challenges still remain. We expect it as a steady step towards the realization of society free from harassment. Efforts to set a new international labour standard which contributes to promote effectively the eradication of violence and harassment in each country is surely an action responding to change the future. We strongly hope that this Conference will adopt a Convention supplemented by a Recommendation. Chair, we are confident that the mission, mandate, and value of the ILO, which have achieved its firm universality over the century, will continue to be unshakable in the new century for the ILO. I conclude my address in our sincere celebration of the centenary of the ILO. Thank you for your attention.

Ms Mariyana Nikolova

Government (Bulgaria)

Vice-Chair, ladies and gentlemen, representatives from employers' and workers' organization, guests. Please allow me to congratulate you on this unique anniversary. For a hundred years, representatives of governments, employers and workers have been working together to overcome inequalities and to build a lasting peace based on social dialogue. This Centenary is special because it allows us not only to take stock of the achievements of the International Labour Organization and of its constituents over the last 100 years but it also allows us to look to the future, towards opportunities and challenges that we will see in a changing world of work. We appreciate the contribution of the Director-General, Mr Ryder,

to strengthening the role of the International Labour Organization on the international stage and to the implementation of the objectives and values shared by the organization and its constituents. A key element here is the seven Centenary Initiatives announced by the Director-General, Mr Ryder, back in 2013, particularly the emblematic initiative on the Future of work. The International Labour Organization has also become an exceedingly important actor in the implementation of the 2030 Agenda. One hundred years of history of the International Labour Organization and a history of success. On its 50th anniversary, and fully deserved, the organization received its most prestigious international prize: the Nobel Peace Prize. The unique characteristic of this organization, its tripartite structure, had made it possible for the instruments created by the ILO to become a sort of international labour code. Bulgaria has also come a long way since its accession to the organization in 1920 and has made significant progress in social and labour arena. We have ratified 101 ILO Conventions, and we continually strive to improve their implementation. In this mission, the role and support of our social partners are particularly important. The development of social dialogue at all levels is a key prerequisite to successful progress. It gives me great pleasure to note that Bulgaria participated in the celebration of the 100th anniversary of the International Labour Organization via the organization of various national events. A formal session of the National Council for Tripartite Cooperation dedicated to the centenary of the ILO and a tripartite round table at the 44th National Assembly with the participation of the Commission for Labour, Social and Demographic Policy dedicated to the centenary of the organization. Mr Maurizio Bussi, Deputy Regional Director of the ILO for Europe and Central Asia, also took part in this formal session. We welcome the Global Report on the ILO's role in the future of work: 'Work for a brighter future'. This gives an overview of the changes and the guidelines to respond to these changes. During the Bulgarian presidency of the Council of the European Union, we had the opportunity to contribute to the report via the conclusions adopted at the Council: The Future of Work, a lifecycle approach. The digitized world of today is facing numerous challenges, particularly with regards to the profile and structure of the labour market. There are also numerous challenges in the aim of assuring equal participation of women and men in all areas of employment, in social and economic life. We have high expectations for ourselves, the constituents of the organization and the people who we represent for the results of the 108th Session and the outcome document which will guide us for a truly improved world of work which really takes into account people, takes into account their expectations, hopes and concerns, particularly for younger generations and vulnerable groups. I extend my thanks to all of you, convinced in the belief that our efforts will be crowned with success.

Mr Erkki Nghimtina

Government (Namibia)

Mr President, I am honoured to address this historic occasion of the Centenary International Labour Conference, and I congratulate you on your election as the President of the Conference. Similarly, I congratulate the Director-General of the ILO for his visionary leadership and ensuring that this Conference is a platform for robust social dialogue and how best to work for the social justice during the next 100 years. Mr President, the seminal report of the Global Commission on the Future of Work gives us courage and a strategy to manage the challenges and to seize the opportunities that characterize the era of unprecedented technological change in an uncertain political, economic and social environment. The simple but bold strategy to invest in human capacity, in the institutions of world of work and in decent work, while ensuring that labour standard to protect workers are maintained and expanded, can address the global challenges of inequality, poverty and exploitation. Namibia will implement the Future of Work strategy through the effective and innovative programme for human development, active labour market policies, industrialization, and investment in

sustainable enterprises and the care economy, guided by Namibia's constitutional policy that required the State to adhere to the ILO Convention and Recommendations. Namibia will consult stakeholders to evaluate existing plans and adapt the Future of Work strategy in accordance with the national circumstances, SADC and AU strategies. National circumstances include higher youth employment, extreme income inequality and a large and growing informal economy. The challenge is to prepare for the Fourth Industrial Revolution while at the same time creating employment opportunities, unlocking the potential of the informal economy, care economy and enhancing productivity. Namibia's Future of Work strategy will aim to guarantee a positive future for the tens of thousands of unemployed young men and women who lack skills and employment experience. Programmes have already been introduced to expand vocational training and to integrate work experience in education. Namibia's employers have introduced an apprenticeship programme that focuses on the transition from school to work. Current and future programmes contributing to a Future of Work strategy aim to create youth-designed labour-based works and youth-owned enterprises in each constituency nation-wide, training officials and social partners in interest-based collective bargaining, recognition of prior learning, 1 per cent national training levy, gender mainstreaming and gender-responsive budgeting, and as well as evaluating the effectiveness of social dialogue structures, building the organizational capacity of unions, employers and informal sector organizations, establishing the Namibia Productivity Centre, the National Pension Fund within a social protection framework and improvement of expanding maternity protection in line with the ILO Convention, introducing a national minimum wage and comprehensive Occupational Safety and Health legislation, and conducting life-used surveys on the care economy and a baseline study on violence and harassment at work. Mr President, while applauding a lot of the ILO's achievements, we call on this Conference to commit itself to democratize the ILO on the basis of equality of members States by restructuring the Governing Body in order to eliminate from the ILO Constitution the outdated provisions conferring superior power in governance on a handful of member States. We commend the Director-General for keeping the worsening plight of Palestinian workers in the occupied territories higher on the ILO's agenda. Namibia reiterates its support to the struggling people of the Western Sahara. In conclusion, we are proud of the ILO's role as a beacon in the struggle for the eradication of poverty, unemployment, inequality and exploitation. Let us continue to work together for a better world. I thank you.

Ms Saida Neghza

Employer (Algeria)

President of the Conference, Director-General of the ILO, members of the Bureau, Your Excellencies, ladies and gentlemen. First of all, President of this Conference, I wish to congratulate you on your election as Chair of this session in recognition of all of your efforts and your dedication to the organization that you have accompanied in order for it to be able to face up to all the social economic changes in today's world, and this reflects the great faith placed in you by the representatives of the member States. Ladies and gentlemen, I am extremely happy to be taking part in the work of this session on the centenary anniversary of the organization, which is indeed a benchmark for the world of work for employers and workers in the service of economic development. And I must also praise Mr Guy Ryder who has established proper rules regarding the fundamental rules applicable to work, and as President of BUSINESSMED and President of the Confederation of Employers in Algeria, the CGEA, whom we support, that we all support your work in the Mediterranean region. Ladies and gentlemen, you are all aware that there is a great deal of regression in the social sphere on the African continent and this has led to what can be termed as a social epidemic reflected in growing unemployment, illegal migration, which has led to young people seeing their hopes for a better future destroyed. And therefore, they have gone onto these rafts of

death seeking to escape this and suffering marginalization and all the suffering of unemployment. All African countries must achieve high levels of growth in order to contain unemployment and illegal migration and all the human tragedies that arise from this. We are convinced that SMEs are the place where jobs are created, and this is why the CGEA in conjunction with the ILO set up a social academy in order to train managers and executives in the use of human resources, modern technology and implementation of labour legislation, health at work, as well as the social dialogue. We have also drawn up an ambitious programme in order to accompany women by establishing employment advice bureaus to encourage them to become entrepreneurs. In addition to this, the Algerian Union for Small and Medium-sized Businesses has been both a sponsor and provided arbitration for young people in digital work and in the social media. President of the Conference, ladies and gentlemen, we are hopeful that our efforts will meet with success in order for all of the member States, the whole continent, may reach the objectives of economic development in the sphere of decent work, social justice and a proper quality of life. Thank you very much indeed.

Mr Jinan Zhang

Government (China)

Mr President, ladies and gentlemen, dear friends. Since its establishment a century ago, the International Labour Organization has been holding the vision of maintaining world peace, giving full play to social dialogue and broadening and deepening development cooperation. By continuing improving the international labour standards system and working hard to eliminate poverty and promote decent work, the ILO has contributed greatly to safeguarding social fairness and justice. On behalf of the Chinese Government, I would like to express our sincere congratulations to the ILO on its centenary. Ladies and gentlemen, dear friends, the world is undergoing great transformations unseen in a century. Mr Xi Jinping, the Chinese President, brought up a vision of building a community of shared future for mankind by tackling the deficits in governance, trust, peace and development. He proposed that we should, through extensive consultation and joint contribution, share an open, inclusive, clean, and beautiful world that enjoys lasting peace, universal security and common prosperity. Faced with profound changes in the world of work, all countries are becoming interconnected and interdependent. Let us take actions to seize the opportunities and address the challenges. Together, let us build a bright future of work. We should pursue development by putting our people at the centre so as to promote the human-centred agenda for the future. We should improve the sharing of our economic and social development, create more jobs and improve people's livelihood to ensure the fruits of development can benefit people of all countries in a more equitable manner. We should strengthen dialogue and consultation, give full play to the development potential brought by technological advancement, green economy and demographic changes. In this way, we can better develop the potential of new technology, new forms and models of business, upgrade workers' professional skills and promote social fairness. We should improve the labour governance system and uphold multilateralism. We should support the ILO to fulfil its role to lead and coordinate, strengthen development cooperation, speed up the reform of the international labour standards system and its supervision mechanism, and seek solutions to inequality in income distribution and imbalance in development. Ladies and gentlemen, dear friends, this year marks the 70th anniversary of the founding of the People's Republic of China. Over the past seven decades, we have explored a path of socialism with Chinese characteristics in line with our own national circumstances. Especially in recent years, the Chinese Government has been committed to the green and open development philosophy featuring innovation, coordination and shared benefits, propelling our economic and social achievements. We have become the world's second largest economy and an integral engine for global economic

growth with a contribution rising year on year. Through targeted measures for poverty alleviation, over 82 million people in rural areas were lifted out of poverty in the past six years, and we aim to eliminate absolute poverty next year. By prioritizing employment, we have created over 13 million jobs in urban areas each year in the past six years. China, as a large developing country with 1.4 billion people, has realized relatively full employment and effectively protected the interests and rights of workers. With 940 million people covered by old-age insurance and basically universal coverage of medical insurance, we have built the world's largest social security net. The Chinese people now enjoy a stronger sense of gain, happiness and security. China cannot develop in isolation from the rest of the world, nor can the world enjoy prosperity without China. In the spirit of openness, inclusiveness, and win-win outcomes, China will actively engage in global governance with our wisdom and approaches. We stand ready to work with the ILO to promote South-South cooperation, under the framework of the Belt and Road Initiative, and achieve the UN 2030 Sustainable Development Goals. We will work with all countries to create a shared future of work through joint efforts. Thank you all.

Mr Nasser Alhamli

Government (United Arab Emirates)

In the name of God, Your Excellency the President of the Conference, Your Excellencies the heads and members of delegations, peace be upon you. At the outset, I would like to congratulate his Excellency the President on being elected to preside over the Conference. I would also like to congratulate the Vice-Presidents, and I wish you all much success in running the Conference. We are gathered here in the ILO Centenary to renew our commitment to the principles of the ILO Constitution and to reaffirm the importance of collective work to achieve its noble aims. I would like to congratulate the Director-General, the Secretariat, the tripartite constituency, on the occasion of the ILO Centenary, and I assure you of our continuous commitment to working with the organization for a bright future in the world of work. I commend the report of the Global Commission on the Future of Work as it raised a number of proposals which will help us to put together the necessary strategic plans that can help us to respond to the changes in the world of work. Ladies and gentlemen, a number of international reports pointed to the transitions in the future of work. Most of these reports raised questions on the risks in the future of work and the jobs which will disappear. This leads me to present a more optimistic future scenario which resulted from the third session of the Global Future Council's meetings which are held annually in the United Arab Emirates. First, technological development will cause many people to lose their jobs. However, it will also create millions of job opportunities. I remind you of the ILO report which pointed to the implementation of the Paris Agreement Work Programme and how it will lead to the loss of 6 million jobs but it will also create 24 million new jobs at the same time. Second, the fast development pace of the digital economy will increase the options of the unemployed who live in remote areas or who cannot work according to their traditional patterns of a set workplace and set working hours. Third, the ease of digital communication and the low transportation costs will enable countries with an excess of manpower to find work opportunities for its citizens and contribute to bridging the manpower gap in other countries that are developing fast or that have an ageing population. This is dependent on our ability to put together a comprehensive governance scheme to manage the labour movement between countries and lower its costs. Ladies and gentlemen, the wheel of progress will keep turning. Those who can direct it and increase the opportunities it offers will reap the benefits. Therefore, the questions we should be answering in this Conference are as follows. What are the policies that we should implement to facilitate skill and knowledge transfer in order to guarantee that no one is left behind? How can governments play the role in the context of the untraditional contractual relationships that

resulted from the digital platforms economy? How can governments monitor adherence to the conditions of decent work and the social protection systems? Mr President, the UAE adopted a number of strategies to shape the future in different domains, including the future of work. We launched the National Space Strategy, the strategies on blockchain, artificial intelligence, the Fourth Industrial Revolution, all aimed to enhance the state contribution to the global knowledge economy and job creation in these domains. I would like to say that, in conclusion, investing in human resources and adopting the principle of continuous education and training is the best guarantee so that no one is left behind. I wish you all a successful conference. May God's peace be upon you. Thank you.

Mr David Joyce

Worker (Ireland)

Esteemed President, it is a particular honour to address this Centenary Conference of the ILO on behalf of the Irish Congress of Trade Unions. I welcome the Report of the Director-General, 'Work for a better future', the landmark report by the ILO Global Commission on the Future of Work examining how to achieve a better future of work for all at a time of unprecedented change and exceptional challenges in the world of work. It has built on the values and objectives of the Declaration of Philadelphia, which needs to be reinvigorated, renewed, and strengthened. In that regard, we welcome the plans of the Irish Government to hold a conference in September to mark the ILO centenary to reflect on how we might do just that in an Irish context. The report has ten recommendations on how to deliver a new social contract. Allow me to reflect on just a few of these. A Universal Labour Guarantee that protects fundamental workers' rights, an adequate living wage, limits on hours of work and safe and healthy workplaces. A very welcome discussion on shorter hours and the need for more time sovereignty is essential for a reinvigorated social contract. We were pleased that the Employment (Miscellaneous Provisions) Act came into force earlier this year. It enhances worker's rights and protects low-paid vulnerable workers, and in particular zero-hours contracts have been prohibited in most circumstances, and provides for greater certainty for workers on their conditions of employment and in particular their hours of work. On collective bargaining, we will soon be publishing a set of proposals to improve collective bargaining rights for workers in Ireland. The rights to freedom of association and collective bargaining are under attack right around the world, and we are taking this initiative to defend those rights and to ensure that they are available in practice, not just on paper, for all workers. We also welcome the ratification of the ILO Forced Labour Protocol earlier this year and that Ireland has now joined the 50 for Freedom campaign by being among the first 50 countries to do so. We are of the view that there is much learning to be had from the UK Modern Slavery Act and urge the Irish Government to consider similar legislative moves in relation to mandatory due diligence. The recent case about the Atypical Migrant Workers Scheme for Non-European Economic Area Crew in the Fishing Fleet in relation to the widespread exploitation of migrant labour is an illustration of the need for such initiatives. We welcome the agreement with the authorities, secured by the ITF, that will see the introduction of measures to protect migrant workers in the Irish fishing industry from trafficking and modern slavery. In relation to guidance of people through transitions, we have been working to ensure that the concept of a just transition is a fundamental part of climate action measures by both government and companies seeking to reduce carbon emissions and are hopeful that the imminent government action plan will include this concept. A transformative and measurable agenda for gender equality and ending violence at work, the Gender Pay Gap Information Bill, requiring companies to report their gender pay gaps and the introduction of paid parental leave will make an important contribution in this regard. We also note the recent decision by Government to establish a new Citizens' Assembly to examine and make recommendations on the issue of gender equality. There is

much to be done to achieve true gender equality, and that is why we have also been working so hard with employers and governments in the Committee on Violence and Harassment to achieve a strong and effective Convention and Recommendation. The need for an international instrument for digital platforms is another useful point, and we also welcome reference to the role of quality public services and the idea of a right to digitally disconnect. Finally, I want to note the report on the situation of workers of the occupied Arab territories and the decent work deficits it outlines. The report outlines rising uncertainty in the West Bank and collapse in Gaza where only one in five people of working age were employed in 2018. The Israeli blockade has decimated Gaza's productive base and eroded employment opportunities. It is of particular concern that there are some 18,400 children involved in child labour in the occupied territories and also that the practice of the detention, interrogation, or torture of Palestinian children living under Israeli military occupation in the West Bank continues. That is why unions in Ireland are planning a conference on this issue. Of significance also are two recent resolutions from both the ETUC and EPSU which recognize European involvement in economic activities in these illegally occupied territories perpetuate the situation and go on to call for more effective sanctions against Israel until they comply with UN resolutions and international law. We also continue to support the Occupied Territories Bill making its way through our Parliament in Ireland. Thank you, President.

Mr Mohammad Otaredian

Employer (Islamic Republic of Iran)

Madam Vice-President, distinguished delegates, ladies and gentlemen. We are gathered here today not just to celebrate the ILO centenary but also to devise our collective direction on building a solid foundation on 'Work for a brighter future'. Study after study shows five trends that are radically altering future global orientation: technological innovation, global economic integration, climate change, demographic shifts and profound societal changes. While the pace of change is increasing, we are building on a history of innovation as the most influential trend to embrace a brighter future together. The greater penetration of technology increases the demand for human skills including creativity, problem solving, communication and collaboration. According to research recently conducted jointly by the ILO and IOE, 78 per cent of executives have indicated that schools and training centres are failing to meet future employers' skill needs. Education and training providers need to collaborate closely with employers to take necessary measures in order to meeting their requirements as to emerging globalized skills, and employers need to change mindset regarding the nature of work as it becomes less location specific, more network oriented and increasingly technology intensive. Ladies and gentlemen, I would like to continue my remarks on an issue very critical to the future business environment in my country with no intention of opening a debate on politics. Iran's economy has felt the effects of the maximum pressure campaign by Trump administration. Sanctions have slowed production and industrial growth in the country, considerably limited national business and investment due to political uncertainty. It is unacceptable to inflict the greatest burden of maximum pressure on those who are the least responsible for the downturn. It is notable that if any government adopts for any reason and logic a policy of sanctions against any other government, this diplomacy should not overstep the political arena, not harming the ordinary citizen. The future of workers and employers in sanctioned countries, including Iran, Russia, China, etc. and their trade partners in all over the world has been underestimated by the policy of imposed sanctions, and in such a situation speaking of a brighter future seems pointless. As a technical professional agency, the ILO need to establish an efficient mechanism which ensures that they are accessible, effective, independent and most importantly, free from political influences. As the Iranian Employers' delegate I felt an urgent need to reflect in this

plenary sitting of the 108th Session of the ILC the troubling challenge that the citizens and business community of sanctioned countries are facing. I hereby strongly call upon the ILO to depoliticize the issues and to devise effective ways of mitigating the concerns of the employers and workers of Iran and the trade partners of those countries dealing with Iran. Thank you.

Mr Colin E Jordan

Government (Barbados)

Chair, distinguished delegates, Barbados welcomes the opportunity to address the International Labour Conference this morning in its centenary year of the International Labour Organization. This Conference follows quickly on the heels of the 11th ILO Meeting of Caribbean Ministers of Labour which Barbados hosted last month. This was a very productive meeting which brought together my Caribbean counterparts, representatives from the Caribbean Community, CARICOM, Secretariat, the Organisation of Eastern Caribbean States, OECS, the Caribbean Congress of Labour, the Caribbean Employers' Confederation, and the Director-General of the ILO himself to ventilate on the topic of shaping a brighter future of work for the Caribbean. Our discussions resulted in the adoption of conclusions which address exploring new job and decent work opportunities for the Caribbean in the digital, care, green and blue economies, adapting institutions of work given the new emerging forms of employment and the growing importance those new economic areas, articulating a renewed social contract and supporting labour cooperation in the region. Undoubtedly, for Barbados and other countries in the Caribbean, heightened awareness of the changing world of work is critical if we are truly to be competitive on the world stage. We contend with myriad issues such as climate change, demographic changes, geopolitics, new and developing technologies, and globalization. Added to those, there are the challenges of high unemployment, especially high youth unemployment, economic instability, climate and natural disasters, and crime. I said at that meeting, and I reiterate now, that Barbados fully endorses the report of the Global Commission on the Future of Work, which has placed focus on a human-centred agenda. The Commission identifies countless opportunities to improve the quality of working lives in a future setting categorized by increasing investment in people's capabilities, institutions of works, and decent and sustainable work. Chair and delegates, it is not by chance that Barbados' transformation plan has at its core the development of workers. We recognize that worker development is key to achieving three sets of important outcomes that are critical for Barbados in the context of my Government's transformation agenda: increasing social inclusion, raising productivity, and preparing the economy for the future principally through the stimulation and formulation of skill ecosystems built on life-long learning and mechanisms to boost understanding and therefore productivity. As Barbados undertook its Future of Work Dialogue in 2016, important considerations regarding the future of work included society, culture, flexible forms of work, joblessness, education, health, productivity and competitiveness, as well as the stark recognition that there were several issues and challenges which were impacting Barbados' ability to meet the demands of a changing workplace. Three years later, in the ILO centenary year, we acknowledge that the pace at which the world of work is changing is faster than it was before. The challenges still exist. However, there are also opportunities to be taken. We are committed to facing the issues and challenges head-on with the development and implementation of appropriate strategies and policies using an inclusive approach involving government, workers' representatives and employers' representatives. I cannot emphasize enough the importance of our Social Partnership chaired by our Prime Minister. It has served Barbados well. Through effective social dialogue, we have been able to overcome many economic challenges. Barbados is so vested in this process that, to expand participation in national social dialogue, we have created a Social Justice Committee as a complement to the

tripartite arrangement of the Social Partnership. I want to encourage us all to equip ourselves to navigate the challenges and position ourselves to take advantage of the opportunities that will come with the changing world of work. Let us take the path that will ultimately lead to economic development that benefits us all. Let us show that decent work and economic growth can occur simultaneously. I thank you.

Mr Ancheta Tan

Employer (Philippines)

Mr President, fellow delegates, ladies and gentlemen. One hundred years ago our forebears, representing member States of the League of Nations, gathered together to establish the International Labour Organization, an entity envisioned to secure lasting peace based on social justice. Today, we are gathered once more, no doubt to renew this mission but under circumstances far different and formidable than those that existed a centenary ago. As we speak today, technological advances and the changing world of work are rushing before our eyes with incredible speed. Responding to this extraordinary development, the ILO organized a Global Commission to assess the impact and challenges to the world of work and to recommend what measures are needed to achieve a brighter future. The Commission produced a remarkable document, a report which listed recommendations on what we have to do. It urged us to take the first steps right here, right now, and for the rest of the ILO's second 100 years. While demonstrating the courage to dream and to harness the abundant resources of political will and cooperation of the tripartite partners, the report, however, raised a compelling question that begs for an answer. Who will subsidize this grand plan of collective and shared prosperity and how? It would have been a complete scenario if a substantial part of the report was likewise devoted to determining and identifying necessary measures to make enterprises productive and sustainable. For, at the end of the day, the seeds of all rights and guarantees demanded by labour cannot grow on barren land. They will only bloom on the fertile fields of productive and sustainable enterprises. The report raised the bar for achieving the components of social justice by all stakeholders, namely governments, workers and employers. Its generous but largely aspirational recommendations taken together, like living wage, lifetime social protection, universal labour guarantees, decent work, gender equality and many more, are a composite picture of a wonderful world, a veritable workers paradise in every sense of the word. The crucial challenge is how will the member States on varying levels of economic development and the social partners cope with these issues? Where do we begin? At the very least, we are fortunate that we have in the ILO, not anywhere else, a mechanism and an enduring principle that will help us navigate this fateful journey. It is tripartism: the machinery that will ensure reasonableness, affordability and acceptance of some, if not all, of the prescriptions in the report of the Global Commission. It is therefore imperative that, first and foremost, we must put more flesh and blood to tripartism and to strengthen its foundations, not only in its functions but even in the hierarchy of the organization itself. It can start by having a Deputy Director-General for Workers and a Deputy Director-General for Employers, a makeover in structure and substance that will truly usher in a new era for the ILO. It will set up this organization as a genuine tripartite body it was meant to be, that even from a distance will be recognized as such like a shining city upon a hill. Fellow delegates, if we can achieve this, we would have accomplished much. It will truly be the beginning of meaningful change, not business as usual or more of the same. If we can realize this in the short term, we are optimistic that more mutually beneficial improvements in the work of the ILO will follow, and for all these efforts we can hope for the consolation that future generations will say, in the words of José Rizal, the national hero of the Philippines who expressed it in Spanish: "*No todos estaban dormidos en la noche de nuestros abuelos.*" Not all were asleep in the night of our forefathers. Thank you.

Ms Majbrit Berlau**Worker (Denmark)**

Thank you, Chair. President, Director-General, delegates. First let me, on behalf of the trade union movement in Denmark, congratulate all of us with the achievements of the ILO in its first centenary. You cannot underestimate the importance of the ILO in the combat against poverty and the fight for decent work, as well as the enduring efforts to promote women's rights and gender equality. However, the fight for social justice is still necessary. We are far from having exhausted our tasks. Injustice and inequality is still visible in all parts of the world, and over the past decades, we have seen inequality on the rise. This should worry all of us. As stated in the Philadelphia Declaration: "Poverty anywhere constitutes a danger to prosperity everywhere." Some still find collective bargaining and social dialogue as a theoretically good idea but in reality completely fail to promote it and practise it. However, social dialogue and collective bargaining has proven to be the strongest tool to achieve prosperity and social justice. A strong commitment to social dialogue can prove that labour is not a commodity. Later this year my own country, Denmark can celebrate 120 years of mutual recognition between trade unions and employers and of collective bargaining. The development of the welfare system is in many aspects closely linked to the responsibilities lying in the hands of the social partners. To a large extent, the Danish labour market is regulated through collective agreement. We have to realize the fundamental challenge in achieving social justice. It is about sharing the power. It is about recognizing that through social dialogue and collective bargaining, companies and workplaces can make better results. Something important is missing if you are without the opportunity to influence your own working life, and nobody should be surprised that people left behind will express their frustrations. A human-centred approach for the future of work is completely necessary in order to champion the just transition to achieve a sustainable future for the coming generation. Only that way we will be able to reach a brighter future for all. Hundred years ago, the first Convention on working time established the maximum of 48-hours working week: 8 hours per day, 6 days a week. Today you can find so-called successful business leaders defending a 72-hour working week: 12 hours per day, 6 days a week. So the fight for social justice is far from over. For that reason, we welcome the report from the Global Commission on the Future of Work. It addresses some of the most important challenges we will meet in the coming decades. It is visionary, and all constituents of the ILO should recognize the valuable contribution included in the report. In the changing world where we all search to find answers to how we can overcome the climate changes and many of the other challenges, the report from the Global Commission provides us with valuable ideas. We are in a time of history where we should put peoples' interests first. There is a strong need to improve occupational safety and health because people should be able to enjoy a safe and secure working environment. The adoption of a new Convention and Recommendation on violence and harassment at this Conference would be a great step forward. Let me finish my speech by drawing the attention to a matter of our concern. Coming from a major maritime country, it gives me no pleasure to report that, despite ILO's request, Denmark has still taken no initiative to revise Section 10 of the Danish International Ship Register. And on that note, I will state that it still has our full attention. Thank you for your attention.

Mr Jesus Faria Maiato**Government (Angola)**

Your Excellency, Vice-President of this the 108th Session of the International Labour Conference, Director-General of the ILO, distinguished delegates. It is a great honour that, on behalf of the Angolan Government presided by His Excellency João Manuel Gonçalves Lourenço and on behalf of the delegation which is taking part in this 108th Session of the ILO, and also we are commemorating the centenary of the ILO with, of course, the Conference being presided by his Excellency Jean-Jacques Elmiger. And I would also like to salute the three Vice-Presidents, one of whom is Angolan. It is our honour to have an Angolan as Vice-President of this session representing the governments. Now, our presence here today reflects our long link to working with the ILO as we look at different efforts to try and improve our world of work, working on issues and characterized by our attachment to human values, dignity, equality and fairness. The Republic of Angola, on 4 June of this year, celebrated its 43rd year as a full member of the ILO. That is about as long as the country has been independent. Throughout these many years, we have ratified and adopted many, many standards of the ILO, and we would mention that we have indeed ratified the eight fundamental Conventions, and the National Assembly of the Republic of Angola has just indeed approved Convention 144 on tripartite consultations. These standards have had a positive impact on the legal order of our country by enshrining the fundamental rights of workers in legislation, thereby ensuring respect and recognition for the dignity of work and workers. Angola has implemented a number of different policy measures which aim to create jobs, particularly jobs for young people. Recently, a number of different programmes have been approved, and we are implementing the National Action Plan for employability promotion. It will create some 250,000 jobs in different areas of economic activity over the course of the next three years. I am also pleased to mention that we are in the final stages of adopting our National Action Plan for the elimination of child labour and we are also reformulating our Decent Work Country Programme with input from the social partners and with the direct assistance of the Regional Office of the ILO which is based in Kinshasa, and we would like to thank them for that help. The Government of Angola recently put out for public discussion a revision of laws on strikes, unions and collective bargaining. Our previous law has been in force for 28 years. We want to update that text to take on board the principles included in the 2010 Constitution of the Republic. Now, at the ILO Centenary, we can fully appreciate that the principles of equality, fairness and social justice, which are the foundation of this organization, are as relevant as ever before. This is why our efforts should focus on ensuring the participation of all member States in the process. In this light, we call for the adoption of the 1986 Amendment to the Constitution to foster the democratization should be approved. Violence and harassment in the workforce are very important. We see the different calls for this. We think that this Convention should be approved. It is the first step. Angola has been participating in the discussions and calls for the approval of the Convention. Today, there is no doubt that we are undergoing massive changes in the world of work. We see that new technologies are forcing us to rethink our approaches. We need to come up with new alternatives so that we can meet the new challenges that the future of work is putting before us. To this purpose, Angola commits to following the recommendations of the ILO report to better anticipate the address of the impacts of these changes to the world of work. Mr President, we are delighted to see what the ILO has done to promote the use of the Portuguese language in the regional meetings of the ILO. Thank you very much for your attention.

Mr Elias Ndevanjema Shikongo

Employer (Namibia)

Mr President, ladies and gentlemen, colleagues, let me start off with stating the obvious in that it is an honour to stand before you and to address you on this occasion of the centenary of this august organization. The fact that the organization has survived 100 years indicates that it continued to have both meaning and purpose to its stakeholders, and it is indeed up to us as attendees to this Conference to set the groundwork for it to survive the next 100 years and beyond. As I see among many issues to be addressed, there are two main issues which merit mentioning. And I must declare that, when I state it, I state it from the point of view of a developing country, in this Namibia, which has been independent for over 29 years. And I should add a country that is currently suffering from a severe and devastating drought as well as an unemployment figure of approximately 34 per cent. Thus while there is a need for the International Labour Organization to represent everyone, we must not lose sight of the fact that the needs and capabilities of developing countries are frequently, and in fact continuously, diverse to those of the developing world. Mr Chairman, Mr President, the world of work has changed in the past years. There are jobs today that did not exist a few years ago and, to be honest, I am not quite sure that I know what some of them entail. The style and manner of working has also changed, and it will continue to change equally fast in the future, if not faster. We must be ready for it. We must endure and ensure that we, as a tripartite partner, are ready, and we must start to act now not tomorrow. I welcome the Future of Work Report but, as has been stated by so many speakers before me, the document is very theoretical and does very little to offer a practical solution to what should be done. We also note from the report that there are frequent comments as to what at least two of the parties should do, the governments as well as the employers, but little or none when it comes to the employees. There is one aspect though that we can support without any reservation, and that is the need to increase and improve the social protection platform in all countries. However, we must be careful how we do it and not to [vgr INAUDIBLE 3:18] one of the social partners but to spread it equally across the partners. I would like to emphasize in this regard that whether it be a new national pension scheme or unemployment cover to start with, we must slowly build reserve until such is adequate that benefits can be increased. We must not, by any means, try to move with 100 per cent cover overnight. On a similar note, I wish to express the support and endorsement of the organization I represent, the Namibian Employers' Federation for the SADC Protocol, our regional body, on the portability of social security benefits within our region. For too long, migrant workers in our region have suffered from not receiving benefits such as disability and pension support for the work that they have performed in foreign countries that is within the region. We encourage accordingly all SADC Ministers, some of whom are here, as well as all social partners to treat this as more than urgent. Mr President, colleagues, a topic worth addressing at this occasion is also something that our sister organization are very familiar with, namely the question of decreasing numbers in our constituencies, be it trade unions or be it employees' organization. Too many of our members back home have closed shop or reduced staff due to the economic situation. We also note from recent reports that our sister organization in the form of employees are also experiencing similar decline in numbers. My understanding is that this phenomena is occurring in too many countries and it is a wake-up call for all of us. As we all know, the support for the social partners as well as their strengths are of relevant and of critical importance for the effective future and of this organization. I have heard, Mr Chairman, that this bleeding away of membership is due to factors such as part-time workers, casualization and the digital transformation. I found it, however, hard to believe, Mr President, that workers will stop membership or our members, for that matter, will stop membership due to this reason. I believe that this is due to the relevance of work amongst our organization. I must stop this address by thanking our partners, in particular the ILO, for ongoing support that our organization has received as an organization and for which will have been much worse. Thank you very much, Mr Chairman.

Ms Jennifer Baptiste-Primus**Government (Trinidad and Tobago)**

Thank you very much, Madam Chair. Mr President, it is indeed an honour for me to address this esteemed gathering here today on behalf of the Government of the Republic of Trinidad and Tobago. As we stand united on this landmark occasion of the ILO's centenary, its fundamental principles of social justice, freedom of expression and association remain irrefutable. Forging forward into the next 100 years of this revered institution, I wish to reaffirm Trinidad and Tobago's commitment to promoting decent work for all. I take this opportunity to extend our sincere compliments to Director-General Guy Ryder for a thought provoking and timely report on 'Work for a brighter future'. This cogently articulated document highlights matters germane to the realization of a more prosperous, equitable future with inclusive growth, greater social justice, productive employment and decent work for all. Indeed, it further championed a human-centred approach to the future of work by placing people and the work they do at the centre of economic and social policy and business practice. The Small Island Developing States of the Caribbean region, cognisant of the recommendations of this report, consolidated their commitment to decent work, social justice and tripartite dialogue during the 11th ILO Subregional Meeting of Ministers of Labour, held in May of this year in Barbados. Emanating from this meeting was a renewed call for regional unity towards the collective realization of the 2030 Sustainable Development Goals and a human-centred approach to economic growth. This commitment is also entrenched in the National Policy Framework of Trinidad and Tobago, which is evidenced by its articulation in our National Development Strategy, commonly referred to as Vision 2030, more specifically under the first Development Theme of 2030. In this regard, and in line with the human-centred approach to the future of work, I am pleased to seize the opportunity to illustrate just a few accomplishments of the Government of Trinidad and Tobago in promoting social dialogue, freedom of association, social security and decent work for all. Over the past three and a half years, the Government of Trinidad and Tobago embarked upon an impressive labour legislative reform exercise via a national tripartite consultative process, resulting in over 21 public consultations on matters as diverse as the amendment of the Industrial Relations Act, the Retrenchment and Severance Benefits Act, the Occupational Safety and Health Act, the Trade Union Act and the Employment Standards Bill, just to cite a few. We also implemented a novel and multidimensional National Workplace Policy on Sexual Harassment, a comprehensive National Workplace Policy on HIV/Aids for Trinidad and Tobago, as well as successfully executed public sensitization programmes to address child labour and to promote the right of domestic workers. The theme acknowledges that our citizens are central to our development and, in fact, are our greatest asset. It reflects Trinidad and Tobago's commitment to create a society in which all the basic needs are met and each individual is valued and given the opportunity to realize his or her full potential. Mr President, as we look to the future, I am optimistic that our nations will continue to be strengthened as we stand united and committed to achieving our shared development goals. In charting a path for the next 100 years, the principles enshrined in the Declaration of Philadelphia and its message, "there can be no lasting peace without social justice," shall continue to guide our future endeavours. I thank you.

Government (Nigeria)

The President of the Conference and eminent delegates here present, I consider it a great honour and privilege to be invited to address this historic 108th Centenary Session of the International Labour Conference. On behalf of the President and Commander-in-Chief of the Armed Forces of the Federal Republic of Nigeria and the good people of Nigeria, I commend the ILO for its enduring and unique normative role over the last century. I also pay tributes to the founding members of this organization for their abiding faith in establishing, formulating and supervising implementation of labour standards that has shaped employment relationships in the world of work. Your standard-setting machinery and its supervisory mechanism have in no small measure promoted industrial peace and harmony and inclusive growth in member States. It is indeed heart-warming that the ILO, through the Future of Work initiative, is taking the bull by the horn in anticipating future challenges in the world of work and taking a holistic approach in dealing with opportunities as they may arise. I am pleased to inform this august gathering that Nigeria is one of the countries that has convened a National Dialogue on the Future of Work and it is implementing many of the initiatives as well as the recommendations of our National Dialogue. We agree with the ILO that labour, being the most critical factor of production, should be the fulcrum of economic and social policies if we are to have a just, fair, equitable and egalitarian society in the future. In view of this, the Government of Nigeria inaugurated and launched the 2017-2020 Federal Civil Service Strategy and Implementation Plan for the purpose of improving and developing capacity in the public sector towards advancing the nation's economy. Presently, there is concerted effort to create an efficient, productive, incorruptible and citizen-centred workforce anchored on four pillars: namely, professionalism, enterprise content management system, entrepreneurship culture and enhanced welfare package for employees. One other area of interest identified by the International Labour Organization in charting the future of work is the need to establish a Universal Labour Guarantee which advocates, inter alia, adequate living wage, minimizing the incidence of the working poor. The Nigerian Government, under the leadership of His Excellency President Muhammadu Buhari, has keyed into these ideals by signing into law a new National Minimum Wage Act which increased the national minimum wage by 66 per cent, and this has consequential wage adjustment for all workers and translates into enhanced purchasing power of the Nigerian workers. Furthermore, the number of workers covered by the New National Minimum Wage Act has substantially increased in line with the demand of the ILO over the years. This will ultimately help many workers out of the vicious cycle of poverty, thereby stimulating investment, economic growth and wealth creation. One other aspect of the Future of Work initiative that is close to the heart of the Nigerian Government is its provision of social protection schemes including social insurance schemes for workers and the vulnerable segment of the society. It is worth noting that for the first time in the history of Nigeria, the present administration's Social Investment Programme stands out clearly as the largest and the most effective social investment programme in Africa. It involves Home Grown School Feeding Programme for over 9 million pupils, Conditional Cash Transfer to almost 300,000 Nigerians and the Government Enterprise and Empowerment Programme which financially empowers small and medium-scale businesses. These programmes, amongst others, are geared towards overcoming the daunting unemployment challenges and eradication of poverty in Nigeria. In the same vein, Mr President, we strongly believe that the future of the ILO depends on how we continue to reaffirm and uphold the democratic principles and values of the organization by removing discrimination and isolation, thereby promoting inclusiveness and equity of representation of all regions in the governance structures of the organization. Therefore, as we prepare to adopt a new Centenary Declaration based on social justice and inclusiveness, Nigeria restates that the ILO should correct the international arrangement of reserving permanent seats for countries of chief industrial importance. Finally, Mr President, Director-General,

we use this opportunity once again to renew our request for the upgrading of the ILO Country Office Abuja, which also covers Ghana, Sierra-Leone, Liberia and the Gambia, to the status of a Decent Work Subregional Office to serve the English speaking countries of West Africa. This is because it has become clear that the office in Senegal can no longer effectively serve our technical assistance requirements of the subregion. In the same vein, we renew our demand for the employment of more Nigerian professionals into the office in order to bridge the under-representation of Nigeria in the ILO workforce bearing in mind Nigeria's status and contributions to the organization. Once again, I congratulate the ILO on this all important Conference. Thank you.

Ms Socorro Flores Liera

Government (Mexico)

Thank you, Madam Chair. Distinguished delegates, it is an honour for me to be here speaking on behalf of the Government of Mexico in this plenary session of the ILO which is celebrating the centenary of this organization. We renew our commitment to multilateralism here. Throughout the decades, the ILO has been a reference in trying to achieve social justice. Its tripartite approach, its vocation for dialogue has converted into a unique space to try and agree conditions for work which lead to decent work and better quality of life for all people. Without a doubt, we have made achievements, yet we still have major challenges before us if we are to meet our goals. That is why we are going to take up the call from the Director-General to reflect on those challenges before the world of work. Today, we live in a very complex world. It is changing rapidly. New challenges are coming forward. Technological development, demographic changes are joining other existing challenges such as inequality, poverty and climate change, just to mention a few. It is indispensable that the ILO renew its approach to using a strengthened social dialogue and a tripartite approach. The ILO should internalize the 2030 Agenda and make it its own and promote standards which base themselves on individuals, leaving no one behind, no one whatsoever left behind. We need to ensure a future with equality of opportunity where decent work is a right and not a privilege, a future in which unions will be truly democratic and independent, and where women can develop free of discrimination and where they receive equal pay for equal work, in which young people meet their potential and where all workers have sufficient wages, social protection and security and safety in their workplaces. We can make progress down this path. We can agree, in this historic Conference, on a Convention to end violence and harassment in the world of work and adopting a Centenary Declaration which will call upon the ILO's future actions in this changing world. But none of which we agree will become a reality if we do not find ways to achieve better jobs. To do that you have got to have economic growth. There should be a certainty that employers will benefit from the rule of law, that there will be proper regulations and that increases in wages will go hand in hand with increases in productivity of companies. We want to have jobs which are decent, and companies have to play their role here as we look to this future we all want. The new Government of Mexico with Andrés Manuel López Obrador is taking concrete steps in this direction. Last January the largest further education programme ever was adopted. It is entitled Young People Building the Future. It is an alliance between the Government and the different private sectors and public and social sectors to try and bring to the labour market and bring 2.3 million young people into the jobs market that have not yet had a chance to study or to work. And also then the approval of Convention 98. This is a major step forward in our country. This is something which has made it possible for unions to freely associate and there can be true collective bargaining. These are the guidelines which are leading our efforts in the area of labour rights. Then also training for women. We have redoubled our efforts to achieve the conditions to try and help some of the most discriminated workers: domestic workers. As we see reforms to our labour laws and the pilot project for including

social protection for all means that we have extended our coverage to 2.5 million new beneficiaries, and there we have also ratified 89 on domestic workers. We have looked at our efforts in the northern efforts. We have increased our ability to promote the economy without increasing inflation. We are working with productive sectors. We have done that via social dialogue. The objective here is to progressively and sustainably increase the minimum wage to lead to decent work. And finally, we want to strengthen the alliances to face the changes to the world of work. Employers, workers and governments have signed, together with the DG Guy Ryder, a Memorandum of Understanding for Decent Work for a programme through 2024 for Mexico. It is going to look at artificial intelligence and automatization, find ways that we can find benefits for workers and for their families, and this should not be seen necessarily as a threat to stable work. Madam Chair, these are historic times. Labour policy is on the minds of everyone now. It has the support of the ILO, and we must build a future of work which is inclusive and characterized by dignity and social justice. And let us do it. Let us do it together and do it now. Thank you.

Mr Michael Democrito Mendoza

Worker (Philippines)

[foreign 0:34]. Good noon to our leaders and also brothers and sisters. The Philippine Workers' delegation appreciates the work of Global Commission on the Future of Work. Indeed, we cannot sleepwalk through the widening decent work deficit and massive attacks on trade union movement worldwide, but the reality is that the future of world of work, where capital is freest and technology as its enabler, may not be bright for Filipinos. Union density has stagnated around 7 per cent, even with the massive union campaign. Employers use technology to create a bonfire of our already grossly weakened labour rights. Work will be more insecure: smart factories and the gig economy where work is temporary and part-time job. Lifelong learning schemes will not address the insecurity that results when technology is used to cut down labour costs. Our contractual work denies workers their constitutionally guaranteed right to security of tenure. Contractualization that instils fear of job loss, combined with corporate greed, worsening anti-union tactics effectively decimate union membership and create poverty trap. TUCP estimate about 9 million contractual in private sector. Almost half of all the government sector, 2.5 million, is actually in a work precarious arrangement. Government is actually the biggest violator. Unfortunately, three weeks ago, Congress actually succeeded in stamping out what should be the 21-year-old dream of having a prohibition on fixed-term contracts. Last month, the country concluded the national and mid-term elections marked by widespread vote buying. In a bastardized party-list system, our labour party, trade union congress party, was able to survive, but not most of the progressive party-list where it succumbed to the weight and volume of money politics of the elites. And all the labour coalition of NAGKAISA is actually we will continue to fight on. Meanwhile, moves to convert the Philippine Congress to Constituent Assembly amending the 1987 Constitution will provide very little democratic space, especially for workers. The existing language of freedom of association and freedom of assembly and even the right of strike may be in danger for deletion. However, we continue to demand the respect for our fundamental rights. Given the challenges, we are not sure if victory will be in our hands. However, we take courage in those who suffer and died in the struggle, the future of our children and international standard-setting solidarity. We must be on guard. We fully endorse the adoption of the ILO Centenary Declaration, the adoption of Convention Recommendation on violence and harassment in the world of work. [foreign 3:51] *Salamat*. Thank you very much.

Government (Austria)

Chair, ladies and gentlemen. Austria would like to congratulate the ILO on its 100th anniversary, and we are delighted that the ILO has used its centenary year to look at the future of work. Today, we are living in a time of dramatic change: globalization, with ever increasingly complex supply chains, huge technological and digital advances and new constantly expanding forms of communication. In addition to this, there are demographic and climate challenges. What is key here is that we shape these changes politically and we ensure that they are made to the benefit of the most and that we limit the problems related to them. The work of the ILO is to find responses to difficult questions. Initially, the ILO was responding to the questions of the nineteenth and twentieth century, particularly industrialization and the related social issues. For today's and for future developments, we also need to work together to find pertinent political answers. Austria congratulates the Global Commission on the Future of Work for its report and its efforts to find innovative solutions. We welcome its approach of putting people at the centre of policies. The ten recommendations are also a very good starting point for a global dimension on the discussion of the Future of Work. Some of the recommendations for universal entitlements or guarantees are rather lofty and ambitious and therefore cannot be implemented in full. However, they do correctly steer the debate on how the ILO should work for a decent future of work. In this debate, we must, of course, take into account the huge differences between ILO member States. Just think of the different tax and funding systems and the different social security systems. When we think about occupational safety and health, we also have different approaches. For a long time we have said that this aspect should be included in decent work. In other words, occupational safety and health should be included in the fundamental principles and rights at work, and we are delighted to note that the Global Commission also took on this idea, and we hope that this will also be answered by this prestigious Conference. An important topic for Austria is rapid digitization. The new digital opportunities also mean changes for our labour market. Therefore, Austria also made this a focus during its presidency of the European Union last year. Forms of work are changing. I am thinking here, above all, about the gig economy and so on. On an international level, we are also facing the challenge of legally defining these forms of work and giving the people working in these areas not just labour protection but also social protection. It is difficult to see how we should deal with labour protection in this area, particularly when we are looking at self-employed people, sole proprietors and so on. For freelancers or sole proprietors, we have to ask ourselves how we can contribute to sufficient income from gainful employment. New technologies and digitization demand new skills from workers, and they constantly have to adapt to new needs. Lifelong learning is increasingly important and is supposed to become a matter of course for all of us. We have the best chances of achieving this if the governments and social partners work together. Digitization also opens up opportunities for improvement for people with special needs, for example for people with disabilities, to take part in the social society. Also, with regard to the care system there are new opportunities. Guaranteeing decent and dignified high quality care is a challenge for all of us. We are delighted that in the ILO Conference there is work on a Centenary Declaration for the future world of work of the ILO. The ILO has to take protection for all workers in an increasingly complex world of work. In the last century, the ILO has enjoyed repeated success in responding to new challenges. Let us all work together to ensure it can continue to do so in the future. Thank you.

Mr Gustavo Adolfo de Hoyos Walther

Employer (Mexico)

Madam Vice-President, delegates, representatives at the International Labour Conference. On behalf of the employers of Mexico, I would like to congratulate the organization on its first centenary. This anniversary is a time to celebrate the role which has been played by the organization throughout its existence in the world of work, but particularly to discuss the challenges which the ILO will be facing in the coming years. Today, it should be clear that the main challenge in the world of work is the creation and conservation of jobs. We should not forget that we are not creating enough jobs in the world for all those who would like to work. Not everyone is having an opportunity to find a job. Now thus the main objective of this organization should focus in the coming years on promoting the necessary conditions so that throughout the world and each member State and regionally we find a way to stimulate productive job creation. And each job, of course, has to have a successful firm behind it. We look at the rhetoric. Quite often it just looks at other aspects. It looks at ways of trying to regulate problems such as violence and harassment. That's truly important, but in future we have got to make certain that we really do put at the heart of our institutions the best ways possible to create high quality jobs. We have got to create the conditions so that there are more companies indeed set up. They should be productive. They have got to be profitable, and they have got to be sustainable. This should be self-evident, but sometimes it is left out of the equation. Sometimes it is not part of the discussions on the future of work. This is particularly important as we see automation. This might seem to be a threat. It could be seen as a threat to existing jobs. It could undermine the rate of creation of new jobs. We have really got to focus on the ways that this institution can help. I would like to share some of my thinking on this, some of my concerns of the Employers' Association of Mexico when it comes to the challenges before us, throughout the world, and the different challenges for the organizations that should manage this change. First of all, we have got to look within the ILO as to what types of regulation we want, what types of incentives we need, looking particularly on small and medium-sized firms, and also not leaving out multinationals. Again, we need to try and create growth so the jobs are created, and we need to look at the balance between the different rights which are part of decent work and also, on the other hand, make sure that the companies are still viable so the jobs exist. We have got to make sure that we get the balance right or it will all fall apart. We have got to also take a look at the challenge of training, the acquisition of skills for productive work. This is very important to combat extreme poverty. We need to look at what really creates good jobs, and the lack of good jobs means that many parts of society simply cannot find good jobs, jobs which pay enough so that they can actually achieve well-being. A fourth challenge looks at national authorities and regional bodies. They have to be involved in developing plans for the countries involved. They have got to take into account employers and workers together to make sure they are part of this discussion. In many situations, we see that quite often the approach is very short-term and sometimes we leave out a role for the employers. They have to be a part of this process. We have also got to recognize and re-evaluate the important role played by companies when it comes to achieving sustainable development. We should not see this as a question of ideology. Governments and leaders need to see that development leads to well-being. No one should be left out of this equation. What we too often do forget is that development and well-being only can be created if wealth is created, and that means you have to have companies which are up to the task. More and better companies. The ILO needs to reflect more on the types of actions which can help to job creation, making sure that firms are sustainable. The State cannot by itself take up this challenge of achieving well-being. It should stimulate, but the actual work is going to involve the involvement of firms, and our confederation of employers renews its commitment. We certainly would call upon the Government to indeed create the conditions of prosperity so this all can be achieved. Thank you.

Mr Carlos Enrique Mancilla García

Worker (Guatemala)

Madam Vice-President, the ILO is celebrating nothing less than its first hundred years. It is thus an even greater honour for me to be addressing this session of the Conference, and that as the representative of the workers of Guatemala. We welcome the drafting of the document entitled 'Work for a brighter future' prepared by the Global Commission on the Future of Work, which succeeds in raising a series of observations and important proposals of relevance for all participants in the world of work. The document is of particular value in these times of historical, technological change by stressing the importance of fundamental labour rights, collective bargaining and social dialogue as the essential tools to successfully tackling these new challenges. This is a perspective which is not always part of the debates in our region and, regrettably in particular, in Guatemala. On these matters, we fully subscribe to the notion that the social contract needs to be revisited to ensure that workers enjoy a fair share in economic progress, that workers' rights and their unions are respected, and that occupational safety and health risks are addressed as they make their contribution to the economy. We likewise support the establishment of a Universal Labour Guarantee for all workers, and yet we must not forget that for many of the world's workers, the current situation is characterized by needing to merely survive as jobs are eliminated, tax policy is aggressively regressive and workers and organizers are simply murdered to keep the workers in their place, as occurs in Guatemala. 2019 marks the 30th anniversary since the adoption of Convention 169, Indigenous and Tribal Peoples Convention, which Guatemala, where more than half of the population is considered to be indigenous, ratified in the year 1996. At the start of this year, the Committee on the Application of Standards and Recommendations expressed its concern over the high number of indigenous leaders, many of whom are also smallholders, and union representatives that have been assassinated in recent years. Also of concern is the general lack of respect for the rights recognized by the Convention. To the contrary, in Guatemala the indigenous peoples are one of the groups most suffering from discrimination and exclusion, denied even their most basic individual and collective rights. Despite the removal of Guatemala from the list of cases of the Committee on the Application of Standards, the workers of Guatemala continue to place our trust in this organization and will continue to fight for social justice and social peace in our country. Additionally, an important event was held just last June 12, the World Day Against Child Labour. This is an issue which mobilizes the entire Guatemalan labour movement with all its force, for it is unforgivable that, due to a lack of opportunity and extreme poverty, girls and boys are forced to contribute to the family incomes and thus see their rights as children denied. We take this opportunity to call upon all members of this house to approve by consensus Convention 190 to protect workers from violence and harassment in the world of work. Madam Vice-President, achieving a future for work that is fair and equitable simply will not happen if some people and peoples are excluded. Rather, a better world should be built on the foundation of respect for diversity and the distinct cultures that inhabit our world, with full recognition of the human labour and union rights of all men and women. We call upon governments, employers and workers to commemorate the centenary of the ILO and the 30 years of Convention 169 by promoting concrete actions to foster respect for the rights of all workers and indigenous peoples. Say yes to life. Say yes to freedom of association and collective bargaining. Thank you very much.

Employer (Colombia)

Thank you, Madam Vice-President. Thank you for giving me the floor. On behalf of ANDI, that is the Employers' Association of Colombia, it is of great importance for me to be able to speak to this body. There are trade wars ongoing. There are problems as we try to find new jobs with workers. We are trying to find new types of formal employment. In the DG's Report on the Future of Work, it is very important to mention that employers will continue to focus upon the need to redouble our efforts to create jobs and increase productivity. We need to take advantage of technological advances. We need to promote innovation. We need to coordinate with education institutions so that we can meet future needs for jobs. Now, at this point in time, we have really got to reflect, among other things, as the best way and the best framework in which to do this. We like the promotions on lifelong learning and gender equality and the shoring up of social protection systems based upon economic sustainability through time. In the same way, we also see positively incentives to create jobs in key areas which will lead to decent work which is sustainable and to review the structures of firms to encourage long-term investment in the real economy. Yes, we do agree there. We also support the Universal Labour Guarantee in the Director-General's Report. Here we do see, though, that there are difficulties when it comes to implementation, and we have questions as to interpretation too. We think that the ILO's efforts here to try and improve labour productivity should take the form of looking at ways that you can have productivity increased in the economies. We need to promote growth via firms. We have got to have the proper conditions to do that. Productivity and competitiveness go hand in hand for a successful economy if you are going to have strong labour markets and healthy labour markets. Now, with Colombia in the last year, we have had tripartite agreements achieved of great thrust. They will foster decent work. We have had an increase in the minimum wage proportional to inflation, and it is the highest level historically ever. In the same way, we have also achieved important tripartite progress with the unions as we try and find guidelines for good product when it comes to collective bargaining negotiations. We are getting help from others and working with the three main unions as we try and improve productivity in the workplace. The businesses of Colombia are looking at digital realization and ways that we can update the training and also try and improve the environmental sustainability. Again, we want sustainable growth. We want to increase productivity. There are a number of different incentives or factors which come into play. Education is one of these. It is one of the major challenges before us. What firms need today, what they will need in the future mean that we have got to find new ways of training the future's workers. We have got to have lifelong learning as part of the mix. We have got to shore up the training of technical staff, and we have got to also look at linguistic issues. Now, for some years, we in the capital of Colombia have been looking at a programme called GAN. It is a training programme. We would like to thank the ILO and its employment office. The Office of the ILO has helped us in our efforts here and the ANDI CESLA programme comes to mind here. We have looked at ways that we can try and shore up here in trying to reduce strikes in Colombia. The studies of what is occurring have helped us. It has brought academics. It has given us a better view of our situation in the country on these issues. The goal is to try and improve our legislation and also to improve our judicial system. We thank them for the help of organizing workshops that have worked with firms as we have tried to meet the goals of sustainable development and to respect the human rights and the rights of firms. Madam Vice-President, we continue to be committed in building a society based on harmony where firms and workers work together, that they try to work together with the development with better social inclusion and peace. We will build this together. ANDI, our organization, continues to look at the implementation of the peace agreements which are part of our National Development Plans which were recently approved by our Congress. All of this will lead to increased growth and better well-being for Colombians across the board. Thank you.

Mr James Hoth Mai**Government (South Sudan)**

Mr President, Honourable Ministers, the Director-General of the ILO, distinguished delegates, ladies and gentlemen. On behalf of the delegation of the Republic of South Sudan, and my own behalf, I would like to avail myself of this opportunity to congratulate you, Mr President and Vice-President, for having been elected the President and Vice-President of the current 108th Session of the International Labour Conference respectively. I would like to extend my congratulations to the ILO and the entire member States for the centenary. The International Labour Organization has come this far through the efforts and devotion of all partners. I would also like to appreciate the Director-General, Mr Guy Ryder, and his staff for excellent organization of this important annual event, especially marking the ILO centenary, and the warm welcome accorded to my delegation. On the other hand, we would like to commend the very comprehensive and informative report of the Global Commission on the Future of Work extended to us by the ILO Director-General. The report has touched on a number of issues that are central to the working life. The recommendation for a new approach that puts people and the work they do at the centre of economic, social policy and business practice is viable and crucial. As a young nation with institutions and systems still in the formation, South Sudan is well placed to adopt the strategies that would draw from the recommendation of this report. This will shape a better future of work in my country. South Sudan is committed to work and partner with the ILO in ensuring that national policies with regard to working relations are aligned to the ILO principles. We have tripartite consultations to labour issues that affect the social partners. We have been able to review the Decent Work Country Programme with support from the ILO. I would like to acknowledge and commend the ILO for its presence in South Sudan. This Office will coordinate the work between the Ministry of Labour and the ILO and support the implementation of the Decent Work Country Programme. Capacity building for the work force is top on our agenda. The ILO has also contributed to the printing of the Labour Act 2017, which needs to be disseminated for the correct implementation of the law. For any developmental work political stability is prerequisite. Therefore, the revitalized peace agreement which was signed on 12 September 2018 has offered a promising environment for creating job opportunities for vulnerable groups such as youth, women and people with special needs. My country has witnessed a steep decline on conflict-related killings, displacement, rape, forced marriages and other gender-based violence. In its quest for fair and inclusive recruitment process, the Ministry of Labour, in collaboration with the relevant government institution and the NGO Forum, drew the guidelines to govern recruitment in the NGO sector. Similar guidelines for recruitment in oil sector and companies are also underway. This will safeguard and ensure social justice for all, gender equality, decent work that lead to long-term sustainable development and equal access to jobs. Mr President, the Republic of South Sudan supports the call for democratization of the Governing Body of the ILO to make it more representative. The Government of South Sudan is working towards ratification of the 1986 instrument. In conclusion, together we look forward to a continued partnership with the ILO to improve on social justice and decent work in my country. Thank you very much.

Mr Julian Braithwaite

Government (United Kingdom)

Thank you, Chair. First and foremost, I would like to extend my congratulations to the ILO on reaching its centenary year. The United Kingdom firmly believes in a rules-based international system, and the work of the ILO in maintaining and improving labour standards is a critical part of that. Being in a decent job gives a person dignity, the ability to earn their own money, pay their own way and determine their own future. As the report of the Global Commission on the Future of Work makes clear, we are undergoing a period of significant change. We all have a responsibility to bring an end to inequality and injustice in the world of work. Governments, employers and workers need to work closely together to push forward positive transformative change. The UK looks forward to the successful conclusion of the ILO Centenary Declaration, setting out the central role of the ILO in the years to come in the context of the changing world of work. We stand ready to work with you all on this important mission. I want to focus today on one group where inequality in the labour market persists, which the draft Declaration rightly highlights. This must be the time to achieve equality for women in the workplace once and for all. We know that if women had the same role in labour markets as men, an estimated additional \$28 trillion could be added to global GDP in 2025. That is 26 per cent higher global GDP. We all know that, globally, more women are exploited for forced labour than men. The UK has a strong record. The UK employment rate for women is at a joint-record high of 71.8 per cent. This has been achieved through a varied, inclusive approach to increase gender equality in the labour market and policies to help reconcile family and work responsibilities. However, there is always more to be done, not least to ensure the wider cultural change where it is the norm that women will progress and can achieve seniority and financial reward equal to men. I am very pleased to confirm today the United Kingdom's intention to join the ILO's Equal Pay International Coalition, EPIC. We welcome the ILO's leadership here and stand ready to support the coalition. But nothing is more timely and relevant to women than the international legally binding Convention being negotiated at this Conference on eradicating violence and harassment in the world of work. As Prime Minister May noted last week, in terms of eradicating violence against women and girls, nothing could be more important than eradicating modern slavery, one of the worst forms of abuse. We are proud that the UK is playing a leading role on this, and I call on countries today, that have not yet done so, to join us in ratifying the ILO's 2014 Forced Labour Protocol. In this context, the UK hopes this Conference will adopt a Convention on violence and harassment at work that covers all aspects of work and all who need protection. I started by saying that this is a period of huge change in the world of work. For many people across the world, a job does not always meet every hope and dream. However, the work of this Centenary Conference can give us all hope that the future of work will indeed foster greater opportunities for all people around the world. Thank you, Chair.

Mr M K L Weerasinghe

Employer (Sri Lanka)

Thank you, Chair. On behalf of the Employers' Federation of Ceylon we wish to congratulate the ILO as it celebrates hundred years of service to its constituents and contribution towards the world of work. Before I proceed with my main speech, I wish to acknowledge with gratitude the many messages of condolence and solidarity that we received from the Director-General of the ILO, his staff, as well as our colleagues from around the world, in the aftermath of the terror attacks that took place this Easter. Sri Lanka

is back in business, and we look forward to welcoming you all in our island nation. We take this opportunity to congratulate the Director-General for the timely release of the Future of Work Commission report. Whilst welcoming its conclusions, we hope that they will be translated into implementable action plans with sustainability at its core. In doing so, innovation and global integration strategy should be encouraged, and it would also be important that such objectives are aligned with Sustainable Development Goal outcomes of the respective countries. This year, the EFC commemorates 90 years of service to employers, and the Secretariat continues to support a membership made up of dynamic and responsible employers representing diverse sectors. The experienced and highly qualified professional staff, ably supported by a highly motivated support staff, continues to be a strength for our members. We continue to collaborate with the ILO Office in Colombo, as well as ACTEMP, in relation to interventions that are linked to the country's SDG goals. We expanded the Disability Resource Centre with the aim of serving a larger number of beneficiaries and to offer more certified courses. The centre now offers distance learning facilities which is a boon to persons with disabilities who live out of Colombo and find commuting to be difficult. Similarly, we have expanded our youth initiative programme to include more state universities as well as early school leavers through our partnership with the National Youth Corps. The recent distribution of scholarships to study degree courses in IT at the Colombo University is an extension of our collaboration with the Policy Development Office of the Prime Minister. We continue to support the Government's policy of promoting universal recognition and certification of skills based on the national skills framework. It is hoped that the pilot projects launched for the benefit of the garment manufacturing, hospitality and the plantation sectors, respectively, will be a fillip to those working in these sectors and be a catalyst for others to follow. Skills, no doubt, will be a new currency, and our objective is to ensure that this intervention will achieve several nationally important objectives. Whilst the primary outcome expected is to brand Sri Lanka as a skills destination, it is hoped that this programme will be pivotal to the linking of wages with skills in a manner that will also promote dignity of labour. Stemming the flow of those migrating to engage in low-skill jobs, especially women, is another objective we hope to achieve. Similarly, closer cooperation between business and TVET institutions is expected to eliminate the many bottlenecks that exist in aligning skills gaps in a sustainable manner. The EFC continues to promote the concept of Skills Passport that will be compatible with skills qualification framework in receiving countries and encourage mobility of highly skilled workers between regions. We hope that it will have a positive bearing on several critical issues, including labour shortages in key industries, such as construction back home, but will also be a solution to the demographic challenges that the country will have to face in the not so distant future. Closely linked to our skills policy is the EFC's involvement in the employment-related aspects of migration. Our partnership with the IOE IOM has yielded many results, especially in relation to the interventions made before the Colombo Process meetings linked to the Abu Dhabi Dialogue. We continue to enjoy the respect and goodwill of our trade union colleagues as well as their international affiliates. Our collaboration with the JILF, as well as their local affiliates, in special projects stands as a testament to this camaraderie. Similarly, the EFC, in its capacity as the Vice-Chair of the South Asian employers forum, was instrumental in organizing a joint SAFE-SARTUC meeting in New Delhi in February this year, paving the way for greater cooperation between the region's employers' unions on issues of common interests. The EFC wishes to acknowledge and appreciate its long-term partnerships with the IOE, ILO ACTEMP, the ITC ILO Campus in Turin, with special mention of the Employers' Activities office, Keidanren, AOTS, DECP, SAFE, MEF and other CAPE members. We also wish to thank the Director and staff of the ILO Office in Colombo for their continued support. We continue to enjoy a close relationship with the Ministry of Labour and wish to acknowledge the Honourable Minister's interest in bringing about urgently needed labour market reforms. Similarly, we acknowledge with appreciation the difficult yet important role played by the Commissioner General of Labour and his team of officials. In conclusion, we wish to thank the Director-General and his staff at the Office for successfully organizing the 108th Session of the International Labour Conference. Thank you very much.

Mr Van Cuong Bui

Worker (Viet Nam)

Mr President of the International Labour Conference, distinguished delegates. First and foremost, it is my honour to convey to the President and to all the distinguished delegates the warmest greetings from more than 10.5 million union members in Viet Nam. I am sure that, under your wise guidance, the 108th Session, a historic session, of the ILC will successfully achieve its goals. As its name, the Centenary Session, says, the 108th Session of the International Labour Conference marks the hundredth anniversary of the International Labour Organization, the first and the only tripartite agency within the United Nations. Taking this opportunity, allow me to convey my congratulations upon the great achievements made by the ILO over the last century which have made such a contribution to social peace and progress all over the world. This year, the trade unions of Viet Nam also celebrate their 90th anniversary. Throughout 90 years of growth and development since its inception, the representation, the care for and protection of workers' legal and legitimate rights and interests have always been considered a core and cross-cutting mandate of our organization in pursuit of social progress and justice. As the representative organization of workers, over the years, together with the Government and with the relevant agencies and employers in Viet Nam, our union has made every effort and has implemented a series of measures to empower and take good care of the working people to promote social dialogue and collective bargaining, as well as to conclude and enforce collective agreements, all of which have helped to build constructive, harmonious, stable and progressive industrial relations at workplaces in Viet Nam. We have worked to further members' interests, to protect workers and build a strong union organization. Moreover, as one party to the tripartite mechanism, over the past five years our union has played an active role in the National Wage Council in negotiating and setting minimum wages for our workers, with a total increase of 55 per cent over the past five years. Moreover, the National Labour Relations Commission is also an effective tripartite institution in our country, providing advice to government in the policymaking process and proposing solutions to build strong industrial unions. In January and March 2019, Viet Nam has ratified, respectively, Conventions 88 and 159 of the ILO relating to employment. The 7th Session of 14th National Assembly of Viet Nam took place recently in Hanoi, and there a resolution was adopted on the ratification of Convention 98 of the ILO. And at the same time, it gave an opinion on the draft revised labour code that has been drafted with strong proposals on working time reduction, exponential pay rate for overtime and other overtime benefits. These efforts aimed at implementing our determination to achieve sustainable growth in all economic and social dimensions, to create an enabling environment and conditions for all workers to have better jobs and income, to ensure decent work, safe working environment and a happy life for all. Currently, the Vietnamese trade unions are stepping up the reform process in order to even better implement our role and function in representing, looking after and defending the members' and workers' rights and interests, and at the same time to uphold and represent the voice and role of workers, an important driving force in the process of industrialization, modernization and international integration of Viet Nam. Distinguished delegates, we give our full support to the Report of the Director General on 'Work for a brighter future', and we fully approve the call to renew the social contract for social justice with the principle 'labour is not commodity'. We strongly support the adoption of a new standard on the elimination of violence and harassment in the world of work. Employment is of key importance to workers and their families and the whole national economy, which is influenced by a whole series of factors. The current Fourth Industrial Revolution is having a major impact on all aspects of workers' employment and livelihoods in Viet Nam. A large number of workers, especially in the labour intensive sectors such as textile, garment, leather, footwear and electronics, are having to deal with challenges because of the spread

of automation technology which will probably result in a number of human jobs being replaced with robots. Protections of jobs and striving for decent work have become a common concern for government, trade union organizations and employers in Viet Nam. We believe that in striving towards this goal, the ILO will keep helping and supporting its constituents all over the world, including supporting Viet Nam, and provide us with the necessary technical support to bring all parties together towards striving towards a common goal as stated in the theme of Director General's Report 'Work for a brighter future'. We appreciate the assistance we have been given by the ILO. The Vietnamese trade unions have been supported by the ILO over the years, and we would like to hope that we will continue to enjoy your support in the future. We hope that, with all our joint efforts and our determination, once again we will be able to make a mark on humankind's development process over the next century. Thank you very much for your attention.

Mr Pradeep Dursun

Employer (Mauritius)

Chairperson, Excellencies, distinguished delegates, ladies and gentlemen. Good afternoon. It is an immense pleasure and honour for me to address the Conference as the Employer delegate for Mauritius. This year marks the centenary of this tripartite international labour parliament. It is opportune at this juncture to pay tribute to all our predecessors and all those who have been here in the past sharing their vision and working relentlessly in keeping high on the agenda the ideals of this institution. We also wish to put on record the contribution of the officers and members of the Secretariat and all those unsung heroes who work in remote regional offices whilst ensuring that the ILO continues to make a meaningful impact for the different actors of the world of work. The face of the world has changed drastically from what it was in 1919 when the founding fathers established the ILO. In the past hundred years, most countries have witnessed major transformations. In our case, Mauritius was still a colony at that time, and today we are facing new challenges and uncertainties as a small independent island state. As we celebrate proudly our past achievements, we need at the same time to reflect on the type of future we want to build for us and hand over the legacy to future generations. This year, the Global Commission Report presented by the DG has some overall positive features. It identifies the divergent realities of working life across the globe. It also acknowledges that there are different forms of work. However, the report fails in fully recognizing the value of the private sector. We find no concrete recommendations aimed at improving the business environment and promoting investment. We have strong reservations regarding the notion of Universal Labour Guarantee and the concept of time sovereignty. The term guarantee is most inappropriate at a time when even businesses do not have long-term visibility and need to restructure continuously as customers' expectations keep on evolving. We strongly appeal that there should be wider ILO engagement with the business community and that the Enterprise Initiative which is currently under discussion at the level of the Governing Body should be implemented promptly. This will contribute in building a shared understanding of enterprise realities among the different constituents of this house. Furthermore, this year's Centenary Declaration should first serve as a blueprint for the years to come. It must help in strengthening the role of the ILO in the international community and confirm its impact of its actions on the ground. The ILO must ensure that it remains fit for purpose even after hundred years of existence. It must focus its work on priority areas, mainly taking the global lead on skills guidance to policy makers, supporting countries to enhance productivity growth which contributes to economic growth and full productive employment, and also supporting member States to go beyond the focus of decent work deficits in the informal sector and assist them in examining the institutional and policy gaps that are normally the root causes of informality. The future of work should not be presented as a set of doomsday

prophecies but should be translated into concrete and achievable initiatives and actions regarding how communities wish to regard work as a social construct and how individuals wish to work in the future. The ILO, as a tripartite body, has stood the test of time, and we are confident that collectively we can build a better organization and continue to make an impact in the livelihoods of millions of people worldwide. Chairperson, distinguished delegates, I thank you all for your kind attention.

Mr Akmadi Sarbassov

Government (Kazakhstan)

Madam President, ladies and gentlemen, greetings to all participants in this international Conference and congratulations on the centenary. Kazakhstan supports the main recommendations contained in the Global Commission's report. During the 12th Astana Economic Forum on 16 May this year in the city of Nur-Sultan, an international conference was held to discuss the main conclusions of the Report on the Future of Work. In celebrating the centenary, at the moment we are carrying out domestic procedures to ratify Convention 175 on part-time work. We are carrying out systemic measures to expand opportunities to improve the quality of labour. The main indicators of the labour market show positive trends. The number of people under contract grew by 1,200,000. It reached 6.6 million, and the number of self-employed fell from 2.7 to 2.1 million. We have identified global challenges which may influence changes. First of all, digitalization and technology, artificial intelligence and robotics. These developments require a change in qualifications and skills for the workforce, both professional qualifications and additional skills. Our strategic development plan taking us up to 2025 is intended to cover the new global challenges and new opportunities and provides for seven key systemic reforms to be carried out. Carrying out the strategic plan should ensure an annual economic growth by 4.5 to 5 per cent and corresponds to a situation where we become a member of the 30 most developed countries in the world. Doing this through enhancing labour productivity by 50 per cent, volumes of non-commodity exports to \$41 billion, suddenly new economic growth models will require high professional qualifications and motivations. The second challenge relates to population changes in demographics, in labour resources. We are seeing a growth in activities among people over 60. A growing number of young people need the necessary skills. We are seeing more inclusivity for working force in the labour market with women, elderly people and people with limited abilities taking part. The third challenge relates to the development of new forms of labour relations. Globalization and technology will develop new, more flexible forms of employment. We are seeing development of the gig economy where we are seeing an increase in the number of so-called freelancers, and here we have developed our views on the future of the labour market in our country in the light of global challenges and trends in our own country. The forecast is that population levels will reach 19.8 million by 2025. We will need more than 570,000 extra staff. We are seeing a reduction in demand for low-qualified work. The number of such jobs will be reduced by 530,000 by modernization and, against the backdrop of the growth in labour productivity, we are seeing a shift in the workforce towards the towns and the major productive areas such as education, building and transport. In the light of these challenges, we are working in several areas. First of all, we are developing a development programme for labour productivity, taking us up to 2021. Initially, we have allocated US\$860 million. In two years, we have had more than a million people going through the system and 695,000 jobs have been found. Secondly, modernizing employment services. Within our new legislation on employment, all employment centres have developed new formats for working. People now have focused approaches to their needs for skills assessment and individual job seeking. We have professional human resources services for selecting staff and a window for both employers and employees. We are implementing the major OECD recommendations for our national

qualification system, ensuring the people have the necessary skillsets. We are going to introduce a new, more detailed employment classifier. This year, we have planned to develop 480 professional standards. On the whole, by 2020, we are going to adopt something like 550 professional standards in all the sectors of the economy. Fourth, ensuring decent conditions of work with maintenance of flexibility in legislation is a priority for our Government. As of 1 January 2019, minimum wage was increased 50 per cent. In conclusion, let me say that all the social obligations are being carried out fully by our State. Yet again, I would stress that our Government will continue to work to develop its labour policy in accordance with International Labour Organization standards. Thank you.

Mr Guangping Jiang

Worker (China)

First of all, please allow me to congratulate you on your election. I believe, under your leadership, this Conference will be a complete success. This year marks the 100th anniversary of the ILO. On behalf of the All-China Federation of Trade Unions, I would like to send my congratulations. In the past 100 years, the ILO, with its unique feature of tripartism, has made a remarkable contribution to promoting decent work, social justice and the world's peace and development. Today, after 100 years, economic globalization, technological revolution, demographic changes and climate change are having increasing impacts on the production and the life of mankind. To tackle new challenges faced by the world of work requires international community, governments, trade unions and enterprises to stand together and shoulder up responsibilities. I fully agree with the report of the Global Commission on the Future of Work transmitted by the DG. The report, with its focus on the future, proposes a human-centred agenda, putting people and decent work at the centre of economic and social development, which is forward-looking and strategic. On April 11 this year, the ACFTU jointly held a tripartite forum with the Government and employers and had a dialogue under the theme of Joint Efforts for a Shared Future of Work. We emphasized at the forum that we should adhere to social justice so that the workers can enjoy a fair share of benefits of economic growth. We should follow the tripartism, improve the consultation and coordination mechanism participated by the Government, trade unions and enterprises, and build harmonious labour relations. We should uphold multilateralism and guide multilateral dialogues towards cooperation, inclusiveness and win-win outcomes. We should build a community of shared future for mankind, advocate a new type of international relations featuring mutual respect, fairness and justice and win-win cooperation. We support this conference to adopt a Centenary Declaration. This year also marks the 70th anniversary of the founding of the People's Republic of China. Over the past 70 years, under the leadership of the Communist Party of China, Chinese trade unions have been playing an important role in the cause of socialism with Chinese characteristics. Last year, the 17th National Congress of Union was successfully convened. The important accounts made by CPC General Secretary Xi Jinping on the working class and the trade union work have provided us with the fundamental guidelines for the trade union movement in the new era. Currently, under the guidance of Xi Jinping thought on socialism with Chinese characteristics for a new era, Chinese trade unions adhere to the theme of labour movement of realizing the Chinese Dream, fulfil our duty to protect the workers' rights and interests and serve them wholeheartedly. Unions are vigorously promoting the spirit of model workers and the work of craftsmanship in an effort to build an industrial workforce. We are strengthening grassroots organizations and coping with challenges brought up by the digital economy and climate change, and promoting life-long learning in order to enhance workers' sense of gains, happiness and security. The ACFTU now has 300 million members and 2.809 million grassroots organizations. 2.4664 million collective agreements have been signed covering 285 million workers. From 2013 to 2018, unions at all levels have organized skill

competitions attracting 141 million workers, of which 5.8 million workers having their skills level improved. Unions also organized 382,000 skills training programmes, benefiting 34.638 million workers. Moreover, we have pooled ¥20 billion, which has helped lift 2.42 million workers out of poverty. Mr President, delegates, looking ahead, Chinese trade unions will remain committed to the principle of peace, development, cooperation and the workers' rights and implement the mandate of the ILO. We will, as always shoulder, our responsibilities in the international labour movement. We oppose the embargo against Cuba. We will actively develop ties with union organizations at a national, regional and international level and deepen friendship between workers in all countries. We will join hands in protecting workers' rights so as to set a stronger foundation for the ILO to do better work in its second centenary. Thank you.

Ms Rima Kadri

Government (Syrian Arab Republic)

Mr President, heads of delegations, ladies and gentlemen. The Conference is being held again for its 108th Session and coinciding with the centenary of the ILO with which we renew our aspirations to reach decent work and governance in a manner that would best address social justice and sustainable development. This is what Syria is trying to achieve. The delegation of Syria is represented here in a tripartite manner which affirms that we are a founding member of the ILO and we believe that we must achieve the SDGs, particularly as far as decent work is concerned, and we are keen to cooperate to reach welfare and development for all peoples. Syria continues to work with the help of the people in unity with the army and our leader Bashar al-Assad. We are being waged over by a war by terrorism. We continue, however, to work against the negative effects of the war on Syria, on our infrastructures, on human resources, on the labour market. We continue to strengthen our economy and our social achievements, and we continue to provide decent work to Syrians who had to become internal disabled people or to become refugees, and we try to provide an enabling and decent environment for work, and we try to build Syria. However, we continue for that to implement a number of programmes at the sectorial level in order to stimulate the production cycle and to promote decent work standards in the shadow of very difficult and excruciating unilateral coercive sanctions imposed on Syria with limited resources and human resources. Mr President, ladies and gentlemen, the labour force in Syria is affected by other countries financing the terrorist war against Syria and by unilateral coercive economic sanctions against Syria, which is a gross violation of all Conventions and international law, in order to impede rebuilding Syria. More difficult is the systematic terrorism faced by Syria, whether in the Golan or in Palestine, by the racial and arbitrary practices of Israel which is continually discriminating against the population, depriving them of benefiting from their agricultural land or their water resources, their economic concerns, and this is part and parcel of their basic rights. In the Report of the Director-General, there was a brief, small paragraph on the rights of the people in the Syrian Golan and the Arab territories. It briefly mentioned some violations against the Syrians in the occupied Golan. There are a lot of other practices and violations that must be underscored, and in this respect we should like to refer to the report where we consider it invalid to recognize Israeli sovereignty over the Syrian Golan, which was issued by the United States of America on 25 March 2019. This is a gross and blatant violation of Security Resolution 497 of 1981. We continue to reaffirm that the Golan is an Arab and Syrian land. It has a Syrian identity. It will never change. It will not be prejudiced by the decision of any State, no matter who is the State, particularly that the Syrian people are determined to liberate their land and recover the Golan irrespective of the arrogance and the hegemony of the belligerent. In 2018, we resumed a cooperation programme with the organization, and we hope that this cooperation with the ILO will continue and will provide protection for the political and economic projects

that are being done. These programmes will not yield the results unless there is a cooperation between the organization and the neighbouring States in Syria. In conclusion, we hope that this Conference will be crowned with success, and we wish the presidency and all those in the Conference every success. Thank you.

Mr Omar Faruk Osman Nur

Worker (Somalia)

Thank you very much. Madam Vice-President, Director-General of the ILO, Excellencies, social partners, ladies and gentlemen. It gives me great pleasure to address you and speak on behalf of the Federation of Somali Trade Unions at the 108th Session of the International Labour Conference on the occasion of the celebration of the centenary of the only tripartite organization of the United Nations system: the International Labour Organization. We welcome the detailed agenda of the Centenary Conference which addresses important dimensions of the world of work. Delegates, let me first of all, on behalf of the tripartite constituents of Somalia, thank you most sincerely for reinstating the voting rights of the Federal Republic of Somalia. We wish to congratulate the Director-General of the ILO on his report, and in particular for emphasizing the need for more towards the advancement of the World of Work initiative and the need to focus on the historically neglected issue of equality. Recently, we observed a microscope focussing on two issues affecting women at work, namely problems of harassment and violence. As the Director-General's Report points out, the goal of equality, justice and progress is still far from slow and even uncertain. That is why, during this Conference, we should put much effort into negotiating and adopting an international labour standard that is indispensable of laying a solid legal basis to guide the fight against violence and harassment in the world of work. This realization will be a major contribution to the broader push for equality. Madam Vice-President, suffice to say that the agenda item, violence and harassment in the world of work, is very important to us, both as trade union movement and in the broader context of our country which has experienced years of ruinous and bloody violence at unacceptable levels. Every year, hundreds of Somali workers, especially women, die as a result of workplace violence. Therefore, allowing harassment and violence in the workplace without a solution is not only costly but totally unacceptable. Today, our world is facing serious problems such as inequality, unemployment, underemployment, social injustice, climate change, growing violence and rampant impunity. The rapid economic integration of the past centenary has led to the development of a supply chain and value chain model that has created a crisis of informality and inequality. The majority of the workers experience lower wages and substandard working and living conditions along with increased productivity growth. The lion's share of improved economic growth benefits just a few, while the majority, including the global workforce, continues to sink into poverty, misery and fear of unprecedented exploitation. Since this problem is the result from decisions based on economic rationality and dehumanization of politics, the ultimate solution must be revitalization and restoration of the human-centred development agenda. Therefore, it is imperative that we develop a new way of thinking, a paradigm shift that must be grounded in the very foundation of freedoms, human dignity, social justice and decent work for all. We are pleased to report that, since the last International Labour Conference, Somalia has taken concrete steps to foster inclusion, social dialogue and tripartism in policy formulation and implementation. A new draft labour law, which is in line with international labour standards, has been agreed by the tripartite partners, and it effectively protects the rights and interests of the workers of Somalia. And also a new national employment policy and a comprehensive social protection have been decided through tripartite consultations. We need to maintain and sustain this positive development to promote a culture of respect for democracy, good governance and social justice in Somalia. We view unemployment as a major hurdle in realizing lasting peace,

stability and development in Somalia and urge the ILO to scale up its efforts for assisting Somalia in employment generation. The fundamental principles of the ILO remain immutable and must be applied in Somalia effectively. This means that labour is not a commodity, that freedoms of expression and association are essential to sustained progress in our country, and that poverty, everywhere, constitutes a danger to prosperity everywhere. Finally, in charting a path for the next hundred years, these principles enshrined in the Declaration of Philadelphia, and its message, “There can be no lasting peace without social justice,” must guide us for the next hundred years. I thank you very much.

Mr Iain Lees-Galloway

Government (New Zealand)

[foreign 0:31] *tēnā koutou, tēnā koutou, tēnā koutou katoa*. Madam Vice-President, fellow delegates. I bring you special greetings from New Zealand’s Prime Minister, the Right Honourable Jacinda Ardern, on the centenary of the ILO. The ILO has been at the international forefront of promoting the well-being of the world’s working people. In 1919 it was a transformational concept, supported by New Zealand as a founding member, to bring universal and lasting peace through social justice. Just a few weeks ago, the New Zealand Government had the pleasure of announcing our nation’s first well-being budget. It is the first step in a transformation to the way we assess our progress and support our people. Rather than a focus solely on GDP and export growth, our budget is essentially intertwined with the well-being of the people of New Zealand. At the centre of our first well-being budget is a commitment to mental health. This was our most significant investment of all. We all need support through life, from our colleagues, our families and our friends. We need to show our humanity in everything we do. For our economy, our workplaces and our society to be productive, growth needs to be inclusive and supportive. We need to support each other. Our workplaces are no different. Workplace well-being needs to be a focus of our work. Like the ILO, we too are confronting the issues of maintaining meaningful employment and decent work in the face of technological, demographic and economic change. The future of work holds many changes over the coming decades. The future pace and scale of change in the workplace is likely to be greater than before and existing inequalities may be exacerbated. The New Zealand Government’s vision is to support people through the transitions that many people will be living through. We aim to improve the well-being and living standards of New Zealand through productive, sustainable and inclusive growth. We want a highly skilled and innovative economy that delivers good jobs, decent work conditions and fair wages, while boosting growth and productivity. We are ensuring that workplace changes we make will help those most vulnerable first. We are lifting minimum standards, supporting mental health at work, ensuring vulnerable workers have a voice in the workplace and are protected from exploitation. I met with a group of security guards just last week who shared with me their stories. How, when on minimum wages, they didn’t have time to spend with their children because they had to work such long hours to survive. How health and safety was compromised at work, and how they cut essentials to pay their rent. In a modern society, that should not be an issue, but in New Zealand we have seen inequality rise over the last decade. When incomes rose, they did not rise for those at the bottom. We also had increasingly worsening health and well-being. We are determined to tackle this. We clearly have a lot of work to do. As Minister of Workplace Relations and Safety, I am leading the implementation of a package of measures to help us achieve our vision. We are lifting minimum wages, including mental health in our health and safety plans, focussed on preventing harassment and bullying, expanding paid parental leave, supporting victims of domestic violence, boosting pay equity and restoring collective bargaining to workers who have lost it in the past. To ensure this is sustainable, we need to ensure good employers are not disadvantaged by paying reasonable wages and providing

decent working conditions. To achieve this, we are working on Fair Pay Agreements, a legislative system of bargaining to establish minimum conditions of employment across industries or occupations, preventing a race to the bottom. As Minister of Immigration, I am also concerned that the migrants who come to work on our shores should not be subject to exploitation. We already provide harsh penalties for those employers who exploit their migrant workers, including cutting off their access to migrant labour, significant fines and jail terms. We are currently undertaking an extensive review of migrant exploitation in New Zealand to better understand key drivers and identify effective proposals for change. We are committed to stamping out this blight on our labour market. In a similar vein, I am very pleased to announce of New Zealand's intention to ratify the Forced Labour Protocol of 2014 later this year. In doing so, we are proud to stand with the ILO and the global community in seeking to combat and eradicate the scourge of forced labour and modern slavery and promote a future for decent work throughout the world. *Kia ora. E noho rā.*

Mr Kishore Kumar Rungta

Employer (India)

Respected Chairman, Vice-Chairperson, Director-General, delegates, ladies and gentlemen. On behalf of Indian employers, I compliment you all to this 108th Session of the International Labour Conference and also to the ILO centenary celebrations which we consider an epitome of ILO achievements, acceptability and its contribution to global peace and social justice. This is also an occasion to reaffirm ILO values that help in achieving goals of industrial peace and social justice through strengthening tripartism. The journey has been fascinating, achieving many significant milestones. To recall a few: Philadelphia declaration 1944, with the globally accepted slogan 'poverty anywhere is a threat to the prosperity everywhere', the ILO winning Noble Prize in 1969, the ILO Declaration on Fundamental Principles and Rights at Work 1998, Decent Work 1999, the ILO Declaration on Social Justice for Fair Globalization 2002, embedding social development into economic growth. The ILO deserves kudos for these achievements, yet at this juncture, we are facing challenges of serious nature and the past achievements can provide little solace. Currently, there is a shortfall of 82 million jobs globally, and 280 million jobs are to be created in next five years, 4 billion people lack protection, 707 million or about 10 per cent people live under US\$1.90 per day and 328 million children are living in extreme poverty, 36.7 million people are living with HIV/AIDS globally. Adding to this, we have target to achieve within the framework of sustainable development and future of work. Delivering on this agenda will require a visionary approach, a strategic partnership and new institutional synergy.

Growth and employment generation are the crucial factors to address the situation. Unfortunately, both are in reverse gear. The Global GDP is expected to slide from 3.74 per cent in 2017 to 3.5 per cent in 2019. Increased protectionism is diluting the gain of globalization. A free flow of trade, technology and investment is essential to accelerate growth. Employment generation is also dependent on factors like investible environment, availability of skilled manpower and a flexible regulatory framework. The phenomenon of jobless growth which we have seen in our country during the last few years is likely to escalate with automation and adoption of exponential technology in future. In my own country, 1 million people are joining labour force every month. Where are the employment opportunities to absorb these teeming millions? Some solution needs to be found. The ILO's focused attention on Future of Work, which is also Director-General's Report to this Conference, is impacted by several factors, including environmental and technology. More automation and less labour engagement would create fewer opportunities of work. Given the existing profile of the workforce and conventional productive process in the developing and underdeveloped countries, job loss and unemployment is imminent. Therefore, employment

generation should receive sharp focus in ILO's programmes and policies. How to address the problem of job should be a necessary part of any debate on Future of Work. Futuristic education and skill development, imparting lifelong and employable skills is also a sound alternative to social security. The ILO, with the support of global financial bodies like IMF and World Bank, should float larger projects on skill developments in Asia and Africa. The skills to be imparted should be modern and market driven to address the problem of unemployment. Promoting self-employment through entrepreneurship development programme is another strategy to address unemployment. Informal sectors employing more than 90 per cent of the workforce in our country has a major share of self-employment. What is required is improving the quality of jobs and productivity through training and resource mobilization. I congratulate the ILO for identifying Enterprises Initiative as one of the seven centenary celebration initiatives. Focus on sustainable enterprises as provider of quality jobs is critical. Decent work opportunities can be created only by developing sustainable enterprise. A flexible institutional framework, entrepreneurial culture and productivity focus is needed to nurture and grow strong and sustainable enterprise. Friends, labour migration is the unfinished agenda of globalization. International labour mobility plays an important role in accelerating economic growth, competitiveness and development. Business needs to attract, retain and develop key talent globally. At the same time, countries of origin may benefit from diaspora resources flowing back as well as enhanced skills they acquire in the host country. On the occasion of centenary celebrations, I request the ILO to reinforce its commitment to promote fair migration. Friends, post centenary vision of the ILO should include more cohesive and better synergy with the members, delivering on their agenda with reduced bureaucracy and action-oriented approach. With these words, I compliment the ILO. Thank you.

Ms Cinzia Del Rio

Worker (Fair Pay Agreements)

Chair, delegates, guests. I bring this contribution on behalf of the three Italian confederations: CGIL, CISL and UIL. We are here not only to celebrate the ILO Centenary but above all to try to build a new agenda of the organization for the coming years so to address the global transformations in the world of work and their impact. We need to update the social contract to which the ILO constituents committed hundred years ago. We appreciate the analysis and proposals which come from the report of the Global Commission and which the DG is presenting in this ILC. It sets the lines of this new social contract we need to work on and implement. It indicates the areas where investments should be channelled, maintaining the human and labour-rights-centred approach, also dealing with automatization and digitalization. It sets forth measures that would modernize labour law and prevent exclusion and precarization of work when taking into account, in particular, the impact of rapid innovation and technology and the transitions to green production processes in a globalized world, a new agenda for the work of the future. Social justice is still a key tool to ensure lasting peace but also to ensure democracy in our societies. Social injustice and growing inequalities encourage populism, as the results of the European elections show in some countries. This is why the central ILO role of setting, promoting and implementing Conventions should be reaffirmed and a stronger supervisory mechanism, with a sanction approach when violating fundamental Conventions, including the right to strike, should be supported. A labour market environment characterized by a high degree of uncertainty, fast and unpredictable changes create disparities in employment opportunities, income distribution and social inclusion. We need new tools, new policies and a renewed shared responsibility between governments and social partners who should put more efforts into forecasting, planning and strategy in a long-term perspective and not driven by short-term interests. The ILO has a key role in the multilateral system and a key role to play in guiding

the definition of policies and new international instruments and standards in the areas where we need a common approach, such as the impact of the new forms of non-standard work in the definition and concept of the employment relationship and the right to collective representation and bargaining, how we address a labour mobility that in the digital world is no more physical but virtual and across countries, or how we address labour conditions and collective bargaining processes in the multinationals and supply chains, areas where a debate is going on at different international levels, on the necessary measures to be adopted to guarantee fair competition such as an international instrument ruling the due diligence in enterprises. We think that the ILO has a key leading role to play in the framework of its mandate. The ILO needs our confidence, but this is not enough if there is no political will to progress together, but a stronger commitment by all stakeholders is now needed. We share and support a labour guarantee for all workers, regardless of their employment status, in order to ensure labour and social protection and the recognition of labour rights. We support the inclusion of health and safety among the fundamental ILO Conventions because workers' health, safety and protection have to be recognized a human right. The recognition of the right to life-long learning is fundamental. A joint work of the ILO with the EU and the OECD would contribute to set a clear framework to ensure this entitlement to all working people. We are here to adopt the Convention on ending violence and harassment in the world of work, but the convinced commitment of all stakeholders is needed now to adopt a strong standard. Allow me a last remark on social dialogue. The ILO is the house of international social dialogue, where three constituents discuss, negotiate and find compromises, but we cannot accept vetoes. We should not threaten vetoes. We need confidence, beliefs in common goals and mutual trust because we need to move together. Perhaps today we move too slowly, but together. Thank you.

Mr Soewarto Moestadja

Government (Suriname)

Madam Chair, distinguished delegates, ladies and gentlemen. Good afternoon. I congratulate you all at this very auspicious moment of the commemoration of hundred years ILO. Thanks to you, DG, for your insights in your special report. The ILO Centenary is an appropriate moment for us to review and reorganize our systems with the focus on the future world of work. In 2016, we have started this process in Suriname with a Reorientation Commission. While we commemorate the centenary, small developing countries keep dealing with new challenges on the international market. Indeed, technological advances will create new jobs, but those who lose their jobs in this transition may be the least equipped to seize the new opportunities. We agree that today's skills will not match the jobs of tomorrow and new acquired skills may quickly become obsolete. There is a clear tendency also in our smaller economies and within the training institutions to emphasize ICT. The new generation of workers in Suriname is already very ICT-minded, but a more efficient link has to be made between ICT in all segments of technical training. Suriname has a young population. The age group 0 to 24 years is approximately 42 per cent of the population. However, a steady flow of youth to greater economies is posing a threat for our care, medical and other sectors. In order to tackle the skill gap, the Government has ultimately established the National Training Authority. Our region is also grappling with the issue of low productivity. The long awaited law establishing the productivity centre was adopted in 2019. We agree with the DG that all workers should enjoy fundamental workers' rights, an adequate living wage, maximum working hours and safety and health at work. In this regard, we adopted a bill regulating the position of temporary agency workers and one on contract labour. We also believe in the expansion of time sovereignty as mentioned in the DG's Report. This concept is included in a new draft bill. Suriname is implementing the international labour standards, of course, within the national, political and economic context.

We welcome the development of international standards on violence at the workplace. A bill has been prepared on violence in the workplace including harassment. After completion of the comprehensive labour legislation programme, our focus for the future will be on the quality and the needs of the workforce and their families, the youth and entrepreneurship, modern work arrangements, corporate social responsibility, productivity, the labour market information system and a reform of the labour inspection. I thank you for your attention.

Mr Pieris Pieri

Worker (Cyprus)

Honourable members of the presidium, dear friends, allow me, before I begin my intervention, to convey the warm congratulations on behalf of the Cypriot working people on the occasion of the 100th anniversary of the ILO's foundation. I would like to start by noting that, in our view, the concerns about the future of work, combined with the changes and challenges in the labour market as a result of technological development, are correctly outlined in the report. At the same time, however, when concerns about the future of work are raised in the discussion, there should also be a reflection on work and the realities experienced by working people today. With technology's developments and achievements, one would expect that working people across the world would be able to enjoy a minimum level of dignity. However, the opposite is true as social injustice is still a reality for millions of people since the results of the use of technology and the improvement in productivity remain in the hands of a few. As the report itself notes, about 2 billion people are engaged in informal work, often without social protection. More than a quarter of the Earth's population is deprived of access to education, health, electricity and drinking water. The current realities in the world recall in an intense way the ILO's founding principles that work cannot be a commodity and that universal peace is based upon social justice. But how can we create a prosperous future for work when, in many cases, the right to work and the right to trade union organization are disputed, when the deregulation of labour relations and the dismantling of the welfare state is the dominant policy? In order to ensure the future of work, answers must be sought that are not based on the terms of capitalist globalization and neoliberal policies. Besides Declarations, policies that promote social solidarity and the fair distribution of wealth are demanded. Mechanisms are needed to defend and ensure the implementation of collective agreements and that working people have minimum terms and conditions of employment. We are asserting these goals as a trade union movement in my own country, Cyprus. The trade union movement, and in particular the international trade union organizations, are called upon to play a decisive role in achieving these goals with the struggles of the working people. My organization, within the ranks of the WFTU, is working for the unity and joint action of working people at an international level. Dear friends, at this point of my intervention allow me to make a brief reference to my own country, Cyprus. Over the past 40 years, as working people, we have been suffering the effects of the Turkish occupation and the division of our homeland. It is for this reason that, alongside the struggles we are waging for the defence of working people's gains and rights, as a trade union movement, we have set among our top priorities the solution of the Cyprus problem because we know that without the solution and reunification of our country, Cyprus, no gain of the working people can be considered given and taken for granted. Finally, I would like once again to express our congratulations on the completion of the 100 years since the establishment of the ILO. We believe that the centenary we are celebrating is the right time to set our goals and that the results of this year's Conference will contribute towards strengthening the position of the people of labour. With the 100 years of experience and historical achievements, the ILO, an organization that is the result of the peoples' struggles for peace, has recorded historic accomplishments. The ILO remains an important arena of struggle for working people in the efforts to ensure, as provided in its founding principle,

the world peace within the framework of social justice. Thank you very much for your attention.

Mr Samaraweera Ravindra

Government (Sri Lanka)

Madam Chairperson, Honourable Ministers, Excellencies, delegates, ladies and gentlemen. For a century, the ILO, through its time-tested tripartite mechanism, has immensely contributed to fulfilling its constitutional mandate of achieving lasting universal peace based upon social justice. Nevertheless, the current reality is that we are still confronted with new challenges as the world of work is evolving faster than ever before. Rapid technological advances such as artificial intelligence, automation and robotics, among others, is taking over the world of work. In the process of creating new job opportunities, there is also a risk of loss of jobs and erosion of traditional employer-employee relationship which calls for new forms of affiliation and engagement between them. This entails challenges for protection of the rights of workers including freedom of association, conditions of employment and social security, as they are understood in the conventional sense. Therefore, in our efforts towards creating a better future for all, it is not only necessary to address new skills requirements but also issues relating to new forms of employer-employee relationships. Madam Chair, I take this opportunity to acknowledge and appreciate the forward-looking report of the Global Commission on the Future of Work. I observe it has identified three pillars of action as highly relevant and direct us towards the formulation of appropriate policies. I agree with the recommendation made in the report on the importance of investing in people in parallel with advances in technology. This is important since many of the developing countries are faced with the phenomenon of rapidly ageing populations while youth populations continue to expand in other countries. It is essential to ensure that no one is left behind in the context of the rapid technological changes taking over the world of work while we strive to achieve social justice and reach 2030 SDGs. Care economy and green economy would be potential areas to invest in, in addition to new technologies to create new job opportunities. In the meantime, we must also recognize that we have only a little over ten years now to fully realize SDGs, but the future of work extends far beyond that which requires more sustained and coherent approaches. With the worsening of economic and social inequality observed in the past three decades, there is deep concern that the future of work could exacerbate the existing inequalities and create more. Thus striking a blow at the foundation of the ILO which is based on social justice. In this context, I urge the ILO and other partners to direct their policies and programmes to bridge these divides within and between countries. Madam Chair, in my country, we have taken a number of initiatives to address challenges of the future of work. We have prepared a report on the future of work in the context of Sri Lanka in line with the Global Commission's report. We are conscious of what the future holds out for us and are preparing ourselves towards that direction. Steps have been taken to amend labour laws to accommodate the challenges taking place in the world of work. Technical assistance extended by the ILO in this regard is very much appreciated, and we request continued support for the implementation of the recommendations in the national report. I am pleased to state that this year we have ratified ILO Protocol 29 to the Forced Labour Convention, and we are in the process of implementing the obligations arising from the Protocol. It is pertinent to note that Sri Lanka is the second in Asia and first in South Asia to ratify this treaty. This clearly demonstrates our continued commitment to ensuring decent work environment in all workplaces. As I conclude, let me take this opportunity to thank Mr Guy Rider and the ILO, their effective leadership and guidance to ILC and ILO member States. We are looking forward to working even more closely with the ILO as we address collectively the challenges of the future of work. I thank you.

Mr Hongren Zhu

Employer (China)

Madam President, this year marks the 100th anniversary of the International Labour Organization. During the past 100 years, the tripartism advocated by the ILO has stood the test of various challenges in the world of work and played a pivotal role in promoting decent work and social justice through the ILO's cooperation with government, trade union and employer organizations of member States. Please allow me, on behalf of Mr Wang Zhongyu, Chairman of China Enterprise Confederation, and all my colleagues in CEC, to extend our sincere blessing to the ILO on its centennial celebration and wish it embarking on new journey and making more glorious achievements. Themed on 'Work for a brighter future', the report prepared by the Global Commission on the Future of Work has provided a guidance for ILO member States to respond to the future challenges in the world of work. In our perspective, to better understand this report, we must bear in mind that this report bears two outstanding features of the time. First, it is forward-looking. There are both opportunities and challenges in the process of a transformation of the world of work. We should stick to the human-centred agenda which put people and decent work at the core for economic social progress, and technological development should best serve the people's interest and livelihood. Second, it is pragmatic. Member States should increase their investment in people's capabilities, the institutions of work and in decent and sustainable work. The whole society should pay more attention to the employment of youth, women, low-skilled groups and the migrant workers. Only when all stakeholders take their responsibilities and enhance their corporations can social fairness and justice be effectively promoted. We highly value the report and hope the ILO will attach greater importance to the role of enterprises and the capacity building of the employer organizations for the realization of a decent work for all. To build a brighter future of work with people-centred agenda we need to promote long-term investment in real economy and create an enabling environment for sustainable enterprises. This year, China Enterprise Confederation work with the Government continuously optimize and improve business environment, boost the development of SMEs and the real economy in China. We are commitment to accelerating market-oriented reforms, building, legalize the business environment, speeding up economic restructuring, promoting industrial upgrading and optimization, and promoting sustainable corporate development. As the national representative employer organization and the business association, CEC cooperates with the ILO, IOE and national employers' organizations of various countries, study on the impact of economic globalization, ageing of population, climate change, AI and the Internet, etc., on the development of enterprises and labour market, participate in the formulation and a revision of relevant to laws, regulations and policies, respond to the needs of enterprises and promote enterprises to adapt to transformation of world of work and upskill their workforce. Dear delegates, as China is now working towards building a moderately prosperous society in all respects and a community of shared future for mankind, CEC will further strengthen its cooperation with the ILO and employers' organizations of various countries to enhance social dialogue and the tripartite mechanism, address the uncertainties in the world of work together. CEC is willing to cooperate with other employer organizations, jointly oppose trade protectionism, strengthen the economic and trade exchanges between Chinese enterprises and enterprises in other countries, make full use of the opportunity formed by the Belt Road Initiative to achieve mutual benefit and win-win results and contribute to the realization of decent work and UN Sustainable Development Goals. Thank you.

Mr Kemal Purisic**Government (Montenegro)**

Madam President, ladies and gentlemen, dear colleagues. I have the honour and privilege, as head of the delegation of Montenegro, to participate in this 108th International Labour Conference, also the opportunity to mark the hundredth anniversary since the founding of this significant UN organization. Today, more than ever before, the International Labour Organization and all its members have the responsibility to fulfil the fundamental principles and goals of the organization itself: universal and long-lasting peace that can be achieved only if grounded on social justice, security and human dignity. In the light of that, it is the duty of all democratic countries to make efforts to establish stability and job security without delay to set a productive labour relationship and thus achieve the ultimate goal: decent work for all. Under its Constitution, Montenegro has declared itself to be a country of social justice based on the rule of law. Like other member States of the International Labour Organization, in accordance with the ILO Constitution, Montenegro is committed to respecting, promoting and implementing the principles relating to basic labour rights such as freedom of association and the recognition of the right to collective bargaining, elimination of all forms of forced and compulsory labour, the prevention of child labour and the elimination of discrimination in respect of occupation and employment. The absence of discrimination and the guarantee of values such as freedom, human dignity, social justice and security and lack of poverty are essential for sustainable economic and social development, while the employment relationship should be the guarantor of workers' legal protection. This obligation is at the same time an opportunity to fully align our legal system with the system of developed European countries and the standards set by the ILO, of which Montenegro has been a member since 2006. On the day it joined the ILO, we ratified 68 Conventions, including all eight fundamental Conventions. We also continuously work to increase the number of ratified Conventions in order to apply international labour systems throughout our legal system. I emphasize that all regulations that apply to this area are prepared with the cooperation and assistance of ILO experts in order to implement and meet the requirements set by international labour standards to the extent possible, especially now that EU membership negotiations are underway and we have significant obligations to harmonize domestic legislation practices with European law, practices, standards and procedures. In this process, the key component is an improved tripartite social dialogue through which priorities and ways for the implementation are comprehensively examined, determining policies, strategies and results needed to achieve progress towards a society of full tolerance, non-discrimination and the full protection of human rights. In addition, in March this year, the Government Montenegro and representative social partners signed the 2019-2021 Decent work Country Programme, which is the second programme of the kind concluded with the support of the ILO and represents a strategic mid-term planning framework and a model promoting decent work as a key component of development policies and, at the same time, as the goal of state policy for government and social partners. The 2019-2021 Decent Work Country Programme sets out three priorities: enhancing the mechanisms of social dialogue and collective bargaining, creating favourable conditions for employment and sustainable entrepreneurship, and formalizing the informal economy. In achieving these goals, we have the full support and assistance of the ILO. We expect that the full implementation of this programme will strengthen the institutional and technical capacities of social partners, enhance the role and functions of the Social Council and the Agency for the Peaceful Resolution of Labour Disputes, while the labour law will be harmonized with international labour standards and EU directives. We will also strengthen the capacities of the constituents for the development and implementation of youth employment measures and policies as well as the capacities of the labour inspectorate, and at the same time stimulate a favourable business environment to sustainable enterprises and improve awareness and knowledge of constituents to promote and support our transition to a formal economy. This requires a strong, responsible social protection system based on the

principles of solidarity and risk sharing that provides support for the fulfilment of the needs of the population throughout the lifecycle. A goal to be achieved through increased investment in human resources and capacities, investment in labour institutions and decent and sustainable work, and also through commitment of all decision makers to build the labour future we all want. Thank you very much, and I do apologize.

Mr Murilo Portugal Filho

Employer (Brazil)

Madam Chairperson, distinguished delegates, ladies and gentlemen, the Brazilian National Confederation for the financial sector, on behalf of the Brazilian Employers' delegation, wishes to salute the International Labour Organization on its 100th anniversary. Madam Chair, given the short time allotment for speeches, I am going to concentrate on just one topic, which is to regret that Brazil has been re-included on a list of countries that may be required to submit additional information. In our case, on the conformity of our 2017 labour reform with the ILO Conventions, a topic on which the Brazilian Government has already provided substantial evidence. The modifications introduced in the 2017 law are fully compatible both with the Brazilian Constitution and the ILO 98 Convention. The law strengthens collective bargaining by establishing the prevalence of negotiations over legislation for a limited number of topics which exclude fundamental labour rights. The Brazilian Supreme Court has analysed this topic at least on three specific cases and has recognized that negotiations can prevail over legislation except for basic labour rights such as the minimum wage or health and safety standards and similar topics. The Institute of Economic Research of the University of São Paulo, one of Brazil's, and in fact Latin America's, leading universities, has studied in detail the 2017 Brazilian labour reform and concluded that it has contributed positively for collective bargaining in Brazil. As a result of the greater legal certainty brought about by this reform, the number of collective agreements and Conventions registered in 2019 amounted to more than 41,000. There was also an increase in the frequency of topics dealt with in these documents, such as wage increases, wage floors, health plans, which I think again shows a strengthening of trade unions' roles. This strengthened credibility of collective bargaining has also contributed to reduce by 35 per cent the number of labour cases brought to Courts of Justice in Brazil. The new labour law, as it has also been the case in some other countries, has allowed for individual worker negotiation for a small group of highly qualified workers. This is the case of workers with a university degree and who earn at least four times more than the national average wage, a very small group with high negotiating capacity which accounts for just 2.9 per cent of the Brazilian labour force. The topics that have been discussed on this labour modernization law have been widely discussed by the Brazilian Parliament. There were several public hearings conducted, both at the lower house and the Senate, in an ample process of social debate before our Parliament has used its constitutional powers to approve this law. So I hope that in view of the ample evidence that has been provided by the Brazilian Government, the Committee on Application of Standards decides that no further inquiry is required on this matter, withdrawing Brazil from this shortlist that I mentioned. Madam Chair and distinguished delegates, the ILO document on 'Work for a brighter future', suggests a concentration of efforts on workers' training, on strengthening labour institutions, including collective bargaining, and increasing investment to create a sustainable work. This is exactly what Brazil has been doing. Brazil is a continental country with ample economic and social diversification, a multicultural heritage, and a continued improvement in labour relations is one of the drivers to create a more prosperous and fairer society, now and for the future. Thank you very much, Madam Chair.

Ms Emiko Takagai**Government (Japan)**

Thank you Chair, Director-General, distinguished delegates, ladies and gentlemen. It is a great honour for me to have this opportunity to make a statement on behalf of the Government of Japan at the International Labour Conference. At the outset, I would like to congratulate the ILO on its centenary and to express my appreciation for the dedication of the ILO Secretariat, member States, and the workers and employers involved in the activities of the ILO. I would also like to thank Director-General and the Global Commission on the Future of Work for formulating the report. Today, the world is facing structural changes such as demographic change, technological innovation and globalization. Taking such changes into account, we need to consider how we can realize decent and sustainable jobs and create a brighter future. The report introduces a human-centred agenda, which means that the humans should choose the future. This agenda presents the core values that the tripartite partners should seek to uphold. We definitely agree with this. The report makes various policy proposals. Many of them are consistent with Japan's labour policies, including implementing an agenda for gender equality, creation of lifelong active society and establishment of an effective lifelong learning system. Japan is facing enormous structural changes, such as an ageing population and a shrinking working-age population. Therefore, it is important to create a society where everyone, including women and the elderly, can make the most of their abilities according to their individual situations. With regard to women's active participation in the labour market, the Diet of Japan just passed a bill to amend the relevant legislation called the Act on Promotion of Women's Participation and Advancement in the Workplace. This revised act encourages employers to take further actions for women's participation and advancement. To be more specific, the new act includes articles to expand the range of employers that are required to develop action plans for women's promotion. The new act also includes articles to promote more actions for tackling sexual and other forms of harassment. It strengthens the measures for preventing sexual harassment and introduces a new obligation on employers to take concrete measures for preventing so-called power harassment. We are promoting actions with a view to achieving harassment-free workplaces. Furthermore, we have to eradicate the obstacles that prevent women from making the most of their individual characteristics and abilities. We are carrying out a Work Style Reform by changing the practice of long working hours and ensuring fair treatment regardless of employment type. Chair, Japan welcomes the discussion toward adopting new international instruments regarding violence and harassment in the world of work under the ILC. We expect that this will help member States with different circumstances to effectively promote harassment prevention. With regard to the elderly's active participation in the labour market, Japan is preparing a 100-Year Life society. Policies to ensure employment opportunity until workers reach 70 years old are under deliberation. Moreover, we are working on expanding the recurrent education to realize a society where everyone can relearn, return to work and change careers regardless of age. Chair, the promotion and protection of human rights for the international community are urgent priorities. With this recognition, we are currently in the process of formulating a National Action Plan to implement the UN Guiding Principles on Business and Human Rights. This year, Japan is serving as President of G20. The G20 Labour and Employment ministerial meeting will be held in September. At the meeting, we will discuss demographic change, gender equality and new forms of work. We will take advantage of this opportunity to deliver a strong message to the international community in order to shape a human-centred future of work. As a founding member, Japan has been building a solid partnership with the ILO over many years. We are committed to cooperating further with the ILO and making every effort to shape a human-centred future of work together. Thank you.

Worker (United Kingdom)

Chair, delegates. Last year the British TUC celebrated its 150th anniversary, and in doing so we sought to reflect on our achievements but also to set out our ambitions for the future. And it is heartening to see the ILO, albeit a relative youngster at 100 years old, doing likewise and seeking to strengthen its role to help us all deliver a better world of work. With that in mind, I want to start by welcoming the ILO Global Commission report on the Future of Work and the work of the Commissioners, representing employers, governments, NGOs, trade unions and others, in pulling together such a comprehensive and visionary report. A report underpinned, amongst other things, by a Universal Labour Guarantee, the need to ensure that we give working people more control over the hours that they work and a recognition of the value of collective representation. In particular, I would like to thank Philip Jennings, Reema Nanavaty and Luc Cortebeek for ensuring the voice of workers from around the globe was heard loud and clear within the Commission. Now, the Global Report rightly calls for a human-centred agenda for the future of work, placing people and the work that they do at the centre of economic and social policy and business practice. Put simply, people work to live, not live to work, and we all have a collective responsibility to ensure that work is rewarding in every sense of the word, is sustainable, and that we focus our efforts on driving up the quality of working life. And that responsibility is sharpened by the need for us to help working people navigate the coming wave of digitalization and automation that will reshape our workplaces, our economies and our societies. My belief is that trade unions and other social partners have a responsibility not just to react to this changing world of work but to actively shape it, and I would like to set out three key principles which I think link across to the Global Report and which are essential if we are to ensure the future of work truly is human-centred. Firstly, we need to embrace and make concrete the principle of just transition because we know that just as decarbonizing our economies will have a profound effect on working people, the work they do, their livelihoods and their communities, so too will digitalization and automation. We know millions of jobs will be lost, will be created and transformed as a result of these big changes, and therefore we need to put in place systems and build and fund the labour market institutions needed to ensure security of employment and income, to help people develop new skills and to take action to ensure no community or group of workers is left behind. This just transition will not happen by accident. As the Global Report notes, from regulations and employment contracts to collective agreements and labour inspection systems, the institutions of work are the building blocks of just societies. Our second principle must be to ensure that change is done with workers, not simply to them, and the Global Report again rightly recognizes the need for a renewed social contract and the value of collective agreements. We must ensure that workers and their unions are involved in the big strategic decisions that will impact on their working lives and beyond. That means making sure workers' voices are heard in the workplace, in the boardroom, at a sectoral level and through national social dialogue. Our third and final principle must be ensuring that working people secure their fair share of any digital dividend. According to PwC, artificial intelligence will boost the UK economy alone by some £232 billion, more than 10 per cent, by 2030. But we need to ensure that this economic boost benefits all and does not simply entrench existing inequalities. Clearly, there is a role for strong, independent trade unions and for collective bargaining to ensure workers secure their fair share. That would be good for workers, but as the OECD has shown as well, it would also be good for the organizations that employ them and our economies at large. And this also has to go hand in hand with progressive taxation policies that ensure the digital dividend allows us to invest in our public services, to invest in our infrastructure, invest in our communities, rather than simply enriching a handful of global tech giants. Madam Chair, let me finish on this point. I am optimistic about the future of work, but as the Global Report suggests, we will need to take decisive action to avoid a world that widens existing inequalities and uncertainties. So I particularly welcome the report and its recommendation

that governments engage unions and employers to develop national strategies on the future of work. It is an approach I hope the UK Government will endorse and take forward and the governments in this room will endorse and take forward. Let us work together to build a better future of work, in Britain and around the globe. Thank you, Conference.

Ms Monnujan Sufian Begum

Government (Bangladesh)

Good afternoon, Honourable Ministers, Excellencies, ladies and gentlemen. First, I congratulate you, Madam Chair, on your election as the Vice-President of the Conference. I thank the Office, DG and Global Commission for the report on ‘Work for a brighter future’. This report is a sound basis for our deliberation. This year, we are celebrating hundred years of ILO. I carry greetings from our Honourable Prime Minister, Sheikh Hasina, and the people of Bangladesh for this historic occasion. It was a tripartite journey to end inequality and injustice, working collectively towards building a just world, and more still needs to be done. That is why we are here today. We are here to look to the future of work and to ensure that future works for all of us. Bangladesh joined the ILO in 1972 under the able guidance of Father of the Nation Bangabandhu Sheikh Mujibur Rahman. Since then, within our limitations and challenges, we have come a long way in promoting labour rights and workplace safety in Bangladesh. Let us share a few of our recent developments. The Bangladesh Labour Act was adopted in 2006 and updated twice, in 2013 and in 2018. Recently, we have also amended the EPZ Labour Act, making both the acts more labour-friendly now. For this, I wish to thank the ILO and social partners for their support and valuable suggestion. Ensuring workplace safety is a key priority to us. A Remediation Coordination Cell was launched in 2017 to oversee remediation of the RMG factories. We will make it a permanent industrial safety unit shortly. We have adopted a National Social Protection Strategy. Minimum wages for the RMG workers is now 51 per cent higher than that of 2013. We are implementing the third Decent Work Country Programme after successful completion of two. Madam Chair, the world of work is changing fast. New technology, shifting demography, migration and climate change are the key drivers. However, every change comes with new opportunities and challenges. In managing the changes, we must keep people at the centre of all. Many jobs will be lost for new technology, but many new ones will be created. Skill development, as well as effective education and human development policies, would be crucial. Climate change is raising demand in green jobs. Green jobs would lead to green economy. Hence effective climate action will be needed. Micro, small and medium enterprises must be promoted and connected to the global value chain. [vgr INTERRUPTION 7:05]. International migration needs to be safe, regular and humane. From demand side, targeted investment in skills is needed. On supply side, migration costs should be reduced. Decent jobs for the youths remain critical. We need to invest more youth in developing their skills. Focus must be on lifelong learning. To conclude, I wish a successful outcome document of the Conference. Thank you all. [foreign 8:10]. Live Long ILO.

Mr Julião Da Silva

Government (Timor-Leste)

Excellency, Director-General, Mr Guy Ryder, Excellencies, Heads of State and Government of the member States of the ILO, distinguished colleagues, ladies and

gentlemen. I am honoured to be here today representing the people and Government of Timor-Leste in this year's session of the International Labour Conference. Allow me to start by joining others in congratulating the ILO during its centenary year. Since becoming the 177th member State of the ILO in 2003, the Government of Timor-Leste has worked closely with the ILO making some notable improvements in the field of labour. My country has ratified six out of the eight ILO fundamental Conventions. Timor-Leste's economy is based essentially on agriculture and our poverty rates remain high, especially in rural areas where approximately 75 per cent of the population lives. The country is facing huge challenges in improving infrastructure and creating jobs for its large youth population and building a skilled labour force and diversifying the economy. We acknowledge the urgent need to secure employment opportunities and expand vocational training for our citizens. In order to address these challenges and improve people's livelihoods, the Government of Timor-Leste outlined four development priorities in its Strategic Development Plan for 2011-2030. These include social capital, infrastructure, economic foundations and the capacity and effectiveness of government institutions. By improving these key sectors, my Government aims at creating 60,000 jobs per year. We know that, with the continuous support of the ILO and all development partners, Timor-Leste will create more decent jobs which will enable an improvement in the living conditions of all Timorese. President, my country is the reflex of a successful case of rebuilding a nation after conflict, and for that reason, Timor-Leste has taken up an international leadership role in international areas of cooperation and development. Timor-Leste created the mutually supporting global platform of the g7+, a group of 20 countries affected by conflicts who are currently transitioning and engaging in long-term recovery. We host its Secretariat in Dili. The g7+ has successfully pushed for the inclusion of the Sustainable Development Goal 16 in the Agenda 2030. As part of the Community of Portuguese Speaking Countries, the CPLP, Timor-Leste actively participates in this forum which has made available valuable development-oriented initiatives and built long-lasting connections and mutual support for our members. We would like to thank our strong country partners such as Australia, which continues to give opportunity to young Timorese in a seasonal working programme and the Pacific Labour Scheme, and we would like to thank the Government of South Korea for their support in agriculture and fisheries. Despite being one of the youngest countries in the world, Timor-Leste is proud to have an outstanding social protection coverage. Coverage of elderly citizens is approximately 100 per cent for people older than 60, and it is almost double the average rate for Asia and the Pacific region of 55 per cent. People with severe disabilities are also better covered in Timor-Leste: 21 per cent of them get social protection. About 60 per cent of the population is employed, and 42 per cent are at home taking care of their families, and 28 per cent are still in education and training. Currently, Timor-Leste is in the process of implementing the second DWCP for 2016-2020, which has 3 priorities. To conclude, I wish one and all a successful Conference, and I look forward to hearing more fruitful insights on how to better invest in human and economic development as one of the preconditions to ensure social justice, peace and prosperity. Thank you very much.

Mr Salvador Medina Torres

Worker (Mexico)

Thank you Madam. Thank you very much. The workers of Mexico are aware that tripartism today, and in 1919, is a great challenge and an unavoidable historic responsibility. We must ensure a decent future for the coming generations and for society as a whole. Now, 100 years after the creation of the ILO, we can assess the huge contribution that this institution has provided to democracies around the world, and we see how its support has enabled nations to make progress by applying international labour standards and by taking advantage of technical cooperation to create a source of opportunities to improve the lives

of workers and to ensure progress of companies. This is part of long-standing and inspirational vocation to create a balance between capital and work and to fight with determination poverty and marginalization. We can look toward the future with hope in the ILO, although we do not yet have a very encouraging global vision. Decent work is still a scarce good for much of the population and indeed a utopia for many people who are living in poverty and in extreme need. Job precariousness is the common denominator in many societies. Decent work must be at the centre of a new human-centred international and national social contract, but thanks to the ILO, we have been able, since its creation, to solve socio-labour problem of all kinds. Today, in the era of automation and disruption, caused by technological transformation and the digital economy, we are going to need productive development policies which are able to reconcile economic profitability with social well-being. This balance is decisive for cohesion and inclusion of the citizenry, and that means that trade union freedoms and collective bargaining are vital as the basic foundation for any democratic model of productive development. In sum, we are going to need an ever stronger ILO, faithful to its founding principles. It must play an ever greater global role to influence improvements in our daily lives. It is very clear for us that the importance of trade unionism is growing to defend labour rights, tripartism, social dialogue and human development. The future of work is also the future of democracy. Without trade unions, there is no democracy. The ILO always has been and will continue to be the global home of tripartism where we strike a balance between capital and labour. After 100 years, and in the coming years, nothing is more important for the ILO than its constant appeal for a commitment to social justice. This is vital to ensure dignity and honour for our institutions and our peoples. We are fully aware and are fully persuaded that human development and decent work cannot be disassociated from one another. This is perhaps the most important lesson that the ILO has taught us since its creation. This will continue to be reiterated whenever and wherever it is necessary so that governments, policies and societies can develop with dignity, fairness, equality and justice. Thank you very much.

Mr Mohamed Ben Omar

Government (Niger)

Madam President, distinguished Ministers and delegates. First and foremost, allow me, on behalf of the delegation of Niger and in my own name, to congratulate the President of the Conference and the officers for their election. As I stand before you, not only do I bring you a message of friendship, peace and fraternity from the people of Niger to this august assembly but also the assurance of the support of Niger for the multilateral system which has been put in place to promote global governance which aspires to progress peace and justice among nations. Madam President, ladies and gentlemen, today the ILO celebrates its hundred years of existence. Allow me to emphasize the fact that when it was set up in 1919, the ILO was the expression of ideas and movements which were linked to the political and social circumstances at the time, but it was also thanks to initiatives taken by such outstanding human beings as Robert Owen and Daniel Legrand but also some governments and professional organizations. Since its inception, the ILO has followed a dynamic and creative path in performing its main ambitions to promote labour rights to further the creation of decent jobs, development of social protection and reinforcement of tripartism and social dialogue. The ILO stands out among the parties to the multilateral system by its capacity to innovate, to evolve and to adapt to change by gradually putting in place progressive labour standards and a technical cooperation programme based on noble ideas. Madam President, ladies and gentlemen, remarkable achievements have been made by the ILO in a hundred years, yet problems such as unemployment, underemployment, poverty, social inequality and precarity are still major issues everywhere in the world. Therefore, the challenges are still there, and more than ever before given the many and varied difficulties which arise in

the world of work. Fortunately, an excellent and visionary report entitled ‘Work for a brighter future’ was placed before us, and in this respect I would like to thank the Director-General for the efforts dedicated to setting up the Global Commission on the Future of Work. And let me express the hope that, with our discussions, we will be able to feed into the process of strengthening the ILO’s activities. Niger subscribes both to the analysis and the recommendations in the report, and in spite of the problems we face in my country, especially with regards to climate change and demographic growth, but also security, my country attempts and strives, come what may, to remain true to the ideals of the ILO. Madam President, ladies and gentlemen, the record of what has been achieved by the ILO speak for themselves. My country has ratified 40 Conventions, including the eight fundamental Conventions and three governance Conventions. May I also say how proud we are to have been the first country in the world to ratify the 2014 Protocol to the Convention on forced labour. My country enjoyed the benefit of support for several past and ongoing programmes and projects covering all strategic goals of the Decent Work Agenda. As you will note then, my country is endeavouring to respond to all the challenges of the world of work, inter alia, through the renewal programme put in place by His Excellency the President of the Republic, Mr Issoufou Mahamadou. Major reform programmes are underway, especially when it comes to broadening social protection through national dialogue. In the field of employment, we are reworking our national policy, reflecting the Government’s intention to make job creation a core concern of economic and social policy. When it comes to labour, Niger has also set up a national security and occupational health and safety policy to ensure safe, sound and salubrious and healthy working conditions, zero occupational hazards and zero occupational diseases in my country. I think we should also note that the prospects for job creation are very promising in my country, in particular with the adoption of a National Action Plan for investing in the health and social sector and also investing in economic growth. Mr President, ladies and gentlemen, allow me today to turn to the ILO and ask for support in implementing this major investment tool for employment in the health and social sector. This will have a significant twofold impact, both when it comes to creating jobs and also improving the quality of health and safety services. And may I say how happy my country is to be part of this ambition plan. Long live international cooperation. Thank you for your kind attention.

Mr Hiroshi Tokumaru

Employer (Japan)

Thank you, Chairperson. It is my great honour being able to speak at this house as an Employer representative of Japan Keidanren. To begin with, I celebrate the centenary of the ILO this year. I would like to pay my respect to its continuation of the activity, overcoming many kinds of difficulties since its establishment. At first, I am introducing an attempt of this Keidanren to enforce innovation. Recently, the pace of decreasing birth rate and ageing population in Japan is much faster than the other developed countries had experienced. Additionally, the recent long-term economic expansion has induced labour shortage in many categories in Japan. Companies have to take many measures to overcome these challenges. Under such conditions, in order to implement sustainable growth, Japan must accelerate innovation, including new market development, renovation of business process and labour condition improvement, etc., by making full use of our potential capabilities. Keidanren, as a Japanese main employers’ organization, tackle with innovation, developing in many kinds of fields, in order to solve social problems and realize the societies that create new values by combining digital technology and creativity of people with diverse backgrounds. Keidanren calls this initiative Society 5.0 for SDGs and disseminates this idea to its member companies in order to realize it. Next, let me touch on the relationship between this Keidanren’s initiative and the ILO The Future of Work. Japan is proceeding reform of work practice

actively. We expect that we realize decent work by reducing working hours and improving productivity. For that purpose, we utilize state-of-the-art technology such as IoT, AI and robotics with reviewing our work rules and our work systems. When we proceed reform of work practice, we have to recognize it is human being that should finally judge what technology be chosen and how the work practice be designed, as the ILO's 'Work for a brighter future' is referring. On the other hand, if present jobs are displaced by new technologies, workers are expected to shift to the new jobs which create highly added values. Therefore, improving digital literacy of working people will be more important than ever. In this respect, it is so significant that the ILO's work for the future report refers to the lifelong learning and the establishment of an effective lifelong learning system. Also in Japan, there are some other serious issues such as activation of female workforce, in which our country lags behind other developed countries, and the ageing population which is particularly unique in Japanese society. I hope these themes will be discussed in G20 High-level Summit and G20 Labour and Employment Minister meeting which will be held in Japan this year. Last, I touch on the themes of this International Labour Conference. The draft of Convention and Recommendation of violence and harassment is under discussion in this Conference. Though it is no doubt that it is worldwide serious problem, we have to bear in mind that it is subtly touchy by each country's culture and custom. I hope that the Convention and Recommendation should be ratifiable and implementable if it is adopted. Also, the ILO Centenary Declaration is discussed in this Conference. I expect the Declaration will sum up the past hundred years of ILO activities and show the new vision of the ILO for the next hundred years. It is innovation that are required by companies. Innovation can create new jobs and realize decent works based on the ILO's ideals, which will be reflected in the Centenary Document. Cooperating with the Government and the labour side, Japanese business community will make full efforts to promote innovation and create decent works, not only in the domestic fields but also in the world. Thank you for your attention.

Mr Marius-Constantin Budai

Government (Romania)

Madam Chair, Your Excellencies, distinguished representatives of workers and employers, ladies and gentlemen. I have the honour to deliver this statement on behalf of the Minister of Labour and Social Justice of Romania. Madam Chair, it is an honour to join you all today to mark this important centenary. For this year's Conference, we have come together to celebrate the 100th birthday of this great organization, and in doing so, to celebrate everything that it stands for: setting the fundamental rules for the world of work, empowering workers, creating conditions for social dialogue and social justice, the values that we all share. As the ILO marks its 100th anniversary, it is a good time for us to reflect on what we have achieved so far, what the future of work may look like and how it relates to the future of social justice, which is one of the key goals of our organization. Together, and as individual member States, we have a vital role to play as defenders and promoters of the international labour standards. Romania considers that the discussion on the future role of the ILO is a timely one being important that one of the most prestigious organizations in the United Nations family plays a key role in the next 100 years and to shape the modern world. As ILO members, we are together approaching a historic milestone. This comes at a critical but opportune moment for the organization as it reflects on its future direction. The Government of Romania hopes that we can all build on our own experience while continuing to learn from others, to help ensure sustainable growth and job creation in a future of work that we will continue to change. For Romania it is an extraordinary opportunity to confirm its endorsement of the European values, to reaffirm its support for the European project and to contribute directly to its consolidation process. Preserving the unity of the European project and the integrity of European policies for the benefit of European citizens represents

the strategic objective on which the whole process of running the first Romanian presidency to the EU Council revolves. The labour mobility as a growth and competitiveness generating factor on the internal market, the risks prevention and promotion of safer and healthier conditions at the workplace are key priorities for our presidency. Another priority issue for the Romanian presidency, which is particularly important for the good functioning of the labour market, is to ensure equal opportunities for women and men on the labour market. In this regard, we welcome the efforts made by the ILO in addressing violence and harassment against women in the world of work, and we express our full support for the adoption of a comprehensive Convention and Recommendations in this area. Madam Chair, my Government stands ready not only to continue international cooperation and observe international ILO labour standards but also to share its good practices and policies which prove to give an efficient response to current challenges generated by the unprecedented dynamics of deep changes in the world of work. I thank you.

Mr Vsevolod Vukolov

Government (Russian Federation)

Ladies and gentlemen, good afternoon. First of all I wish to congratulate the ILO on its centenary and thank it for all of the work which the Global Commission and the ILO Secretariat has done when preparing the report on work for a better future. We attach a great deal of importance to cooperation with the ILO, and we fully agree and support its mission and approaches to achieve social justice, which can only be ensured thanks to high social and labour standards. Throughout the world, the experience of the ILO is used to enhance quality of life, introduce the principles of decent work and ensure a high level of protection for workers' rights whilst respecting a balance between the social partners. We actively draw on Conventions as an instrument to harmonize our labour standards, and this in turn leads to an increase in labour productivity, ensuring decent conditions and improving our citizens' quality of life. We are successfully implementing a programme for cooperation between the Russian Federation and the ILO, the main aim of which is to promote the development of social labour relations in the field of employment, social protection, wages, labour protection and to maintain a social dialogue. In the report compiled by the Global Commission there are ten recommendations, and it must be said that many of them. For example, the first talks about the universal right to lifelong learning. Our citizens then need to have the opportunity professionally to train and retrain throughout all of their labour career, and such training in fact constitutes an investment in our future which will pay for itself many times over. Thus we are interested in the recommendation of establishing comprehensive labour guarantees to all workers regardless of their contractual status or employment status. This guarantee is the foundation for the protection of workers' rights, and it is practically possible, although certainly it is a quite ambitious task. In this connection, we greatly appreciate the idea in the report of establishing comprehensive guarantees, including the fundamental rights of workers to an adequate living minimum and decent workplace. In the Russian Federation, as in many other countries, we are facing new challenges in the field of employment because of the development of the digital economy. Preference today is frequently given to temporary jobs, the so-called gig economy, and the ILO can help here. The development of the digital economy needs to go hand in hand with the development of stable labour relations, the protection of rights of workers in non-standard forms of employment and in the informal sector, including when people do not have a full flexible working day, for example in home work or seasonal work, and we also need to ensure that we can work on the basis of civil agreements within multilateral labour relations, which is broadly practised at the moment. In this connection, we are paying a lot of attention today to the work we are doing in establishing qualified jobs. We are looking at, and doing a lot, to modernize professional vocational training, trying to introduce lifelong vocational training with flexible

programmes. Specifically in our field of attention, we are looking at self-employment. I would specifically like to refer to the introduction of social contracts, which for us is something new. The very concept of social contract appeared only on 1 April 2019 in our legislation. There may be possible difficulties in introducing it, but using the experience which we have studied, we are working to develop this further. Of course, an important point is the development of jobs for vulnerable social groups. In our state social programmes and projects particular attention is given to training and jobs for the vulnerable groups, such as the elderly and people with disabilities, for whom we have additional professional, vocational training programmes and legislative measures are introduced. I will point out that, on the whole, we support the work done by the ILO today and the report which I referred to earlier. And in conclusion, let me say that the Russian Federation will continue to be active within the framework of the ILO, and it is our hope that we will further expand cooperation in order to achieve new horizons in social justice. I thank you.

Mr Mana Kumkrathok

Worker (Thailand)

Good afternoon. Mr President, ladies and gentlemen, my name is Mana Kumdrathok from the National Congress of Thai Labour, Thailand. This year is special year because the ILO celebrates 100th year anniversary. On behalf of employee representative from Thailand, the founding member of the ILO, I would like to join other members to congratulate the ILO for the great works in the last century. According to the DG's Report, which mention work in the future, I would like to share my point of view that many types of work using unskilled labour will be soon replaced by automation and artificial intelligence. The employee needs to adapt and improve themselves to respond to the new era of future work skills and advanced technologies to be used in future works. For example, Big Data, Internet of Things, AI, 3D work. When companies need lesser and lesser worker because machine becomes more dependable, there will be more entrepreneurs than today. However, there still be lots of types of work which unable to be replaced with the technology. For example, craft works or hand-made products that still be in demand of some consumers who admire creativity works more than mass production. Therefore, on my point of view, as worker, I wish the government side to have policies and measures to cope with many aspects to be occurred in the future such as domestic unemployment, job creation and so on. Moreover, those measures must be sustained and secured for all workers. Mr President, there is another important issue discussing during the ILC this year, the standard setting on the new Convention and Recommendation on violence and harassment in the world of work. The situation of violence and harassment in the workplace is one of challenging issue facing by all stakeholders. From worker side, we expect the good results from the discussion that will bring in good protection to everyone in the working world. In Thailand, the tripartite constituents put lots of effort under close cooperation to prevent violence and harassment in the workplace. I do hope that the ILO will continually support and strengthen tripartite in the member States to better cope with all emerging issues and situations and bring better life, better work in the world of work. Thank you. *Khob khun ka* [? 4:27].

Mr Andrew Napuat**Government (Vanuatu)**

Mr President, Your Excellencies, Director-General, distinguished delegates, ladies and gentlemen. Good afternoon, and I bring you warm greetings from the people of the Republic of Vanuatu. Mr President, on this auspicious occasion of the celebration of 100 years of the International Labour Organization and the 108th International Labour Conference, let me express our heartiest congratulations to the organization. The longevity of a journey that arose from the ashes, ravages and ruins of the war in 1919 indicates to the world that the International Labour Organization was established on sound, forward-looking and justified standing. Today, we continue to adhere to the principles which established the ILO. Vanuatu stands united with the international community in supporting the ongoing work of the organization. We recognize the ever-changing environment, the evolution of human beings' behaviour, the changes to the standards, and the evolving aspirations of humanity have not diluted the established ILO principles. Those principles have withstood the test of time, and Vanuatu is particularly pleased to be associated with them. This Conference is dedicated to the Future of Work, and we are delighted to acknowledge the formulation and the launching of the report of the Future of Work. They give and highlight to us the challenges which we are encountering and will face and for which we will determine work, the opportunities and choices for each person, families and communities in times ahead. And it does give us, as well, the possibilities of the standard of living and the health of the world we all live in. Mr President, it is the choices and decisions that we make presently which will determine our future. During this conference, the views will be expressed that the emergence of artificial intelligence and robotics will have significant impact to our future and our work. All well and good, but what is the use of these developments if we cannot feed ourselves and provide for others? What is the use of these advancements if one cannot provide water, shelter and clothing to men, women and children? In fact, what good are all these developments if countries like Vanuatu face climate change challenges? We, Vanuatu, are a part of the community who call ourselves Big Ocean States, BOS, and where climate change remains the most significant threat to our human society and sustainable development. In Vanuatu's case, we remain the most vulnerable country on the planet, and we face extreme events such as floods, drought, tropical cyclones, earthquakes, tsunamis and volcanic eruptions. With man-made negative effects of climate, caused and determined by the work that men and women have done over time, we wonder if the direction imposed on us by the absorption of the jobs and future work will do justice to our communities. The influence, power, energy and authority of mankind, resulting in the creation of industries, formation of changing consumption behaviours and the degradation of our environment and the future jobs they create are a challenge. The Big Oceans States like Vanuatu, and others in the vast Pacific Ocean, will make numerous choices, but we will be limited by the threat of climate change destruction of our homes and livelihoods. The threat of climate change to the planet is here. We must address this together, so I call on the international community to recognize and take on their responsibilities on climate. Mr President, labour is often seen as a commodity, and therefore worker's rights are not given the reverence it deserves. It is true that we must demand workers' rights, but equally, we cannot ignore the need for profit for our businesses, and profit for enterprises must not be the main consideration, and there should not be any shortcuts to economic growth at the expense of workers, our businesses and environment. Governments, employers and workers are all together on this. Therefore, having a balance is fundamental to success. Mr President, countries like Vanuatu lack many resources, limited revenues, capacity constraints to carry our necessary development programmes, struggling tripartite institutions and limited organizational capacity within the social partners. On the ratification of Conventions related to employment instruments, I am pleased to inform you that Vanuatu is now taking steps and has commenced the process of ratification. This process may take a number of years, but we commit to completing those as part of our obligations to our peoples. Finally, Mr President, Vanuatu, as a least developed country, LDC, is

expected to graduate out from LDC status in 2020. That is next year. Despite this impending graduation, we recognize that we will need increased support from our friends and partners. We call on the ILO family to support Vanuatu as we transition out from the LDC group and to increase development efforts to the Small Island Developing States, SIDS, the the small and vulnerable economies, SVEs, and to the Big Ocean States of which Vanuatu is part of. We thank you all in anticipation of that support, and we look forward to a bold and clear declaration on the future of work from this Conference. Mr President, *tankiu tumas*.

Mr Milton Gomez Mamani

Government (Bolivia (Plurinational State of))

Thank you very much, President. Greetings to everyone here in the hall. One hundred years after the creation of the ILO we are still facing many problems in our country and in the ILO. There is still poverty, inequality, discrimination, and all of these are consequences of exploitation and the greed of capital whose capitalist system converts work into a commodity. The Plurinational State of Bolivia nonetheless reiterates its commitment to defend and promote social justice. Now we say this because in the Plurinational State of Bolivia we have a brother, Evo Morales, from the rural environment who is our President. In the 14 years of his administration, he has transformed the country, and measures are continuing to be taken to assist the Bolivian people. That said, in Bolivia we can say that we have stable employment in conjunction with growth. We have come a long way, but we have a long way to go, and today we must make a new commitment to achieving social justice, and at the same time we must achieve universal and lasting peace. We must continue to mobilize the international community in order to promote our common well-being in order to meet the challenges that we face in the future. That said, in Bolivia state investment until 2005 was \$156 million. Now we are up to \$3.6 billion. Public investment in Bolivia amounts to 12.5 per cent. In Ecuador, the figure is 8 per cent. Over the 180 years in the existence of Bolivia the GDP reached some \$9,500. Now it is over \$40 billion. Private industry has grown 4.4 times compared with 2005. Profit has increased 4.4 per cent, but we have also seen that economic growth in Bolivia has led to wage increases. Back in 2005, the figure was about \$50. Today, in 2019, the figure is \$300. This means that we have achieved fair distribution of the proceeds from productive activities. This is the process of change taking place in Bolivia. But we must also say that we have made sovereign decisions with social justice and we have also provided for health insurance, and the people of Bolivia are benefiting from this, and thus we are enjoying great growth in our country and our trade unions are also strengthened. Thank you very much.

Ms Khine Khine New

Employer (Myanmar)

Thank you, Mr President. First of all I would like to thank the Director-General for presenting the report 'Work for a brighter future', placing people and the work they perform at the centre of public policy and business practice, providing useful guidance and introduce innovative principles for policy makers. In Myanmar, we consider most of the recommendations as aspirations for a future we would like to have for our country. We are also aware that we have to build solid blocks in the present before being able to address many matters highlighted in the report. Myanmar is going through a complex transition period: consolidating democracy, opening up to global markets and putting in place much

needed reforms to create a modern, efficient State. UMFCCI, like the ILO, celebrating the centenary this year, is accompanying this transition, taking active role in governmental committees, advising on several economic and social matters, strongly committed to establishing effective tripartite dialogue and developing sound, constructive industrial relations in the country. We are an organization living a transformation, a purely private sector, free, independent, capable of speaking truth to the decision makers, fully representing the voice of businesses. As a de facto national employers organization, a number of steps have been undertaken in the last 12 months: establishing Industrial Relations Committee in August 2018, extending mandate to cover labour matters, reforming Employer Organization Department to be capable of providing quality services to members, and finally joining the International Organisation of Employers. The report recommended to revitalize collective representation and call for public policies that promote social dialogue. In Myanmar, we do not have to reinvigorate but to continue building the culture of social dialogue. The Chamber is fully committed in doing its part in this respect. Our special thanks to the Director of ACTEMP and the ILO Liaison Officer in Myanmar for the invaluable technical support provided through ILO/ACTEMP project, which has been indispensable to guide us in this important transition and to consolidate and making sustainable the changes in the Chamber and the Garment Association. UMFCCI values the efforts of the Ministry of Labour, Immigration and Population. The new OSH law was enacted and amendments to other laws are ongoing. We understand that in a nascent democracy, it is not easy to add the tripartism element, but we need legislators to duly consider and take into full account the act, advisors or inputs which are the results of constructive discussions of the tripartite processes. With regard to the Labour Organization Law, employers sent a detailed proposal to MOLIP, to make sure employers can join organizations of their own choosing, which is fully in line with the recommendations of the ILO direct contact mission in October 2018 on application of the freedom of association. There is consensus amongst the employers' community to include a clause in the new law for the institutionalization of National Tripartite Dialogue Forum which would represent a formal recognition of tripartism as a fundamental asset in our democratic transition. As for jobs and skills for a brighter future, the Chamber works closely with the Ministry of Education in school-industry link programmes, skilling upskilling programmes and with MOLIP in setting, assessing skill standards. Our country has been under deep scrutiny by the international community. The EU is monitoring the respect of the 15 fundamental UN and ILO Conventions for Myanmar to continue benefiting from duty-free, quota-free access to the EU market through the EBA scheme. We strongly engaged with the EU, have demonstrated in several occasions significant processes, progresses in social compliance of Myanmar garment factories. We are also urging the Government to take all necessary measures to prevent withdrawal of EBA, an essential factor for garment sector expansion, and to a lesser extent aquaculture, rice, pulse and beans sectors. The garment sector is the most important provider of decent formal work in the country, to half a million persons, mainly women from disadvantaged areas. Unfortunately, it was included in the list of countries with potential risk of child labour by US in September last year, based upon ILO researches dated 2013. No in-depth report on child labour has been made since then. As progresses are very tangible, especially in the private formal sector, we are convinced to affirm the sector free of child labour. Thus formally request the ILO to conduct new surveys to provide data to highlight the progresses. The Chamber, supported by the ILO/ACTEMP project, recently organized a very important forum on Responsible Business and Human Rights. It portrays us as a clearly positioned leader organization and demonstrates our stand for human rights, peace and sustainability. We believe we are capable of guiding our members and advocating for those values. The report also talked about the right incentives to promote investments in key areas that promote decent and sustainable work. The Chamber is ready to play this part for a brighter future of Myanmar. To conclude, I thank again the ILO for the support provided in these years and by wishing to all of us ILO constituents, to the Office and to UMFCCI a Happy Centenary. Thank you very much.

Mr Irakli Petriashvili

Worker (Georgia)

Distinguished President, distinguished social partners, brothers and sisters from unions. First and foremost, I would like to greet all participants of this International Labour Conference, and I would like to congratulate the President of the Conference on his election and wish every success to this Conference. This 108th International Labour Conference is a very particular and important event for the entire international community. It is dedicated to the centenary anniversary of the ILO, and of course this date will impact the development of work throughout the twenty-first century. Given globalization and technology advancements, digitalization, there are new clear requirements for the rethinking of the different formats of employment, the methods for employment and social guarantees that are to be linked with these processes. And that is how we are to create the future. Given the realities and geopolitical challenges of today, in order to create a better future and to ensure economic stability and equal opportunities, as well as social justice for our peoples or those regions or governments that we are representing here today, we all need to, and when I say we, particularly those of us in labour institutions and unions, we need to propose our social partners, our governments and the international community new guidelines, new approaches and new rules of engagement for the game. One of these initiatives is the new social contract which has been proposed by the ITUC, and it is a vision of the most topical issues of the current unionized movement. It aims to find solutions to a number of issues and to activate an international dialogue including universal institutions such as the ILO. And we have a number of important and effective instruments for this today. For example, the initiative of the Director-General of the ILO, Guy Ryder, on the Future of Work and the report which relates to it on the Global Commission on the Future of Work. This sets out the key guidelines and areas for future cooperation. As has already been noted, this new century will bring us new challenges, but it also exacerbates those that currently exist and makes them ever more urgent. One of the most important issues before us today is, of course, the environment and environmental protection. Experts have considered that there are only 11 years left before irreversible processes will begin if no action is taken today by the international community. Different organizations, including the institutes of the UN, have already expressed their concern, but that is not enough. Today, we need this general concern to be reflected at national levels, and here the ILO has considerable potential as it can help to prioritize environmental issues, make them priorities for its member States and its social partners. In conclusion, I would like to once again underscore that the current challenges of today have already become global and we are all facing these challenges. For example, global labour migration trends, people dying in armed conflicts, blatant violations of human rights by authoritarian regimes and a crisis of democratic values as well as a major challenge to social equality. According to the Global Inequality Report of 2018, 1 per cent of the richest people of the world possess 45 per cent of our resources, and that means there is only one conclusion to be drawn. We need to have a result-based conversation, a social dialogue, and we need to implement the international labour standards. Only through close cooperation will we all be able to achieve the great path which has been begun by the International Labour Organization to improve the lives of everyone in future generations. I thank you very much.

Mr Basim Abdulzman Majeed Al-Rubaye**Government (Iraq)**

Excellencies, distinguished delegates, ladies and gentlemen. May the peace of God, his mercy and blessings be upon you all. Mr President, it is my pleasure to extend congratulations to you and to the entire peoples of the world on the occasion of the centenary of the ILO, coinciding with the 108th Session of the ILC. The ILO has relentlessly pursued and continued to pursue the goals to which it committed itself to achieve. We do hope that we all rise up to the challenges to overcome them and to move on to a world full of stability, welfare and justice. The ILO is working tirelessly to lay the foundations of the future of work. In the light of the challenges faced by the global economy, in order to reduce the impact of these challenges on economic crises worldwide, the ILO is committed to the delivery of the SDGs, and it has made decent work its top priority to provide for the work requirements leading to good employment to the unemployed, to meet the aspirations of the young people and women while taking into account fundamental principles and rights at work. We thank the Director-General and the members of the organization for their serious consideration of matters of direct relevance to human life, as demonstrated in the annual report. The work relations and sustainable development requirements represent the primary focus to reach advancement at all levels. The report also highlights other areas of work that should be taken seriously by the three constituencies of the ILO. In my country, the ISIS Daesh gangs have committed crimes against humanity, religions, civilization and human and social development. These gangs have targeted, by way of brutal selectivity, the best competencies of our society, and they are now displaced all over the world. The victory of Iraq over these dark forces was a victory on behalf of the entire humanity, and we have faced them fearlessly to stop their aspirations to control many countries in the region. With these victories, the wheel of work has not seized in terms of social safety programmes in our country to consolidate safety and stability. We have implemented vital policies, and this has led to supporting the capacities of our armed forces and the mobilization forces in Iraq to combat ISIS groups and their criminals. We highlight the actions in terms of ending poverty, unemployment, violence and marginalization as part of the development plan 2018-2022. Iraq has also made good, sound governance and economic reform as its priority. Nevertheless, Iraq is in dire need to provide for decent work for all and to rehabilitate the recently liberated areas and to help the young people find jobs, enable wider participation by women in the workplace and to deal with child labour. In parallel, we have implemented the government investment programme tailored to the needs of the current stage and in order to stop any return to the hotspots that may breed terrorism in that region once again. The Ministry of Labour and Social Affairs has implemented a number of projects to reach those ends. It is crucial to increase technical cooperation between the ILO and Iraq, and we thank you for all your support and for good listening.

Mr Winston Antonio Santos Ureña**Government (Dominican Republic)**

President, Ministers, delegates, first of all I would like to start by congratulating the ILO on reaching its centenary, serving as a beacon and guide for nations with the teaching that the best decisions come from dialogue and consensus between the key pillars of society. Today, we are looking at the challenges that are put to us by the Fourth Industrial Revolution, with the affirmation that the work that we know, the jobs that we know, will no longer exist and totally new ones will appear, and that as a consequence, students today will be working in jobs that are still to be discovered. Changes bring about uncertainty. However, each industrial revolution brings new and abundant opportunities. An example of this was the development of jobs that were brought about by the First Industrial Revolution where

mechanization facilitated industrialization and created hundreds of thousands of jobs. For example, the beginning of the railways set aside horse-drawn transport, but it led to other jobs, and so we needed iron workers, engineers, constructors, conductors, ticket salesmen, train conductors, amongst so many jobs. So industrial revolutions have multiplied opportunities for work, and the most prepared countries for the necessary changes are those who benefit the most. Today, artificial intelligence, new technologies, the Internet of things will not only make life easier but they will bring with them many opportunities for new jobs. So what are we doing in the Dominican Republic to make the most of the opportunities presented by this Fourth Industrial Revolution? Fundamentally, we are betting on improving the education system because the future belongs to those who are most prepared. We have almost doubled the education budget in just one year and have had significant increases each year. In the last seven years, the investment for each pupil in public schools went from \$406.60 to \$1,416.70. This increase has allowed for the construction of more than 18,000 new classrooms in the last seven years, which has more or less duplicated those that existed, and it has allowed us to replace the four-hour school day with an eight-hour day of quality teaching. At the same time, we have working on training of 5,000 teachers in the programme for the training of teachers of excellence. We have set up virtual classrooms with touch screens, leaving behind blackboard and chalk. These are part of the tasks that we are carrying out in the Dominican Republic in order to avoid economic and social exclusion as a result of the forthcoming paradigm changes. At the same time, we are working so that inclusion can be generalized. Above all, to train those sectors which are most vulnerable. That is why we have reduced the illiteracy rate from 12.83 per cent to 6.8 per cent, and in 2020 the country will be declared a territory free of illiteracy. The newly literate are given opportunities to continue to study, with technical courses or with assistance to develop their own businesses. But we know that human capital does not just depend on education but also health. That is why we have increased from 48 to 78 per cent the coverage of health insurance for the population, and we have managed to cover 100 per cent of the population with low resources with a health insurance subsidized by the State. However, we still have a major challenge in reducing youth unemployment, which is three times higher than the average unemployment. Young people are not hired because they do not have experience, but they do not gain experience because they do not have their first job. That is why we are developing a programme for first jobs where we plan to provide 6,200 young people with an opportunity in the workplace. The Government will take on the cost of paying the first three months of salary, whilst the employer trains them for the job and commits to keep 80 per cent of the young people who have worked in a satisfactory manner for another nine months. In the Dominican Republic, we repeat that children are too little for work and they must be at school and not in the workplace. That is why we make a great deal of effort in educating or raising awareness and prosecuting child labour. We are intolerant in fighting this. Our country supports vigorously the initiative to fight harassment in the workplace, which is degrading to the human condition.

There are many challenges, but constant dialogue, support of all the social partners and the assistance of organizations such as the ILO will allow us to overcome them. Thank you.

Mr Bruno Silva Dalcolmo

Government (Brazil)

Mr Chairman, distinguished delegates from governments, employers and workers, ladies and gentlemen. I have the honour to deliver this statement on behalf of the BRICS countries: Brazil, Russia, India, China and South Africa. We wish to express our appreciation to the Director-General and the Global Commission on the Future of Work, under the able leadership of President Ramaphosa of South Africa and the Prime Minister Löfven of

Sweden, for the comprehensive and holistic report ‘Work for a brighter future’. We believe that the team endeavour and expertise in labour-related issues were accountable for the outcome. We acknowledge that the ILO has brought together stakeholders to address the concerns of the world of work. Its leadership in undertaking this challenge has risen awareness in other international forums, and it has been a trigger to the gathering of opportunities. The relevance of the future of work has been expressed by the BRICS Ministers of Labour and Employment through various initiatives, including our Common Position on Governance in the Future of Work in 2017. This was prioritized in our studies, discussions and cooperation. We have also pursued progress in other arduous tasks that needed strategic intervention such as the formalization of the informal economy, quality and inclusive employment for all, decent jobs, reduction of inequality, skills and the provision of universal and sustainable social security for all. As BRICS, we have made efforts to structure our meetings in order to maximize our engagements for meaningful results. We have endorsed the establishment of the BRICS Network of Labour Research Institutes and later welcomed its partnership with International Training Centre of the ILO. This group of experts has been producing studies to subsidize the BRICS Ministers in crucial areas such as new forms of employment, youth employment and the forthcoming skills demand and supply in the future of work. As for the challenges posed to social security and employment systems by demographic changes, discussions regarding this new scenario should encompass cutback initiatives, reforms and revenue increase, formal employment, without losing sight of the human aspect and how to ensure the balance and sustainability of the system both for the present and future generations. The BRICS Cooperation mechanism emphasizes the intensification of social protection for vulnerable groups and unemployed people. It further calls for the integration of new types and non-standard employments into social protection whilst continuously expanding basic protections. In light of the BRICS Social Security Cooperation Framework, we have been exploring the possibility of signing bilateral social security agreements among the BRICS countries. We have also exchanged good practices towards more universal and sustainable social security systems. In this context, and with the technical support of the International Social Security Association, ISSA, and the ILO, we have established the BRICS Social Security Cooperation Virtual Liaison Office. The human-centred agenda proposed in the Director-General’s Report is genuinely compelling, and we support and endorse the principle of placing people and the work they do at the centre of economic and social policy and business practice. We reinforce the need for continuous adaptation of the international labour standards systems, governmental policies, labour laws, and social dialogue in line with the new changes in the future of work and the different national circumstances of member States. A strong, effective and legitimate ILO, adapted to the contemporary challenges of the world of work and multilateralism is of interest to all: governments, workers and employers alike. This should, and can, be achieved by means of cooperation, dialogue, transparency and partnership. Out of our common appreciation for the ILO’s contribution to international cooperation, the BRICS countries believe that all constituents should greatly benefit from an organization and supervisory system that is open and willing to integrate and live up to its actions, high standards of technical expertise, objective and impartial assessment and respect for a genuine tripartism. We are consistently mitigating labour market challenges and seizing opportunities as part of this process. This year the BRICS Ministers shall address artificial intelligence, having in mind governance of labour market data as a means of investigating and better comprehending the specificities of each country’s labour market. We expect to improve processes, decrease bureaucracy, increase transparency and obtain more effective results for public administrations. In conclusion, as the BRICS countries, we believe that we have made progress in our global approach to the challenges and opportunities of the future of work. However, in this dynamic world of work, there remain substantial issues to tackle with indeed countless opportunities to seize. Thank you.

Mr Gylfi Kristinsson**Government (Iceland)**

Mr President, thank you very much for these nice words. Mr President, I am delivering this speech on the behalf of Mr Ásmundur Einar Daðason, Minister of Social Affairs and Children in Iceland. Mr President, the Nordic governments responded to the letter of the Director-General, Mr Guy Ryder, on the coming up of the centenary of the ILO, in February 2016, by announcing a Future of Work project in cooperation with the office of the Nordic Council of Ministers, the ILO and organizations of the social partners. This project would include annual conferences in the Nordic countries on the topics mentioned in the letter. The fourth and the last conference was held last April in Reykjavik Iceland with the attendance of nearly 400 participants: Nordic Ministers of Labour, researchers, lecturers, officials and representatives of the social partners. Last, but not the least, the conference enjoyed a lecture given by the Director-General of the ILO. He started his address with these words: “The future is not decided for us, not written in the stars. The future is what people decide to make it. That is the lesson of the Nordic model”. The Director-General informed the conference delegates about the main findings of the Global Commission on the Future of Work, chaired by the Prime Minister of Sweden, Mr Stefan Löfven, and the President of South Africa, Mr Cyril Ramaphosa. The conference in Reykjavik also heard an address by Ms Paula Lehtomäki, the newly-appointed Secretary-General of the Nordic Council of Ministers. In her speech, she gave a brief description of the preliminary findings of the Nordic Future of Work project, which listed three conditions for successful journey into the future of work. In the light of technological change and the greener economy, we are likely to face an intensive reconstruction of economy and working life. This emphasizes the need to act, and it will bring challenges concerning lifelong learning and skills. Huge efforts will be required in occupational training and reskilling to prevent growing mismatches which lead to exclusion in the labour market. Also, the development of a platform economy is challenging the Nordic welfare model, and signs of fragmentation of employment are appearing. This is affecting the roles of employers and employees, and we see more and more people working from platform rather than being employed in a traditional way. “This will challenge more than one of the features of the Nordic model”, said Paula Lehtomäki. Ms Lehtomäki expressed her confidence that the Nordic countries together, and together with the ILO, could find a sustainable path forward. She added that the Nordic Council of Ministers would be looking forward to continuing strong cooperation with the ILO in the coming 100 years. Mr President, ending violence and harassment in the world of work is the standard setting item of this Conference. It is hoped that this year a compromise acceptable to all or most will be found and the Conference will succeed in adopting Convention supplemented by a Recommendation on a topic which my Government finds very important. It would be a correct response to Me Too movement. Mr President, allow me to end my intervention on a personal note. This year marks the centenary of the ILO. It is also the 35th year in which I have attended the International Labour Conference. This will be my last conference. It has been a unique experience to have the possibility to take part in the work of this great organization, meeting both its employees and other Conference delegates and also to listen to the most outstanding personalities in the world of work, national leaders and idealists fighting for a more, just and equal world for everybody. I only want to mention one person in this respect. It is Nelson Mandela and his closing words when he addressed the 77th session of the ILC in 1990. He said: “Let us walk the last mile together. Let us together turn into reality the glorious vision of South Africa free of racism, free of racial antagonisms among our people, no longer a threat to peace.” Now we can replace the words ‘South Africa’ with the words ‘a World’. Let us walk the last mile together for a better world. I thank you for your attention.

Worker (Romania)

President, Vice-Presidents, ladies and gentlemen. On behalf of the workers of Romania, allow me to greet you all and congratulate you on your election as President and Vice-Presidents of this Conference. I will begin by underscoring, from my part, the importance of this historic moment. Bolstered by its past and by its remarkable work over the last century, the ILO is particularly well-equipped to take up the lead in promoting social and economic progress in favour of social justice and decent work. Thanks to its tripartite system, the ILO is the best place to be able to guide us facing the major challenges of the world of work and putting citizens and their legitimate aspirations for decent labour and decent life at the very heart of global policies, as well as to reinvigorate the social contract. We, the unions of Romania, support the creation of a new social contract. Ladies and gentlemen, delegates, the legislation of social dialogue and collective negotiation in Romania, which was adopted some eight years ago as part of austerity measures, has had very significant and serious consequences on the workers of the country. The infringement of labour law, as well as obstacles and red tape that have hindered collective negotiation, have had an impact. It has made more people work at the minimum wage, five times more than in 2011, and Romanian workers have very few tools to be able to defend their rights. For example, they have no sectoral negotiated convention since the adoption of this new legislation, and about 60 per cent only of contracts are covered by collective labour negotiations. Moreover, there are a very small number of unions. Most of them have only been able to simulate negotiation with representative workers and therefore are not up to date with the different articles of the law or have not really been able to negotiate the benefits for their employees. Hence low wages are kept at a level that merely allow people to just get by, and therefore we have millions of workers who have fled the country, and this has a direct consequence on the labour market. It is a crisis situation. It is worrying, and it has led to a number of other abuses in the labour areas. For example, we have one of the worst European labour markets and we do not have any adequate social protection. Ladies and gentlemen, I would like to address also another change recently in Romania which is a fiscal change that has been made, and according to this change, the social contributions and health contributions of the employer have now been transferred to employees. This measure was done without any social dialogue, any consultation with social partners and despite the reservations that were expressed by employers themselves. The transfer of contributions and placing the burden on employees is in clear violation of ILO Convention 102 as well as collective financing of social protection. The fiscal burden which weighs heavy on workers only accentuates and exacerbates their exposure to poverty and their social exclusion. It also strengthens the barriers to self-employment and social protection systems. The financing of the social security system exclusively by workers is the only case of this type in Europe, and it therefore flies in the face of all principles of shared responsibility, equity and social justice in a sustainable economy. These actions cannot be part of a new social contract. We therefore regret the complete lack of government interest in having a real and effective social dialogue. Ladies and gentlemen, delegates, we also appreciate the major support for the adoption of a Convention and a Recommendation on violence and harassment at the workplace. No one, be they man or woman, should be left unprotected at the workplace. Violence and harassment against workers, and particularly female workers, represents an enormous social cost for society. We need to have tools to prevent abuse, to prevent inequality and to prevent this race to the bottom where we just have the worst standards and we allow vulnerability to exist. Ladies and gentlemen, I would like to conclude by saying that unions in Romania have included in their programme of action a number of priorities to bridge the gaps which have been demonstrated by these legislative changes in social dialogue, labour relations, as well as in the area of fiscal law. And we, however, would like to have at our disposal a legislative framework which gives us real tools, not which sets up barriers to hinder and infringe our fight to have better, decent work for all, which is something we all want. We therefore need

urgent action and commitment from the Government to work with employers and representatives of workers to establish trust and to work towards a common objective and in a manner which is coherent, and this is not something which is the case today. I thank you very much ladies and gentlemen for your kind attention.

Mr Vaine Makiroa Mokoroa

Government (Cook Islands)

Mr President, Director-General, presiding members, distinguished delegates, ladies and gentlemen, *Kia Orana tatou katoatoa*. Warm and blessed greetings from the Cook Islands. The Government and people of the Cook Islands extends its heartfelt congratulations to the International Labour Organization and Director-General Mr Ryder in celebrating a century of advancing social justice and promoting decent work in the world. It is an honour to stand here and address this plenary, proudly representing our self-governing island country from the South Pacific Ocean, the Cook Islands. As we convene today to celebrate a hundred years of committed work of the ILO, it is only fair that we reflect on how to achieve a future of work that provides decent and sustainable work opportunities for our people. As a Big Ocean State, also known as BOS, our 15 islands together form a land area of only 265 square kilometres but covers an Exclusive Economic Zone of approximately 2.4 million square kilometres of rich, plentiful ocean. As a Pacific people, we are so tightly connected to the ocean that in 2017 the Cook Islands Government proudly declared our entire EEZ as the world's largest marine protected area, now lovingly referred to as the *Marae Moana*. Both our land and ocean territory are crucial to our economic growth and sustainable development. Consistent efforts aim to the upskilling of our labour market from subsistence agriculture and fishing towards increasing tourism activities, digitalization, industrial fishing and other marine-related industries, in particular the seabed mineral exploration opportunities. Given our status of free association with New Zealand, Cook Islands nationals are also New Zealand citizens. This unique and special relationship has created opportunities for Cook Islanders to access education, health and employment in New Zealand and Australia with relative ease and at higher wages. On the downside, this emigration of labour presents the challenge of depopulation and labour market shortages leading to an increase in the dependence on low-cost migrant labour and a lack of competition in the recruitment of high-skilled jobs. With a labour force consisting of only 6,000 workers, half of which are employed in the public sector, such fluctuations increase volatility and therefore require robust and proactive policy intervention laced with our unique Pacific ingenuity, resilience and flair. I take this opportunity to acknowledge and commend the ILO for its support to the Cook Islands, translated through mobilization of resources, technical partnerships to assist in facilitating our efforts to address our national challenges. We are pleased to be on the verge of signing our first Decent Work Country Programme 2018-2020, endorsed by our national tripartite key constituents. Our aim continues to be promoting good governance principles for improving and sustaining decent work in the Cook Islands. With the avenue of advancing technology and globalization, the Pacific is now emerging from its once secluded monocultural and dependent societies into a fast growing multicultural productive regional economy. This transition calls for mobilization of all Big Ocean States to challenge the ILO in recognizing and creating space in the dialogue which addresses our specific needs.

In the past week the ILC has continually stressed the importance of protecting the rights of our most vulnerable in the world of work, and yet here we are, an entire region of 14 countries, facing the unique dilemma of preserving our very survival, virtually on the verge of sinking and disappearing due to impacts of climate change. By 2020 the Cook Islands will be 100% renewable energy. Who will join us? While the rest of the world focuses on other important challenges, our region requires targeted intervention and support to enable just

transition and sustainable livelihoods, making the most of our vast ocean resources. We would like to believe that we will still exist in the next hundred years. We plead to BOS country tripartites to unite in solidarity, to advocate for a whole-of-society approach and to seek the political courage required to introduce the right mix of policy and legislation within our countries. This is how we will unleash the human potential of our region. Together, as one united region, with the support of the ILO, we look forward to welcoming the new century with renewed optimism for a brighter future and perhaps a seat at the table. *Kia Orana e Kia Manuia.*

Mr Jorge Valero

Government (Venezuela (Bolivarian Republic of))

President of the Conference, Your Excellencies. The Ministers of the Non-Aligned Movement reiterate their full, decisive support for the ILO's consolidation and strengthening with a view of preserving its historic legacy and relevance and guaranteeing its strength and cohesion, founded upon unity in diversity and solidarity, of its member States. We believe that the ILO Centenary Declaration should tackle issues related to governance structure. Its aim should be to reflect its democratization, and it should include all member States from all regions in the Governing Body. We are gravely concerned that the unemployed population will reach 174 million people in 2020 and that the economic and social context will affect the right to freedom of association and collective bargaining, the elimination of forced labour, the eradication of child labour, elimination of labour discrimination and the gender gap in participation in the workplace. We await the result of the Standard-Setting Committee on violence and harassment in the world of work. We urge the Director-General to continue to promote ratification of the 1986 instrument of amendment to the ILO Constitution. We call on member States who have not yet ratified this instrument to do so. The current makeup of the Governing Body does not represent equality among States or an appropriate representation of all regions, especially developing countries. We underscore that regional balance in the list of individual cases must be the guiding principle in selecting cases which are brought before the Committee on the Application of Standards. We emphasize the importance of reviewing the supervisory procedures and complaints procedure. That is, complaints on freedom of association. These should be clear, objective and transparent. We recognize the importance of the 2030 Sustainable Development Agenda, especially objective 8 which aims to promote sustained, inclusive and sustainable economic growth, full and productive employment, decent work for all, protection of labour rights and the promotion of a safe working environment, including for migrant workers. We recognize that the right to development is a human right, and it serves as the cornerstone for implementing the 2030 Agenda Sustainable Development Goals. We thank the Global Commission on the Future of Work for its report which aims to generate growth, equality and sustainability for present and future generations. We underscore the importance of social protection in the global development agenda in order to combat poverty, inequality and social exclusion. We reiterate that unilateral coercive measures jeopardize all human rights including the right to development and the right to work. We condemn these measures and reiterate that those States which apply them must fully immediately revoke them. We believe that the ILO Centenary Declaration must express the need to strengthen multilateralism and call on States to abstain from applying unilateral coercive measures. We condemn the Israeli occupation of Palestinian territories and the Syrian Golan. We support efforts to establish an independent Palestinian State with East Jerusalem as its capital. We welcome the Director-General's Report on the situation of workers in the occupied Arab territories, and we express our deep concern about violations of human rights carried out by the occupying power and unemployment in the occupied Arab territories, which is at the highest level worldwide. The

Non-Aligned Movement is pleased to participate in the discussions as part of the agenda of the 108th International Labour Conference. Thank you very much, Chairperson.

Mr Etienne Moussavou

Worker (Gabon)

President, distinguished guests, ladies and gentlemen. 1919 to 2019, it has been 100 years since the creation of the ILO. Many things have been done over this history, and in celebrating its 100th anniversary we are paying tribute to the pioneers, to those who created the ILO. But let us go back to the fundamental principles of the ILO on which it was founded. And I quote, first of all, “Labour is not a commodity.” Secondly, that, “Freedom of expression and association is an indispensable condition of sustained progress,” and thirdly, “Poverty, wherever it exists, is a danger for the prosperity of all.” The ILO has made workers and decent work a commodity because by changing the way that it functions without giving any real power and only benefiting the ruling classes, based on their appearance or their group of interest, and benefiting that family tight knit which is known as the IMF, the World Bank, the US and European Union. Well, that is what happens. Daily violations of international labour standards, as well as the undermining of enshrined rights which were so hard won by workers, as well as unemployment, mass firings, that is what exists in my country, and there are so many of these examples in Gabon which only perpetuate violence and the injustice of a capitalist system. Instead of promoting peace and social cohesion, and let us not forget of course the continuous exploitation of our natural resources and commodities by international financiers and donors, there are mass inequalities. For example, 90 per cent of the income is held by 5 per cent of the population. The Gabonese oligarchy makes policies which lead to strife, to strikes and violence, and the main source of suffering of the people of Gabon is this endemic unemployment which anaesthetizes the discontent of its youth. All of this leads to a pathology of vulnerability and poverty, as well as insufficiencies in infrastructure, in schools, in roads, healthcare, what have you. President, the only way that we can achieve the Country Programme for Decent Work is if strategic choices and operational choices in the implementation of the programme is actually respected and implemented. How can we even speak of decent work when we have an economic and political crisis which afflicts workers? They are paying the heavy price of neo-colonial and neoliberal policies. The macroeconomic performance of a country with its GDP of \$16.419 does not allow the average Gabonese person to even find housing or dress themselves or eat properly. Actually, poverty is quite high: 33 per cent at a national level, and 30 per cent in urban areas, whereas 45 per cent in rural areas. So President, my country Gabon is suffering from the pace of today’s life and world. There is inflation. There is salary tension. There are worsening working conditions and social exclusion. And so we would request that the ILO strengthen the capacity of its social partners and return to its fundamental principles. For example, it could recreate the Commission of Resolutions which disappeared long ago. I wish you full success, President. Thank you very much.

Mr Clemence Kanau

Worker (Papua New Guinea)

Mr President, Director-General Guy Ryder, distinguished guests, ladies and gentlemen. I bring to you warm greetings from workers, employers, people and Government of Papua New Guinea. Speakers before me have saluted the ILO on attaining hundred years. We join

the chorus of accolades that have been attributed. Needless to say, it is a milestone worthy of celebration and acknowledgement for countless achievements of the ILO in the world of work and social justice. Along the way, many sacrificed and paid the ultimate price with their lives so that others can enjoy the benefits of economic prosperity in a peaceful and just environment. They included countless technocrats, past and present, whose invaluable experiences and expertise have guided us. We salute them also. Their sacrifice has not been in vain. Of course, the ILO is not a monolithic structure we congregate in every year. Rather, that the ILO is us, the tripartite teams representing different countries from around the world. We congregate as constituents of the ILO and return as constituents entrusted with charters and instruments of convictions to roll out in all corners of the world. As we reflect on the hundred-year journey of the ILO, it is fitting we pay tribute to the founding members of the ILO. The conceptualization of this unique tripartite structure is a measure of their genius. It was born out of recognition that within the walls of capitalist construct locates the key drivers of market economy, being capital, labour and government. Unless the prerogatives of these big three are not ameliorated, the propensity of conflict always lurks, which may spill over and bring about disastrous outcomes. History has taught us some painful lessons of flirting with risk on economic front. Nearly all major conflicts have been rooted in economic want. This holds true for the past as it holds true for the future. The Great War, out of whose ravages the ILO was born, is a poignant reminder. Of course, industrial conflicts can also prove costly to the socio-economic fabric of every nation. How we mitigate the excesses of market must draw on the narrative and nuances of future and balance. Mr President, as we embark on the next hundred years, we are entitled to post the question, is the world of work a better place today as it was hundred years ago? I believe we can all resoundingly agree the world is indeed a better place today than in 1919. We can assert this against the checklist of events, some tumultuous, some progressive and transpired over the course of the last hundred years. Thus from the rubbles of war torn Europe, the Great Depression of 1929, the new deal of Franklin Delano Roosevelt, the unspeakable atrocities of World War II, the Philadelphia Declaration of human rights, mankind landing on the moon, the Viet Nam War, collapse of the Iron Curtain and the Berlin Wall, the dismantling of Apartheid and the Internet age are but a few notable events that occurred during this period. Mr President, these few examples highlight the undulating terrain of competing interests, some of which gave rise to positive outcomes while others resulted in catastrophic consequences. At every major conflict and human endeavour, the ILO has remained undaunted in its pursuit of social justice. So the question is to ask what the next hundred years will be like rather than how it unfold. We do not have crystal ball to envisage what the world will be like in hundred years. Mr President, the ILO Commission report on Future of Work has called on attention areas of deficit that require prescriptive measures to address climate change, industrial transformation, digitalization, trade and investment. Recently, Papua New Guinea hosted APEC. Digital technology was the top of the agenda. Not surprisingly, on technological transformation at work, that took the back seat. Mr President, the ITUC has promulgated the need for new social contract. Workers of Papua New Guinea subscribe to the measures prescribed under both the ILO and ITUC. Lifelong learning is a must for necessary contribution to continue at the forefront of debate. At this juncture, let me kindly remind this Conference that the world of work in a market economy is dictated by supply of money. We cannot discuss social policy in isolation of financial constraints. We must engage constructively with international financial institutions and government on matters related to currency manipulation, debt, interest rate and fair trade. Mr President, given the alarming demographics, cheap money, geopolitics, technological changes and inequalities in the present, it is evident the challenges will be complex. We must remain steadfast and continue to insist on a fair and just world. We cannot and must not waiver. Not now, not ever. Thank you, Mr President, and may we wish you Merry Centenary Celebrations.

Mr Martin Chungong

Inter-Parliamentary Union

Mr President, distinguished delegates, ladies and gentlemen. On behalf of the Inter-Parliamentary Union, the global organization of parliaments, I welcome this opportunity to address the 108th Session of the ILO Conference. It coincides with the centenary of the organization, and I wish to use this opportunity to congratulate the ILO on this auspicious occasion. Over the years, the Inter-Parliamentary Union has benefited greatly from support from the ILO in mobilizing parliamentarians behind labour issues. We have worked on campaigns and capacity-building for parliamentarians on such issues as child labour, child trafficking, violence against children. We have developed handbooks to sensitize and guide parliamentarians on the legal aspects of these issues, and through these practical tools, but also through political declarations, we have encouraged parliaments to adopt effective frameworks for decent work, put in place relevant programmes, monitor progress towards the elimination of abusive practices and allocate the necessary financial and human resources to support workers' well-being. Building a future with decent work, the main theme of this ILO Conference, strikes me as very timely in the face of so many challenges in the world of work and in the economy over the past few decades of poorly regulated globalization. We welcome the essential work on the agenda of your Conference on the adoption of international standards on ending violence and harassment in the world of work. We support the adoption of the much awaited Convention and Recommendations on this issue and, as the global organization of parliaments, the Inter-Parliamentary Union is currently working with its members to make parliaments a respectful, gender-sensitive and inclusive workspace free from harassment and violence, especially against women. Overall, I would say workers everywhere are experiencing a protracted low moment. Globally, the majority of workers still operate in the informal sector where labour rights and working conditions are more tenuous. Growing numbers of workers, particularly in the industrialized world, depend on short-term, precarious contracts with few or no benefits and low pay. Women are particularly affected as they continue to be paid less than men for similar work and continue to bear the brunt of domestic work that is unpaid and scarcely recognized. New technologies are only partly to blame for the brave new world in which we find ourselves. The real problem is that workers' power to improve their own conditions has been diminished, as a result of policies that, on balance, have weakened collective bargaining, and with that, a broad spectrum of labour rights have favoured a shift away and an extractive model of the economy. We should strongly advocate for decent work and stronger safety nets for all, particularly displaced workers. In the process, we need to address the new reality of growing flows of migrant workers and of the sustainability of social security systems. The Inter-Parliamentary Union calls also for an adequate and up-to-date regulatory framework and special measures to help young people, women, older workers and people with disabilities enter the labour force as entrepreneurs or workers and to be granted competency-based treatment. We should make sure that new and innovative policies aim to organize work more effectively to foster production that is likely to meet the real needs of our populations. I concur therefore with the need for an effective governance of work as part of the centenary conversations. I would like to commend the ILO on its vision as the only tripartite international organization, a business model that needs to be replicated in other areas. As for today's economic context, we need to think beyond growth as an end itself and as the only way to support employment. We have followed with keen interest the work of the Global Commission on the Future of Work. Its conclusions and recommendations need to be factored into the reform process. Mr President, to conclude, I would like to strengthen the conviction that parliaments play a strong role in the process of reform and they should be mobilized to address these challenges. They have a great responsibility. They influence debates, decisions and, of course, more crucially, implementation. They adopt legislation and oversee government policy, allocate financial resources and raise awareness in communities. We need to mobilize them as part of the stakeholder community and as representatives of the people. All the people. In this

way, we can ensure that no one is left behind. We should therefore join forces in mobilizing the legislators the world over in support of decent work for all throughout the world. Thank you very much for your kind attention.

Dr Yahya K Msigwa

Worker (United Republic of Tanzania)

Mr President, dear delegates, ladies and gentlemen. It is of great honour for me, on behalf of workers of Tanzania and citizens of Tanzania at large, to take this golden opportunity to thank the ILO for the celebration of hundred years of which is existence. It is very obvious that those years a lot of things have been done: struggling for social justice for workers, struggling for better future of work, strengthening workers education, raising its Convention with ILO Conventions and Recommendation, assisting to enter intensified collective bargaining and agreement at workplace at different levels which is guided by ILO and its constituents, and observing labour inspection and occupational safety at workplace, and combating HIV/AIDS at the workplace, and supporting victims of HIV/Aids to live better life at the workplace. All those were supported by the ILO and other constituents in our country, so we thank very much the ILO and the other core members to support us for this. Mr President, besides all those success, in the future of work we have a lot of challenges. Let me mention some few of the challenges that we workers in Tanzania are facing and we think worldwide is a challenge. One of the challenge is increasing magnitude of unemployment to our young generation. Mr President, more needs to be done to create more jobs, especially for third world country where the most important job which is done is agriculture. We have real to have agricultural intensive industries so as to employ our young generation. Mr President, again, we have a lot of increasing informality in Third World countries. Informality is one of the big challenge for labour issues in informality. We need to do a lot for formalize the informality, so as to improve the living of those informal sectors. Mr President, one of the challenge we are getting is labour migration. Most of the society think labour migration is an evil. Let me say, migration is one of phenomenon of a human being, and even the labour migrant they really deserve their labour and human rights. The ILO must stand strong to support the migrant labour so as to access their human rights at every place that they are. The other challenge is the access to social security and social protection. Social security and social protection is the right to every worker everywhere under the sun, but you find that the percentage of the people who are accessing social security remains very low in most of the countries. So efforts must be done so that every citizen must real access social security and social protection at the working place. Mr President, increasing of casualization and contract type of labour is one of the big challenge in modern labour situation. A lot must be done to make sure that trade union make sure that normal labour is observed against this casual and short-lived working condition. Mr President, automation, robots, computers and all those are modern things that really improves quality of working condition, but for we labour people, for we workers, we find that in one way or another this modernizing denies the labour position, the working position of the people. So somewhere sometimes we must balance between the new technology and the new working condition. Last but not least, let us talk of climate condition. Under this sun, every now and then, labour degradation is ever increasing. A lot of things must be done because with this in the future a lot of labour activity will be denied. So ILO and other workers under this sun have to join together real to fight against climate change. Mr President, let me thank our President Magufuli. We workers of the Tanzania supporting the fifth government of President Magufuli with zero tolerance to corruption. Zero tolerance to corruption makes public funds to go real to the workers and to improve the quality of service to our people. Mr President, I thank you very much. I wish best of luck for the 100 years of the ILO. Thank you.

Ms Christy Hoffman

UNI Global Union

Thank you, Mr President. Distinguished delegates, good evening. First, I want to congratulate the ILO for its 100 years of service to humankind. I speak for UNI Global Union and our member unions across the world. Our members work in call centres, banks, fast fashion and grocery stores. They clean buildings and secure the airports. They are software engineers, care givers. They make television shows and movies. But too often these workers get only the scraps from the table of wealth their work produces. The fast fashion workers are expected to survive on weekly wages for 12 hours of work. The engineers are told that unions are yesterday's news. Those in the Amazon warehouse must relieve themselves in a bottle to keep up with the pace, while the owner has become the richest man in the world through unregulated monopoly power. Operators in the largest call centre company of the world, Teleperformance, sustain constant pressure with no right to bargain for a fair reward for their considerable skills. And meanwhile, the multinationals which have contracted out this critical function wash their hands of responsibility. The workers represented by UNI unions are the lucky ones with formal employment and a collective agreement, but they are a shrinking island in an expanding universe. Their world includes the bogus self-employed, the lower paid agency staff who, for example, comprise over half of the Google workforce, and most of all, the millions who are denied the right to bargain or are unable to bargain at all. All of the work in services is increasingly fragmented and removed from the profit centre for which these workers are the engine. We want a new, fair, deal which gives power to workers and aims for balance in a greed-driven model, the right to organize without fear, the right to negotiate with social partners over pay and technology in order to shape a future with dignity, a Universal Labour Guarantee and a reinvigorated social contract. These are not impossible demands. We are not out of touch. This is the only way forward to achieve a world with social justice, an inclusive world. We congratulate the Mexican Government for its labour law reform which aims to end protection contracts and restore freedom of association to that country. More governments should bring their labour law into the twenty-first century. We encourage governments to enact mandatory human rights due diligence laws in order to assign responsibility and a duty of care for global companies for their far-flung operations and supply chain. We also call upon employers to sign global agreements which secure fundamental rights which have been stripped away through shameful practices which ignore the ILO Conventions. We cannot do it all in this house. There is shared responsibility. Mr President, let us celebrate the Convention on gender-based violence which will be finished this week. We will not turn our backs on the millions of women who have suffered immeasurably from this disgrace, all too often a condition of work. Now we can send a message loud and clear that sexual favours or abuse are no longer in the job description. And finally, let us stand together for a stronger ILO as the bedrock of social progress and peace for the next 100 years. Thank you.

Mr Stephen Cotton

International Transport Workers' Federation

Good afternoon Chair, delegates, and thank you for this opportunity. I am Steve Cotton. I am the General Secretary of the International Transport Workers' Federation, and we are here representing 18.5 million workers. The ITF is here because we believe, at this centenary, in the commitment to multilateralism, tripartism and the ongoing relevance of the

ILO. This year, more than any year, it is critical that the work that goes on in the technical committees, the ILO's Committee of Experts, the Committee on Freedom of Association, that they do a fantastic job, and we put on record our thanks. We also commend the work of the ILO Sectoral Policies Department and the support they give us in the ITF. However, we believe the ILO is at a juncture. It is critical that we continue to build on the relevance of the United Nations. How? By securing strong Conventions and Recommendation on violence and harassment in the world of work and ensuring that we follow up with mechanisms, by renewing the ILO's normative standards and mandating them into the next century and not letting violations go unpunished, by agreeing a strong Declaration to protect the most vulnerable and secure the future of work for the young people and the next generation. The violence Convention. Violence and harassment in the world today is a global problem requiring global solutions. Violence is a barrier to denying women equality in the workplace. According to the ILO's Transport Brief in 2013, it is one of the most critical reasons they do not take their fair place in the world of transportation. Trade unions, governments and employers must now work together to ensure their position on violence and harassment is stopped. No one should fear going to their workplace. This is a priority for the ITF's members. The ITF and its unions will be taking action to ensure the Convention is implemented globally and gets the endorsement and activities around it to secure its implementation. The Declaration must commit to protecting society's most vulnerable workers. The right to organize and bargain collectively are fundamental. We recall the Philadelphia Declaration on Fundamental Principles and Rights at Work. We recall the Declaration on Social Justice for Fair Globalization. Universal ratification must be achieved, and Declarations must supplement by action points to ensure outcomes are implemented and steps are taken to make a difference to working people. Working people must believe in the ILO. Trust and understanding in the tripartite system is the bedrock of the social contract. As we support the Declaration, we must create space for a Convention on digital labour platforms. We must embed gender equality as a prerequisite. Additionally, we must recognize the challenge faced by young workers in the changing face of employment and absolutely include them in the debate on the future. We must elevate occupational safety and health as a critical fundamental principle and right at work. Exploitation in global supply chains continue, child labour, trafficking and modern day slavery, and we will be judged in our tripartite world on these issues. Make no mistake, the future of work must be secured amidst profound environmental, demographic and technological change. But we strongly believe the ILO can support workers to help shape the future of work, a challenge the ITF and all of its members are ready and able to support. So brothers and sisters, members, delegates, let us have confidence in the last hundred years. Let us celebrate the successes of the ILO, and let us ensure from this week onwards that the relevance of the International Labour Organization and its tripartite membership is absolutely critical and we make a difference to the future of the world. Thank you very much.

Mr Federico Recagno

Unión Latinoamericana de Trabajadores de Organismos de Control

President, brothers and sisters. The ILO's reports on the Future of Work demonstrate that extreme inequality, a regression when it comes to respect for trade union and labour rights, informality, a lack of social protection and modern slavery, as well as more than 300 million workers living in extreme poverty, call for a deep-seated debate on a new social contract, a universal human-centred social contract. In light of rapid technological innovation, we must recognize and support work as a tool for integration, upward mobility and dignity. Arguments that technology will replace jobs often hide extreme economic concentration strategies, downward competition and denial of rights. Technology must be

channelled and managed to guarantee decent, sustainable work of all types. A priority must be devoting resources to provide appropriate lifelong learning and training, ensuring today's workers are ready to use tomorrow's new technologies. Our public and private sector worker affiliates in supervisory bodies call for a sustainable, just, equal, inclusive development model by defending high quality public institutional policies and governance. Indeed, whistle-blowers are an early alert system which can guarantee effective public management, avoiding and preventing damage to the State. Nevertheless, oftentimes they face harassment, retaliation, threats and dismissal simply because they were doing their job defending the public interest. This is similar to what other workers might face, such as those in the ILO.

As a result, alongside the ICJ workers' network, in alliance with the PSI, we come before you to petition on behalf of whistle-blowers responsible for resources and public management. We call for fostering international widespread robust essential protection for our affiliates. Our standard that we are calling for must come from tripartite social dialogue and must bear in mind at least protection of independence and impartiality for civil servants and private sector supervisory workers and inspectors against harassment and violence in carrying out their tasks. It must bear in mind defence for administration and job security, ongoing and relevant professional training. A collective agreement should set up safeguards and mechanisms and whistle-blower protections with guarantees for all relevant stakeholders. This is what we deem objective workplace violence, and we condemn it as a new workplace threat which the ILO must address. Workers are hit first and foremost by this violence, but it also impacts citizens as a whole, as they receive deficient public services, poor quality services, including weakening of governance and democracy. Our alliance of trade unions has made this request since 2009. We have managed to raise awareness about this issue, and indeed the ILO Sectoral Policies Department is now putting together an international study which we support. Although there are national legal frameworks to protect whistle-blowers, they are not exhaustive and protections provided thereby are insufficient. In order to address international issues such as corruption, tax evasion, money laundering and drug trafficking, we need to ensure that the standard is global. Coming from an international organization, when tacit or actual attacks are ignored or tolerated by authorities and positions of power, we entrench a culture of silence, secrecy and fear within institutions, silencing future whistle-blowers. Trade union organizations that act on the global stage are active individuals helping to raise awareness about these issues. As a result, we must make additional efforts to guarantee that trade unions and organizations are part of dispute resolution mechanisms. The ILO can, and should, play a key role when emphasizing the need for tripartite social dialogue to put in place standard-setting benchmark and staunchly defending labour rights and trade union rights. On the centenary of the ILO, this house has an opportunity to set a new course laying down appropriate standards so that all workers worldwide can collaborate in the interest of the general public. Chairperson, by doing so we will be supporting the true relevance of work for the future. Thank you very much.

Mr Agustín Rodríguez Fuentes

Confederation of Workers of Universities of the Americas

Good afternoon, Director-General of the International Labour Organization, colleagues. I am speaking to you in my role as the Secretary-General of the Confederation of Workers of the University of Mexico and also in representation of the Confederation of Workers of the Universities of the Americas. We join you in celebrating the centenary of the International Labour Organization, confirming the spirit and nature of its fundamental principles since these are conditions which are favourable and necessary for the achievement of social justice, decent work and the recovery of purchasing power of wages. Therefore, we

reaffirm that violence and harassment of workers, and particularly that which takes place for reasons of gender, are the opposite of decent work. Therefore, we applaud the fact that today we are progressing in recognizing the right to work in a world of work which is free of harassment and violence, recognizing the need to unanimously adopt a Convention and a Recommendation. Now, the Government of Mexico recently approved the labour justice reform, which was a result of assimilated social dialogue, and apparently an open parliament because it followed and obeyed the interest imposed by the free trade agreements, leaving aside the historic principles of social justice. That is why this reform is limited and does not solve the real problems of workers such as the regime of collective bargaining agreements ensuring employer protection. Therefore, we call on the Government of Mexico to accept the technical assistance of the ILO in order to implement the labour reform. Collective rights of public service workers continue to be restricted and conditioned. This is despite the reform of some articles of the federal law for state workers because, in practice, it is impossible to exercise the right to strike. This restrictive condition goes against all international Conventions since labour justice cannot exclude when the Government, as an employer, is the principle offender against labour rights. Therefore, we call for the immediate ratification of Conventions 151 and 154 of the ILO. We deplore the budgetary cuts by member States to public institutions for higher education, and we energetically disapprove of the budget cuts for the science and technology areas across all of the Americas region, in particular in Mexico. Public services and, in particular, free public education of excellence should be a priority for national and global development agendas. Their real value has to be appreciated. Therefore, new governments cannot lend credence to the impoverishment of educational systems because lifelong learning is a key tool for the development of individuals and peoples. Now Latin America is facing constant attacks, such as the policies imposed by the International Monetary Fund in Argentina which has led to unprecedented over-indebtedness, financial speculation, inflation and labour precarity, undermining social rights. From this podium, we recognize the fights of the workers of Brazil for a return to a democratic life, public education, retirement pensions and the defence of labour rights. We decry the growing number of murders of trade union leaders in Colombia, and we demand a return to a dialogue for peace as well as the fulfilment of international commitments in the area of labour law. We express our full solidarity to the workers of Costa Rica, Uruguay, Nicaragua, Venezuela and Bolivia in their vibrant struggle to defend their collective rights as well as the defence of democracy, sovereignty and self-determination of peoples. And to conclude, we call on the constituents of the ILO to adopt a Centenary Declaration which is consistent with the Sustainable Development Goals, which will meet and fulfil a mandate to achieve social justice for all, founded upon a new social contract within a social dialogue and democratic governance. Thank you very much for listening.

Mr Alfredo Sigliano

Organization of Mutual Entities of the Americas

Your Excellencies, delegates, observers. As we have done from the 99th to the 107th International Labour Conference without interruption, ODEMA, representing the American mutualism movement, has the opportunity to address this honourable Conference. First and foremost, we wish to address the very relevant event which is on the agenda for this 108th Conference which includes, first and foremost, celebrating the centenary of the establishment of the ILO. This is a singular moment. In light of this, it is essential to reflect on the historic moment which began in April 1919, giving rise to organization within the world of work based on a tripartite approach amongst governments, unions and employers. This wise approach has led to unprecedented progress, bringing dignity to the world of work. The mutualist movement system has guided the trade union movement. The mutual system welcomes 2019 as the ILO centenary. As a result, over the course of this year, we will

regularly participate in the events which promote the laudable vision of men and women who put forward this brilliant idea to create an institutional framework to ensure recognition of the legitimate interest of workers. This should be reflected in all of the ILO's work. Furthermore, we are aware that the philosophy underlining the mutualism movement fully guarantees respect for labour rights of workers. Indeed, it has and will continue to share its experience of over a hundred years strictly complying with all relevant provisions for the world of work. We hope that this opportunity here to participate in these debates in the Centenary initiative can help to improve the world of work. This is especially relevant in light of the modern times we face where we are seeing transcendental changes in the world of work. For example, the growing use of new technologies calls for ensuring that these are in line with pre-existing labour standards, as noted by ODEMA during the 107th Conference on May 31, 2018. On June 5 of that same year, in the Palais des Nations, we held the founding assembly of the UMM: the World Mutual Union. This association laid down the by-laws for encompassing the mutualist movement from all across the globe, starting with African, American and European representatives. I wish to note that this new body came out due to an alliance between the UAM, the African Mutualist Union and ODEMA, as well as the Portuguese such body. Now these bodies, against the backdrop of UN supported triangular and South-South cooperation had the privilege of launching their association in this august hall. This important event on the UN premises made it possible to establish the UMM. Thereafter, a side event took place in the New York headquarters on July 11, 2018. This represented a strong boost for this new mutualist association. Finally, we wish to reiterate that the global mutualist movement will continue to be staunchly committed to supporting the ILO as it works to constantly improve labour conditions worldwide. Thank you very much.

Mr Luc Van den Brande

European Centre for Workers' Questions

Dear Mr President, Vice-Presidents and delegates. The European Centre for Workers' Questions, EZA, feels very honoured to participate at this important and outstanding 108th Centenary Session of the International Labour Conference and to have the opportunity to address the plenary of this forward-looking Conference. Nothing less than the future of work is at the centre of these days in which we look back on the hundred years of history and work of the ILO and, even more importantly, on the future. As EZA, with its 73 workers' organizations from 30 European countries, we would like to congratulate the ILO and all responsible persons on this important anniversary. We feel fully in agreement with the findings and recommendations of the report of the Global Commission on the Future of Work, and we hope that the final Declaration will not dilute them. It is EZA's mission to prepare workers' representatives to play an effective and participatory role in the social dialogue in the protection of workers' interests in Europe. Growing complexity and interconnection between and within societies have become intrinsic characteristics of our societies, and as a consequence of the speed, the force and impact of the globalization process, we have to recognize the complexity of the radical transformation of our societies, as well Europe as in the world. But the globalization brought not a correspondent redistribution of wealth and well-being, and confronted with a world in transition, we see that the world of work is changing rapidly in many ways. In particular, the diversity of industrial relations is increasing as a result of digitization, robotics and artificial intelligence, but they have to be converted from a threat into an opportunity, as it is also the case for the greening economy. And although standard employment contracts are still widespread in employment relations, new forms of employment driven by the digital economy are increasingly redefining the traditional boundaries of employment, and these changes constitute various challenges for workers' organizations. Fair wages, decent working

conditions, comprehensive social security and health protection must be achieved for workers employed in the digital platform economy. Jobs are changing massively and workers must therefore be given the opportunity to adapt to these changes through vocational qualifications and adapted skills. Workers' organizations must play their part in shaping this education. The ongoing digital development will also lead to job losses, and solutions must be found for those affected to enable them to enjoy a dignified life. And finally, workers' organizations have to change themselves. They have to find new ways of binding workers to them and effectively representing their interests in more heterogeneous company structures, taking into account the greater diversity of industrial relations. In order to meet all these challenges, a functioning social dialogue is needed with a climate in which, in particular, the workers' organizations are recognized as shaping forces creating added value in the world, and so the Global Report is saying, ensuring collective representation of workers and employers through social dialogue as a public good, actively promoted through public policies. A human-centred common space of social, economic, climate and sustainable cohesion has to be cornerstone for the new perspective of convergence. EZA therefore expressly welcomes the recommendations of the Global Commission to establish an international system to oblige digital work platforms and their clients to comply with workers' rights. As I was saying it several times as Minister of Labour and Employment of Belgium, I am saying now today on behalf of EZA, the ILO is of outstanding importance, and this centenary of the ILO should give us all courage, energy and hope to work for a brighter future. Thank you very much.

Ms Adwoa Sakyi

International Union of Food, Agricultural, Hotel, Restaurant,
Catering, Tobacco and Allied Workers' Associations

Mr President, Honourable Ministers, ladies and gentleman and my sisters and brothers from the trade union movements. It is my great pleasure to address the Centenary Conference of the ILO on behalf of my global trade union federation, the IUF. The IUF brings together millions of workers throughout the food chain: agriculture, food processing, tobacco, hotels, restaurants, catering workers. These workers are already seeing the very rapid changes brought about by new technology. Digitalization and artificial intelligence are already with us. The platform economy is firmly established. Robots are already permanent fixtures in factories. So while we note the Director-General's Report is looking forward to anticipate the impacts the Fourth Industrial Revolution will have, we also note that there are many old problems to resolve as the ILO enters its second centenary. Many of the workers in IUF sectors are routinely denied their access to fundamental rights in agriculture, in seafood and fisheries, in hotels and restaurants, in domestic work. Gender inequality and sexual harassment remain widespread. We are seeing some progress. Some companies have committed to work together with the IUF to eliminate sexual harassment. Others, even global leaders, refuse to engage even though there is evidence that up to 80 per cent of women in the hospitality sector are subject to some form of sexual harassment. So while new issues must be addressed as the ILO moves into the new century, it must ensure that the fight for freedom of association, the right to bargaining collectively, for an end to child labour and forced labour, for equality, all remain central to the ILO's mandate. They are as important today as they were when the ILO was established in 1919. The Director-General's Report has many recommendations. The IUF in particular wishes to welcome the call for universal social protection and for the inclusion of the right to safe and healthy workplaces as one of the ILO's fundamental principles and rights at work. Last Friday, many thousands of women marched in cities and towns across Switzerland to demand equality and an end to gender-based violence and harassment. Women across the world have the same demands. The IUF strongly supports the adoption of a Convention and Recommendation to address violence

and harassment in the world of work. As we look forward to the next hundred years it is timely to remember the Declaration of Philadelphia. It states labour is not a commodity, freedom of expression and of association are essential to sustained progress, poverty anywhere constitutes a danger to prosperity everywhere, all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunities. Mr President, these principles are as needed today as they were in 1944 and must remain core to the ILO's mandate and action. Thank you, Mr President.

Mr Wayne Prins

World Organization of Workers

Thank you Chair, Director-General, distinguished delegates, ladies and gentlemen. We live in a time of significant economic and social upheaval, a time of rapid technological change and a time of fractured political discourse. In many countries around the world, our politics and policies increasingly divide rather than unite us. As President of the World Organization of Workers, I would like to submit to you that this is also a time of unprecedented opportunity to set aside our differences, to work together, to bring about the changes that we need to build a future of decent work for all people. For workers, recent trade disagreements, disruptions in investment and in financial markets, and hostility between and within nations have created instability in labour markets. Wage growth and job opportunity have been stalled by an increasing sense of fear and insecurity. As representatives of the labour movement, we must be clear that we stand united in the cause of improving the livelihoods and well-being of all people while also protecting our fragile environment. But it is a mistake to assume that this cause can be advanced by a singular vision of labour united under a singular voice. WOW believes that a multitude of perspectives is not only desired but essential. We speak to one cause but with many voices. WOW strives to ensure that its affiliated unions have the freedom to express themselves in a manner that reflects their own history, values, and vision. We believe that the diversity of our views can bring forth the creativity and ideas that we desperately need to tackle the larger issues affecting our members and workers throughout the world, issues such as economic equality and opportunity, training and safety, gender wage parity, and violence and harassment in the workplace. We do not succeed as a society when we seek to stifle, restrict, and conform. We succeed when we allow each other the freedom and opportunity to pursue creative and diverse solutions in a spirit of cooperation. Success in building a future of decent work depends on workers, employers, and governments engaging in social dialogue and negotiation to resolve our differences. It depends on our ability to resolve conflict through creative compromise and by looking for win-win opportunities. We will know we have achieved success when our economies serve everyone not just a select few, when labour and capital reconcile and work together to build a society of solidarity, social justice and peace, when the marvels of our technological prowess benefit all people, and when we ameliorate its displacement effects by providing workers with a dependable social safety net, education and training, and new job opportunities. Along with threats to economic prosperity, our world also faces growing challenges to the environment that threaten the well-being of all Earth's inhabitants. Again, WOW submits that solutions must depend on the best collective efforts of everyone in developing not only a sustainable economy that benefits all, but a sustainable environment that benefits our children and future generations. Building a future of decent work is not possible if we do not protect and maintain our global environment. We cannot burn out the world in the pursuit of growth and short-term economic benefits, but neither can we forsake the needs of people around the world struggling to make their lives better. WOW's pluralistic, cooperative model provides a way forward. By listening to all voices, by understanding all perspectives, by harnessing the ideas and creativity of us all, we

can address the challenges of today and tomorrow in ways that benefit everyone, in ways that do not seek to privilege the few or exclude the many and in ways that do not leave millions struggling to provide for themselves or their families. Building a future of decent work for everyone is within our reach, but it requires our collective best efforts and respect for all voices. Thank you.

Tuesday, 18 June 2019

Ms Ksenija Klampfer

Government (Slovenia)

Director-General, Excellencies, distinguished delegates, ladies and gentlemen. Let me begin by saying that it gives me a great pleasure to have an opportunity to address the Conference on the occasion of the International Labour Organization's 100th anniversary. The organization, which undoubtedly presents one of the cornerstones of the multilateral system, is a shining example of successful activity in the international community. Based on the fundamental belief that peace can only be achieved through advancing social justice, the International Labour Organization and its constituents already 100 years contribute to bettering legal, social and economic position of people at work all over the world. Slovenia is honoured to be actively involved in the International Labour Organization work from its very beginning. On behalf of our Government, and on my behalf, I would like to extend sincere congratulations to the International Labour Organization on the occasion of this respectable anniversary. Ladies and gentlemen, like 100 years ago, we stand today jointly witnessing dramatic changes in the societies worldwide. Rapid technological progress continues to profoundly alter the characteristics of the labour market. New forms of work, new working patterns and new work organization emerge and are on the rise. Digitalization, robotics, artificial intelligence bring many remarkable opportunities for the world of work but also some risks that have to be properly addressed. Therefore, I am especially pleased that on this special year we have an opportunity to discuss the International Labour Organization Centenary Initiative. 'Work for a brighter future', the report duly prepared by the Global Commission on the Future of Work, represents an excellent basis and important contribution to our discussion. It proposes many valuable suggestions on how to deal with challenges brought by digitalization. Moreover, it calls for decisive action that place people at the centre of relevant policies. Slovenia supports the comprehensive approach, based on a human-centred agenda and suggested by the Global Commission. Moreover, we are of firm belief that decisive action and joint tripartite efforts are needed to a national basis as well as regionally and internationally. On the basis of tripartite dialogue and through broader public debate, the measures should be taken to empower people to be able to adapt to new realities and avoid risks in the constantly changing world of work of the digital era. Special attention should be paid to those who are the most vulnerable. The investment in people's capabilities is crucial and is the common responsibility of the Government, employers and workers. Moreover, we should jointly make all necessary efforts to upgrade the existing labour market institution and system of social security and accommodate them to new circumstances in order to properly include people that perform work on the unconventional basis. The Slovenian Government has made many steps to address challenges arising in the world of work. Needless to say, all relevant reforms and measures were formulated based on the extensive engagement of social partners and that are considered as key creators all necessary reforms. Our national policies incorporate the principle 'each work counts', which it means the social security contributions have to be paid regardless of the form of work. Furthermore, several working papers and a range of analysis on future labour trends have been prepared. One of them deals with the impact of digitalization on work and includes suggestion for effective implementation of digital changes. Ladies and gentlemen, Slovenia remains committed to its active support of the International Labour Organization core

mission which is advancing social justice worldwide. The International Labour Organization's founding principle continue to be of vital importance. The International Labour Organization, with its unique tripartite structure, is, and should be also in the future, at the forefront of formulating the way and solution to tackle the global issues arising in the rapidly changing world of work. The future of work is yet to be written. By taking a joint decision to seize the opportunity brought by technological advancement for the benefit of the people, we can achieve that the future of work will be the one that we all strive for: general prosperity, social progress and decent work for everyone. Thank you.

Ms Daovading Phirasayphithak

Employer (Lao People's Democratic Republic)

Excellencies, Chairpersons, members of presidium, distinguished delegates, ladies and gentlemen. It is a great honour for me to represent the Lao National Chamber of Commerce and Industry and the Lao Employers' representatives to take part in this 108th International Labour Conference. First of all, I would like to express my appreciation to Mr Guy Ryder, Director-General of the International Labour Organization, for comprehensive reports, especially the report on 'Work for a brighter future'. Distinguished guests, Lao National Chamber of Commerce and Industry play important roles in private sector development. We actively participate in all business activities that help to improve the business environment, protect benefits of our members, provide trade facilitation and attract more domestic and foreign investments. LNCCI also actively participate and coordinate with tripartite cooperation in order to develop Lao labour relation between employers and employees, such as occupation safety and health programme, human resource development and labour skills. At present, tripartite cooperation is working on Decent Work Country Programme for the years 2017-2021 to strengthen work for a brighter future. As representative of Employers, LNCCI contributes and promotes decent work for a brighter future with tripartite cooperation to develop workers' skills and knowledge to catch up with economic growth. LNCCI helps motivate Lao private sector to improve and develop the skills of their workers as well as develop their businesses. Additionally, we also help to protect the benefits of our members under the existing laws and regulations. To improve overall business environment for doing business in Lao PDR, LNCCI play an important role as Lao Business Forum Secretariat. Lao Business Forum is held once annually and is chaired by the Prime Minister of Lao PDR. Beside that, we strengthen cooperation with government, university, education institutions and development partners to create more skilled labour force to meet labour market demand. We believe that all the partners concerned can work together to develop labour market based on the economic mechanisms for creating decent work for brighter future. Distinguished guests, Lao National Chamber of Commerce and Industry would like to thank the International Labour Organization for continuous funding and technical support and other all activities to Lao employers and Lao People's Democratic Republic, especially to support employers in creating better working environment, green job initiative, fair employment and decent work as well. I would like to wish all delegate a great success in your work and happiness to you and your families, wish the 108th International Labour Conference a great success. Thank you. *Khob chai.*

Worker (Belgium)

Chair, thank you very much. It is always impressive to take the floor in front of such a room. Delegates, labour should not be considered a commodity or as a good to be traded. These words were already included in the resolution proposed by the Belgian delegation to the Paris Peace Conference in 1919, a conference which led to the Treaty of Versailles and thus to the ILO. They illustrate the pivotal role that Belgium has often played within the ILO. Belgium has always been a driving force. The workers and trade union movement organized very quickly there. It found representatives, thanks to social dialogue, who shared Victor Hugo's idea that when it comes to fighting poverty, until everything possible has been done our responsibility is not fulfilled. Together, they were convinced that poverty anywhere is a threat to prosperity everywhere and that equal distribution of wealth remains the best way to resolve conflict and guarantee peace. As we have been reminded throughout this conference, the ILO is the only UN agency whose stated aim is social justice and workers' protection throughout the world, and it must remain so. Delegates, it belittles no one to remember that the union movement was the driving force behind the ILO's international labour codes today, and this driving force will continue to play its role in this social institution together with the other partners, other partners who are ready to invest in the fight for social justice and peace in the world. Ladies and gentlemen, delegates, we can be proud of what our predecessors have achieved and what we ourselves have achieved, but we must recognize that the ILO faces huge challenges today, and I would even say that its task is increasingly complex. Workers' rights and working conditions are diminished in many countries. Absolute poverty is diminishing, certainly, but inequality and precarity are increasing throughout the world. The ideal of social justice is still much too often an unattainable goal for a large part of the labour market. But one thing is clear. We will not progress in promoting, maintaining and expanding decent work without dialogue and without respecting freedom of association. Thus even countries who see themselves as role models, there are developments which should concern us. In my own country, Belgium, we are also not free from the threats to the fundamental rights of workers, as is shown by the case of a trade union leader who is being prosecuted for having exercised his right to strike. We are still awaiting the decision on 26 June of the Court of Appeal of the town of Antwerp, to whom we submitted a complaint about this issue which also contravenes Convention 87 of the ILO. Delegates, at the dawn of its second centenary the ILO must both strengthen its fundamental principles and address new challenges. The future of the ILO is intrinsically linked to its ability to manage social, environmental and technological challenges. These are created by globalization and the increasing impact of multinationals and supply chains, by the digitalization of the economy and by precarious work, and finally by the climate crisis. To do this, the ILO must remain true to its mandate for the protection of workers' rights. It must promote and implement standards by member States and by multinationals and different stakeholders within supply chains. It must adopt new standards and international Conventions which address the new challenges in the world of work. As this Conference has shown, I will hope, in adopting a strong Convention on violence and harassment at work, let us also ensure that we maintain our supervisory system whose increasing authority ensures the effectiveness of the ILO. And finally, the ILO must also find its leadership role again in the international system, particularly with regard to the IMF, the World Bank and the WTO, to promote and not hinder the achievement of the fundamental objective of social justice. This principle and this objective was in the Declaration of Philadelphia, and these two things remain just as relevant today. Chair, delegates, long live the ILO. We hope that it will continue pursuing its task, that it will have the wisdom to do this in the general interest and that it lives a long life. Thank you very much.

Ms Chantal Maheu

Government (Canada)

Good morning. First of all, allow me to thank the President of the ILO, the Ministers, Ambassadors, the Director-General and delegates. I am pleased to address you today in the name of the Government of Canada on the centenary of the ILO. Canada is proud of being a fundamental member of the ILO. Its Government believes in participating in this forum. There is no doubt that our commitment to the ILO has survived the proof of time. During the Second World War, Canada welcomed the ILO to the University of Montreal to guarantee that the organization could continue its work on social justice. If we look at all the work accomplished with our partners on the international scene, it is clear that the ILO has always put equality, inclusion and workers' rights at the forefront. For a hundred years now, the governments, workers and employers have been meeting at this unique forum to adopt shared resolutions which affect millions of workers throughout the world. The ILO has always worked for the world of work and has done all it can to stay relevant. We have all benefited from its resilience. The tripartite structure of the organization is at the heart of our collective success. Thanks to its structure, we all understand better the major stakes, and we have found solutions which allow us to create safer and more just societies. In the centenary of the ILO, the member States have been able to ratify at least one resolution and Recommendation more. We also ratified Convention 29 on forced labour, which got rid of slavery, and Canada is a major defender of the ILO's work for decent work which contributes to the improvement of employment conditions for workers around the world. I'll now continue my speech in English. As Chair of the ILC Standard-Setting Committee on violence and harassment in the world of work, Canada is also very honoured to be leading discussions on developing new international labour standards to help protect individuals from these unacceptable behaviours. At home, we recently adopted path-breaking legislation to prevent and address harassment and violence in the workplace. Canada has long been a strong advocate for instruments that clearly state the right of all workers and call for national laws to prohibit all forms of violence and harassment in the world of work, to establish systematic prevention measures in occupational safety and health management systems and to establish enforcement and monitoring mechanisms. This year's session of the ILC is the second and final negotiation of the Standard-Setting Committee. We are looking forward to a successful outcome and strongly support the adoption of a Convention supplemented by a Recommendation concerning the elimination of violence and harassment in the world of work. Canada sees the adoption of these international instrument as key deliverables of this conference and a contribution towards the ILO's centenary celebrations. Canada has also been an active member of the Steering Committee of the ILO's Equal Pay International Coalition since its launch. We are actively working to increase fairness and equal opportunities for our workers and in 2018 passed proactive pay equity legislation to ensure that women and men working in federally regulated workplaces in our country receive equal pay for work of equal value. Furthermore, technology, globalization and demographic shifts are changing the world of work. As part of its centenary year, the ILO is encouraging member States to hold dialogues on what the future of work may hold for governments, workers and employers and how best to prepare for it. Canada is responding to the changing world of work by modernizing our federal labour standards to reflect new workplace realities and better protect Canadian workers. We have also established an expert panel to provide evidence-based advice on issues that require more in-depth review, such as labour standard protections for non-standard workers. Together, we have made great strides over the past hundred years. However, our work is far from over. Employers, workers and governments must continue to come together to show the world what is possible when we engage in the spirit of cooperative dialogue. Together we can, and must, continue to fight for equality,

inclusion and fairness, both at home and abroad, in our workplaces and everywhere else. Thank you.

Mr Juan Mailhos

Employer (Uruguay)

Good morning, President. As the Employers' delegate of Uruguay, it is an honour to be addressing this assembly on the occasion of the commemoration of the centenary of the International Labour Organization. Our comments are based on the report, working for a better future, which has been submitted to this 108th International Labour Conference, and its forecasts and its consequences when it comes to grappling with an increasingly challenging situation on the labour front. First of all, we believe that the success of activities that are being promoted by the ILO in the future will be dependent on having countries reach a shared vision of reality. This shared vision implies accepting that current societies are complex and that it is valid to have very distinctive perceptions of this reality. The consequence thereof is that it is impossible to apply equal or similar measures to totally differing situations. A shared vision of reality means accepting that there are no ready-made single solutions for an increasingly innovative world where technological change and drastic occurrences are changing the very structures of all of our countries, where companies have a wide range of possibilities and challenges when it comes to becoming more sustainable from an economic, social and also environmental point of view. There is no doubt that the broad framework of action is provided by the principles and the basic labour Conventions, many of which have been given universal status. Thus the ILO's initiatives and policies must have a greater flexibility than is the case at present to ensure that these cultures and realities, which are often incomparable, of our countries can be addressed. A second aspect I would like to turn to, related to the challenges of the future of better work, is the future of the regulations deriving from the ILO. In our view, this is a substantial pillar for the challenges to be met in the future. However, on occasion, we have noticed that these standards are violated in a myriad of ways, and this is done in terms of their content and also their form. Now to deal with the future, it is vital in this organization to improve the monitoring and supervisory system of standards to make it more efficient and to make it more credible. Respecting the specific mandate that each of the bodies making up the system has, the employers do not share, for example, the view that a group of prestigious jurists such as the Commission of Experts should be converted into free arbiters of labour law, having an influence on the legislation and jurisprudence of our countries in the final analysis, giving rise to legal uncertainties. Nor do we support the view, and I think both governments and employers must agree fully on this. We also view with concern the defence that is often used by countries which have been noted for having violated the principles and standards of this body, whose representatives use as a justification an argument the social and economic successes they have achieved thereby. In our opinion, any social and economic progress made for a more promising future implies quite the opposite. It implies that our countries achieve these strides forward in fully democratic, free societies without violating laws and rules, and we must require more from them. We are in conditions where we can progress even more improvements in our legislation and our practice. What is the value if these countries violate the basic fundamental principles of the ILO? In conclusion, I would like to refer to the case of Uruguay where the monitoring bodies observed that there had been non-compliance with the fundamental labour rights because of the discrepancy between the law on collective bargaining and Convention 98. We will have to wait ten years for the Committee on the Application of Standards to adopt a decision on compliance. It is our hope that, in engaging in constructive and efficient dialogue in our country, we can overcome these difficulties and improve our legislation and our practice concerning collective bargaining. Thank you very much.

Mr José António Vieira da Silva

Government (Portugal)

Good morning. President of the International Labour Conference, delegates representing governments, employers' and workers' organizations, ladies and gentlemen. Let me begin by greeting all of those taking part in the 108th Session of the International Labour Conference, which is broadly recognized as the global assembly on labour and this year it is celebrating its centenary. The International Labour Organization is one of the oldest international organizations and is the oldest UN specialized agency. In the global context, the ILO's efficacy and longevity are clearly linked to its tripartite system which operates with governments, trade unions and employers. And it is this dialogue, these consultations, this meeting of ideas which make the ILO one of the international organizations which is most socially representative on our planet. This is the time for us to look back on the ILO's role over the last 100 years, and now is the time for us to ask ourselves what would the world be like without the ILO's contribution? Without the ILO's contribution it is sure that we would live in a world that was more unjust, vulnerable, more fragile and more unjust and less inclusive. Without the ILO, the Decent Work Agenda would not be a reality and work would not have the same status as it does have now on a global scale. Without the ILO, the health and safety of workers would not be protected by standards and rules which are in force across the world. Without the ILO, millions of children today who are now at school could have been tied to work without having a childhood. The ILO has been a fundamental reality in fighting child labour and forced labour. Without the ILO, the right to organize would not have been so broadly recognized as a fundamental right nor would collective bargaining be a tool which is so important for us to regulate work at an industrial level, regional or national level. Without the ILO, social dialogue as an effective tool for governance for the labour market and as a facilitator for adapting to change would not have been as important as it is today. I could give you many examples of what has been achieved over this century, but now it is the time for us to discuss what work we have to do and what we want to do. We have to look at the solutions needed for challenges which have been identified in the Global Commission's report on the Future of Work. That is what we are counting on the ILO for to ensure that work without rights stops increasing. The world is counting on the ILO to guarantee that all men and women have access to universal social protection from birth to old age. The world is counting on the ILO to guarantee that there are fewer labour relations without social protection and so that we once and for all eliminate child labour and forced labour. The world is counting on the ILO to ensure that the universal right to lifelong learning is made a reality and so that we can reduce discrimination when it comes to access to work and access to fair salaries. The world is counting on the ILO to ensure that economies that create wealth are also compatible with the sustainability of our planet. The world counts on the ILO to reaffirm the importance of multilateralism in building fairer societies, societies that are more inclusive, more cohesive and more sustainable. The world is counting on the ILO, and the ILO can count on governments, employers and trade unions to achieve its ambition. I would like to reaffirm my country's commitment to strengthening the rights to work for all because the right to work is a right that has to have rights, and we would like to ensure that we are aligned with the ILO's objectives so that we can have something that is more solid than ever. Thank you very much.

Government (Argentina)

Good morning, President, authorities, Ministers of Labour of all of the countries making up the ILO, my friends from the labour world of Argentina that have come with me to attend this Conference. It is an honour to be here and to express in one way or another the position of Argentina in terms of what we are going through and the circumstances of today's world. It is 100 years ago that the ILO was born, and Argentina was part of that historic moment as well that we are commemorating now. Our country spearheaded, together with other nations, the transformation as a working world, moving towards recognition of the rights through institutions guaranteeing that freedom of association, maximum working time, the prohibition of child labour and the first standards on labour accidents. Indeed, the second half of the twentieth century has been a time of trade unions and companies and the State moving forward on the basis of tripartite dialogue as an ongoing method for building consensus and resolving differences, and thus industry, commerce and services grew. This dialogue today requires a new agenda, crafted on the basis of the renewed tripartite resolve which generates the necessary and requisite agreements to continue making progress. It is essential to deal with accelerated worldwide technological change and the challenges that our country is facing in this context of crisis. Today, Argentina is determined to grapple with the urgent need to transform itself, addressing simultaneously the problem of the future of work. The central pillar of this encounter and this social issue as a whole is of substantive vital importance for all of us. There are twofold challenges: adapting to technological change which is moving forward, but also we have the past which lies on our shoulders. We have a huge debt. We must recognize labour civic rights for more than 4 million workers who are in the informal sector. It is one third of our gainfully employed population. The challenge is huge, and we are addressing it through social dialogue and our projects for labour improvements, tax normalization and new sweeping rules. It is essential to move forward in this area. Often, recently, we have seen that the political structure has prevented us from moving forward, and I think this theme must be the main one on the agenda on the basis of the changes in the labour market for the future. Technological change, the need to produce on a competitive basis and generate value, as well as new production methods require us to adapt, where all sides must commit ourselves to this and make an input for common goals. There are many technologically based companies in our country. There are five such companies which are the pioneers in Latin America, and we are trying to work as senators and politicians to put forward a new law which will make further growth possible in this sector. This is a sector that is generating transformation not only within itself but it is improving competitiveness basically throughout all sectors and addressing all of the aspects of social life and present a unique opportunity for Argentina and society at large which must look at this change without fear. In the developed world, which is adopting new technology, employment is not falling. It is growing, and this requires an appropriately trained labour force. In our country in particular, six of each ten companies are encountering difficulties when it comes to finding people with sufficient training. In the light of this, we must promote just transition on the basis of consensus and active policies and programmes for professionalization and training to give our manpower the circumstances and the skills that they need given the new changes. Now Argentina, at the same time as part of Latin America, must integrate millions of young people in the labour world giving them apprenticeships and training on an ongoing basis to facilitate their entry into the labour market, promoting productivity, economic and social cohesion. We now know and share strongly the view that the twenty-first century must recognize without any further delay the gender equality policies and the rights of women. This is the century of the labour rights of women. In this context, and with the commitment shouldered by our Government, we must align our labour and tax legislation with the working world in general and in particular the small contributors and entrepreneurs. We are coming up with a law now which will provide us with a

framework tax law for SMEs. We would like to call on this organization, and all organizations which internationally are participating in this effort, to support us in these changing times and to note that it is necessary to establish a true universalization of the system of implementation and monitoring of standards. For the first time, our country has a Ministry for both workers and companies. We sit down at the same table, the Ministry of Labour. We have established the Commission on Social Dialogue. On the basis of recommendations by the ILO, the Commission for the Social Dialogue for the future of work, in this framework, will help us to build solutions. We believe that in this centenary year we will improve conditions of work and generate more possibilities for growth. It is very important that the Argentinians have an election at the end of the year. We will elect and move forward with democracy, with dialogue as our tool, and move away from confrontation or arbitrary decisions. We are convinced that all Argentinians can confirm that we are determined to change and to adopt the appropriate labour laws to bolster that effort. Thank you very much.

Mr Felipe Mêmolo Portela

Government (Brazil)

President, Director-General, Government, Employers', Workers' delegates, colleagues of the tripartite delegation of Brazil, ladies and gentlemen. President, this is the year that the ILO is celebrating its centenary, and the new Brazilian Government, under the leadership of President Jair Bolsonaro, has launched an ambitious agenda of reforms to restore growth after the worst recession in our history. In order for us to face the most serious challenges, and to harness our full potential, we are committed to rationalizing public spending. The State spends a lot and does so inefficiently. The Brazilian public debt jumped from 60 per cent to 78 per cent of GDP in only five years. Brazil is undertaking a serious reform of its social security system which is unfair and unsustainable. Unlike few others in the world, the current system drains more than 65 per cent of the federal public budget and it leaves very little resources for investing in health, education, public safety and infrastructure. Three per cent of the richest end up with 20 per cent of the resources of social security, while 60 per cent of the poorest receive 25 per cent. Brazil is spending the same amount on social security as those countries with two or three times as many elderly people. The new social security system, which respects the rights enshrined in the Constitution, aims to guarantee the future of new generations and to make the system fairer and more sustainable so that everybody contributes. Those who earn more will contribute more, and those who earn less will contribute less. We also need to undertake serious tax reform so that we can have a more efficient State. The modernization of the labour law is central to these reforms. Brazil has made industrial relations less bureaucratic and values the bargaining between workers and employers and is creating forms of work which are more adequate to the realities of the twenty-first century. Despite seriously difficult economic conditions which still exist and a high number of unemployed people, Brazil has managed to create 850,000 new jobs in the last two years. This process, which started in 2017, must be further deepened. We must move forward to make sure that labour rules are even less bureaucratic in Brazil because these are currently excessively controlled by the State which controls too much of labour relations between workers and employers. The Special Secretary for Social Security and Labour, with the help of FUNDACENTRO, which is the responsible body for research and health and safety of workers, is revising this so that we can simplify our infra-legal standards. Our participation in international organizations is very important so that we can reconstruct Brazil. We need to ensure that we also create a society based on democracy, freedom, justice and solidarity, and that is why Brazil needs to come back to working with Brazil. We encourage the ILO to look towards the future just as Brazil is doing. This is the best tribute that we can make for this centenary. We cannot rest on the laurels of what we have achieved.

The world of work is changing rapidly, and there are substantial changes that are ongoing between labour relations, between employers and workers, and this leads us to ask ourselves whether the multilateral system that was created in the twentieth century is able to meet the needs of the demands of the twenty-first century. We need to ensure that there is the ILO's renewal and rejuvenation. We know that this is a special celebration for this Conference. However, because of the value of which we place on the ILO, we cannot remain silent on the urgent need to undertake deep-rooted reforms so that we can look at the supervisory system. There is a lack of transparency, objectivity and impartiality which seriously threatens the legitimacy and efficacy of the organization. We need to ensure that we ferment social dialogue and cooperation. This is the transparent and sincere assessment that one of the founding members of the organization has made, and we have ratified almost 100 Conventions or Recommendations of the ILO. This is a country that has always acted in good faith, which is always working towards dialogue and acting to set an example for cooperation. Brazil hopes that the ILO will come back to contributing to the development of labour relations, social rights and the full enjoyment of individual liberties for Brazil. In order for us to be successful in this mission, the organization needs to show that it is capable of undertaking this work. Thank you.

Mr Alexander Shokhin

Employer (The Russian Federation)

Mr President, ladies and gentlemen, allow me to congratulate the ILO on its centenary and express my conviction that its 100-year-long experience, its unique tripartite structure and the regulatory mechanism of Conventions and Recommendations which provide the basic standards in the labour sphere will be used in future and will serve for the betterment of social peace, agreement and understanding. Starting from 2013, the RSPP has supported and actively participated in implementing the ILO's initiative, the Future of Work. We quickly commend the results achieved, including the Global Report, 'Working for a better future', prepared by the High-Level Commission and the outcome document of the centenary. We share the ILO's position that recognizing the human being, human life and prosperity are the loftiest goals and the greatest value of modern development. The possibility of establishing a stable and sustainable economy greatly depends on processes of modernization and labour relations in conditions of the introduction of new technology and its digitalization. Transformations in the economy change the structure of employment, including new forms which are arising: remote and platform employment, the use of flexible working time, etc. We heard a proposal from the President of the Government of the Russian Federation, Dmitry Medvedev, in this room on the possibility of the future introduction of a four-day working week. It is based on two criteria: a growth in the productivity of work and improvements in labour legislation. What is needed is a sweeping move away from bureaucratic labour relations on the basis of progressive forms of carrying out collective bargaining and social dialogue in forms which need to be modernized given current conditions. In the Russian Federation, as is the case in other countries, businesses interested in having fair tax and budget policies be implemented, which together with other instruments are aimed at establishing a conducive business environment, and are thus a guarantee for growth in investment in the interests of decent and stable employment. In the long run this must promote the improvement in the GDP growth in Russia so that it will be not lower than average world rates. This means doubling it, even more than doubling it and the stabilization of target indicators for inflation at 4 per cent, removing infrastructure limitations for tapping the potential of regions and significant growth in labour productivity on the basis of new technology and digitalization. Market and investment attractiveness of business is determined greatly by its sustainability in accordance with the UN 2030 Agenda. Among key indicators to assess companies in the context of sustainable development, we see

indicators which are able to characterize the activities of business using basis goals such as economic, social and environmental goals, including the development of staff, the pay levels, the protection of labour, combatting any forms of discrimination and also eradicating gender inequality and violence in the workplace, etc. Among the many instruments of independent assessment of business we find indexes on sustainable development. In the international database of such indexes and rating we find RSPP's indexes on sustainable development. The implementation of provisions of the report and the final centenary document is impossible without joint efforts being made by all social partners. At the time of the growth of nationalism, the policy of economic and sanction pressure carried out by a number of countries, it is important to step up worldwide cooperation on the basis of principles of social dialogue. The reform that is underway right now of international institutions of global governance, including the institutions of the United Nations, is one of the most effective ways of returning to the principle of multilateralism as the most appropriate and optimal instrument when it comes to building a multipolar world, and this includes for implementing policies in the labour sphere. Thank you.

Mr Glenbert Croes

Government (the Netherlands)

Chair, ladies and gentlemen, it is an honour and a pleasure to have the opportunity to address you today on behalf of the Kingdom of the Netherlands. This year, the ILO Global Commission on the Future of Work published an important report: *Work for a brighter future*. The report contains an urgent message, a call for decisive action. "We need to seize the moment," as the report literally stated. I cannot agree more, although I would like to add two words to that message: we need to seize the moment right now. Because indeed, right now, right here, is such a moment ready to be seized. During this ILO Conference, you, me, we have the opportunity to adopt a clear vision on the future of work and of the ILO in general in the Centenary Declaration. By doing so we are reconfirming our strengths and building on our accomplishments while looking ahead of us. The key thread of the report, a human-centred approach, hits the nail right on the head not only when it comes to that what we want to accomplish but also when it comes to those who will need to accomplish this. We have to cope with major challenges affecting the labour market and the world of work, demographic changes, with either an ageing population or a youth bulge, the transition to digital life, globalization, migration flows. Major transitions are needed to mould the economy of today into the economy of tomorrow. This requires entrepreneurship, decent work and social justice. This is yet again a crucial phase in the history of the ILO. A human-centred approach means that we need to listen to people's current concerns, needs and preferences. We need to invest in people in order for them to be able to develop their own skills as workers or as entrepreneurs. For example, by lifelong learning. And we need to find the balance between the new and different forms of work on the one hand and adequate social protection for all on the other hand. It is important that we discuss these issues on a global level, as our market is a global one. With respect to the Conventions of the ILO, I would like to stress that the occupational health and safety Conventions should be discussed with urgency in order to ensure that all workers are working under safe and healthy conditions. But we also need to invest in ourselves as governments and modernize our policies and institutions in order to remain effective. These are important aspects of the Centenary Declaration that sets the agenda for the future. With the Declaration, we have a vision which we can discuss in the unique ILO way, tripartite, but in order to seize the moment, we need to translate these priorities into a working programme. Or to say it in a modern way, we need a to-do list with actionable tasks such as an agenda on lifelong learning, occupational health and safety and new forms of work for the next few years. The first item on this to-do list could be a discussion during the ILC in 2020 on devising a

concrete action plan for lifelong learning. Yet there are other moments to be seized here in Geneva. The adoption of the Convention to end violence and harassment at the workplace, for example. It is important that violence and harassment at the workplace are addressed at the global level. I hope that by adopting this Convention, we will have rapid ratification by governments so that violence and harassment at the workplace will come to an end for all persons. Ladies and gentlemen, we need to seize the moment for so many different reasons. A pessimist will say that we need to get going because the road ahead is long. An optimist will say that we need to get going because the road ahead is paved with new opportunities. As an optimist and realist I say where there is a will, there will always be a way. This year the UN's oldest specialized entity is celebrating its hundredth birthday. Its unique tripartite structure has offered us a hundred years of meaningful social dialogue. Quite an accomplishment. Yet while a hundred years may sound very long, it is but a flash when compared to the many centuries we lived without the ILO and without the protection it now provides people around the world. In this sense, the ILO is still very young. What better way to celebrate your birthday than to cherish the centuries-old, yet also youthful call for action, *carpe diem*. Let us seize this day. I thank you for your attention.

Mr Daniel Funes de Rioja

Employer (Argentina)

On behalf of Argentinian employers and the President of the Argentinian Industrial Union, Miguel Acevedo, we have come to attend this Centenary Conference, and I welcome this opportunity for dialogue and debate under your skilled presidency to move forward with conviction and on the basis of consensus formulating the requisite agenda for the future of work. Argentina has been participating as a member of the ILO since its inception. The first Nobel Peace Prize winner who participated in this body as well was an Argentinian. Now, we participated from the origin of the ILO as the Argentinian Industrial Union in 1920. Therefore, and above and beyond the political, economic and social ups and downs of the century we have already been through, there has been a constant predisposition towards respecting tripartism and recognition of the fundamental labour rights that exist, as is set out in the Declaration of 1998, which has been supported by efforts, although not sufficient to date in our opinion, towards social dialogue, either for specific questions or for work on Convention 144 and in the framework of the National Council on minimum salaries employment and productivity, during the last few decades since Argentina returned to democracy. It is for this reason that, with satisfaction, we can point out that in April of this year, we saw the social dialogue for the future of work becoming institutionalized in line with the recommendation of the Global Commission, convened for this purpose by the ILO. We believe, in this context, that we have an auspicious and favourable opportunity to respond to the transformations imposed by industry. The future is presenting us with a challenge. It is essential to work together as social actors, putting into practice the social dialogue to reach a common goal. I would like to point out that the Argentinian entrepreneurial community is prepared to comply with this goal, and in fact has started working along these lines with specific actions agreed upon in the framework of the G20 for Argentina in 2018. It has been our honour to lead up the business chapter, together with our colleague Gerardo Martínez as head of the L20. We have worked together and are developing a joint declaration addressed to the leaders of the G20 entitled 'A joint message on skills and social protection for inclusive growth'. This was the result of a document with recommendations that we have urged be taken into account and implemented at the national level. We believe it is vital to develop public policies through social dialogue, guaranteeing that workers can adapt to new technological realities and that they can be given protection so they will not be left behind given the new economic paradigm. In terms of adaptation, national continued education strategies are vital. These are strategies aimed at training and

skills such as self-apprenticeship, digital skills and STEAM, that is science technology, engineering, mathematics and art. And to ensure inclusiveness, it is also essential to adapt labour regulatory frameworks to new forms of work, avoiding thus a high level of informal markets and a lack of social protection. For their part, the leaders of the countries of G20 have committed themselves to moving forward with an agenda aligned with the promotion of continued education, vocational training and the development of skills. We want to promote the formalization of the world of work and build up systems of social protection which are sustainable and flexible. Lastly, they have expressed the resolve to promote the social dialogue in coordination. We believe that social dialogue is a model of tripartite cooperation for any of the questions which help to generate economic and social development, investment, competitiveness, macroeconomic stability, growth, employment and, in general, sustainable and inclusive development. We are talking about seeking social consensus so that we can arrive at state policies which are long lasting, a crucial factor for a development strategy with sustainable employment. So this is our aspiration, our thinking and our commitment on this centenary occasion of the ILO. Thank you very much.

Mr Mohammad Shariatmadari

Government (Islamic Republic of Iran)

In the Name of God, the Compassionate, the Merciful. Mr President, distinguished representatives, allow me at the outset to congratulate all on the centenary of the International Labour Organization and also on the holding of the 108th Session of the International Labour Conference. Our today's gathering takes place at a critical time as the international community is grappling with numerous challenges. The ILO, at this juncture, has a key responsibility to accomplish. After a century of the establishment of the ILO, and now with the Global Commission's report, the time is ripe for the governments and social partners to delve into the vision of Future of Work. The world of work continues to undergo profound changes and developments. Therefore, the onus is on us to gain an in-depth understanding of the impact of the emerging changes so as to be able to work together for a better and brighter future for the world of work through promoting peace, social justice and decent work for all across the world. Due to the profound changes in the world of work, it is inevitable to enhance education and training systems to enable them to respond to the skill needs of the future in an effective manner. In this regard, it is an undeniable necessity to launch the upskilling movement in the world of work. The transformations of the world of work pose both numerous challenges and opportunities which require innovative policies and measures in setting a human-centred agenda for the future of work. Therefore, it is vital to prepare the ground so that all can benefit from the opportunities and blessings providing by the future of work. In addition, today's world is encountering some important challenges, such as climate change, environment degradation, inequality, migration, unilateralism, terrorism and extremism. Distinguished delegates, these challenges could only be addressed collectively and through multilateralism. Therefore, I propose that promoting multilateralism and relying on collective approaches to materialize a brighter future of work be placed on the agenda of the ILO. It is also essential to ensure that fair and equal access to a balanced and rule-based international economic system is guaranteed for all member States without any discrimination. Distinguished representatives, whereas we have gathered here to discuss a brighter future for the world of work, some unfair and outrageous sanctions are unfortunately imposed on the economy of my country with no justification. These sanctions have targeted at hurting ordinary people, particularly the workers and their livelihood, and of course, economic activity of the employers. As the representative of the Islamic Republic of Iran, I am honoured to announce that such sanctions will never weaken the resolve of the Iranian people and the Government for expansion of social welfare, promotion of decent work and sustainable development, but both the people and the Government will redouble

their efforts to overcome all these malicious acts. Distinguished delegates, unilateral and unlawful sanctions oppose the excellent objectives of the ILO which pursues promotion of social justice and decent work for all. It therefore requires a solid and coherent approach. Thus I call on the ILO to urge all member States to refrain from imposing unilateral and illegal measures that impede sustainable development of countries and engender negative impacts on the world of work, equality and justice. Ladies and gentlemen, I have the honour to state that the Government of the Islamic Republic of Iran, in addition to joining the ILO's centenary ratification campaign and taking required measures for ratification of several Conventions, including Conventions 144, 176, 81 and 102, has also given due consideration to the Future of Work initiative. Upskilling, strengthening the institutions of work, empowering the social partners, utilizing potential of the youth, supporting the economic enterprises, particularly the start-ups and knowledge-based companies, and promoting labour standards are among the most prominent programmes of my country so as to prompt a brighter future of work. And in this regard, the Government has adopted National Plan on Decent Work and the respective employment policies. Mr President, finally, I hope, through collaboration of all countries, the whole world will be free from any kind of violence and bullying, a world with a brighter future and more decent work for all. Thank you for your attention.

Ms Ylva Johansson

Government (Sweden)

Thank you, Chair. Excellencies, honourable guests, distinguished delegates, ladies and gentlemen. As the Minister of Employment in Sweden, I feel honoured to deliver the Swedish statement at the International Labour Conference as the ILO marks its 100th anniversary. Sweden has been a proud member of the ILO since 1920. The Swedish model, with social dialogue and combined with a strong welfare system with social protection for all, go hand in hand with the mandate of the ILO. We all face new challenges and opportunities as time evolves, yet some changes are fundamental and require international collaboration. For example, climate change requires a just transition to environmentally sustainable economies and societies. Demographic trends impact migration flows, youth unemployment and place additional strain on social security and care system. The Centenary Declaration should provide appropriate answers to these challenges through, first, a human-centred agenda. In times of rapidly changing labour market, we should not protect jobs but protect people. We should welcome transition in the labour market through new technology and globalization, but it is fundamental that we set up system that will protect people and help them in transition to hopefully better jobs when the new jobs emerge. Access to lifelong learning, adequate social security and social services at every stage of life is important factors. Second, social dialogue to sustain social peace in times of transition and to create win-win situation. The Global Deal, initiated by the Swedish Prime Minister, can contribute to this objective. As such, Sweden believe that the Centenary Declaration should set a bold future vision and mission of the ILO to contribute to decent work, sustainable development and social justice for all. The starting point is the ILO's core mandate, the normative function setting a global floor for decent work and human rights, but also the tripartite structure and the ILO as the leading knowledge hub on employment. Still today, too many people receive pay below poverty lines, are unemployed, are being hindered from organizing and exercising their rights on the labour market. People experience harassments, violence and unsafe working conditions, especially women. As this has to end, Sweden strongly believe in the need for a Universal Labour Guarantee, that health and safety at work should be a human right and a core Convention. However, this is not enough, Conventions need to be ratified, implemented and followed up upon. The ILO needs strong and independent supervisory mechanisms. This is not only in the interest of the people in exercising their rights. More

and more international business also express the need for independent supervisory and complaint mechanisms as it facilitates investments and doing business in a fair way. Sweden is proud to be one of the leading countries in the world in terms of gender equality. Gender equality is at the heart of everything we do. Providing women and girls with equal access to education, health care, decent work and representation in decision-making processes will contribute to sustainable economies and benefit societies at large. Yet, reality is different. Women earn less than men, experience difficulties in accessing decent work and are at risk of being left behind as economies develop. For everyone to be able to exercise their rights and to contribute to inclusive economic growth, old patterns have to change. We, all stakeholders, governments, employers, trade unions and civil society, need to move faster. We need to be innovative and we need to collaborate. We need to make sure that human rights also are women's and girls' rights. We all need to contribute to decent and productive work for women and men alike. Our joint vision should not just focus on empowering but also investing in opportunities for people. New structures should be put in place permitting everyone to rise and take greater control over their life and lifecycle. We need to move faster. One hundred years is already a long journey but we need to move together. No one should be left behind. Thank you.

Mr Mikhail Shmakov

Worker (Russian Federation)

Mr President, ladies and gentlemen, comrades. Each era has its own genetic code. I think that the calling of the second centenary of the ILO can be expressed in a single word: justice. It is that that is required more than ever by millions and billions of people. It is this moral concept which is able to cut the knot of economic, social and economic problems, to wipe out the scourge of poverty which is tearing apart the fabric of society against the backdrop of unprecedented technological progress. Justice lies at the heart of decent work. We fully support the ILO Director-General's report, 'Work for brighter future'. This is an excellent basis for social dialogue at whose heart we find the interests of the working world and the future of our countries. We, together, must transform the rights and aspirations of people into the main goals of development directed at human beings, as is said in the report. We commend the idea in the report on the establishment of Universal Labour Guarantees providing for a real level of labour protection, including the basic rights of workers, an appropriate minimum wage and safe jobs. Social justice must be the main feature of the future world of work, whatever forms this may take, in terms of new technology and methods of organization of production. The postulate of justice must be the UN's constant. It is only through an integrated and universal approach towards the sustainable development goals that we can ensure that this organization achieves real progress. The ILO should be the crystallization point of the new multilateral system, including the WTO, the IMF, the World Bank and other structures. The effectiveness of the work of our organization is one of the main criteria for the successful achievement of the objectives which lie ahead of the UN and its institutions. We confirm that this can be seen by our presence at this Conference and that there are so many Heads of Government and State here, including the Prime Minister of the Russian Federation, Dmitry Medvedev. The trade unions believe that the ILO Conventions should be adhered to unswervingly within countries and also in international relations. The whole set of norms and standards at the ILO is now needed as its own sort of world attraction law in the labour world. Any non-compliance cannot rule out gravitation towards that centre of attraction. Governments and social partners, through their joint efforts, must ensure that transnational corporations and the whole added value creation network are put in a situation where they are forced to comply with the ILO standards. In this connection, we propose that in the list of fundamental standards we include number 155 and 187, those two Conventions. We believe that ensuring safety and health at the workplace is one of the basic rights in

addition to those set out in the ILO Declaration of 1998. The new computer technology and artificial intelligence must be established and used in accordance with the decisions of our collective human intelligence on the basis of tripartism and social partnership on a worldwide, national and sectoral basis. It is time to turn to the issues of digitalization of the economy. Future robots, and those who build them, must follow the paradigms of justice forged by the ILO. Trade unions are prepared to assist in this effort. We are not the luddites of today's world. We are those who are called upon to transform the world of technological parks into opportunities for people which will more effectively bring workers together in the responsible and powerful army of the builders of the future. We believe that the centenary of the ILO is being celebrated not only in solemn meetings. There are also demonstrations underway. It is important for the rich of the world to pay for the world. The Declaration which we will be adopting at this Conference is not a Declaration of a palace war. It is an oath to remain true to the principles of peace, freedom and justice. On the memorial plaque on the occasion of the centenary, to be given to the ILO building, has the following slogan, 'If you want peace, be prepared to engage in justice.' Thank you very much.

Mr Muhammad Hanif Dhakiri

Government (Indonesia)

Salaam alaikum [foreign 0:24]. Mr President, Excellencies, distinguished delegates, ladies and gentlemen. Allow me to begin by joining other delegations in congratulating the ILO on its centenary celebration. The big challenge for many countries in the coming century is to ensure universal social justice and the right to development are fulfilled. This trend will continue in the foreseeable future and will directly and indirectly the future of work issues. Therefore, we should take the momentum of this Centenary Conference to reinvigorate our commitment and take decisive action to achieve social justice, lasting peace and stability. Indonesia welcomes human-centred agenda proposed by the Global Commission on the Future of Work. We have conducted series of national exchanges of views with the social partners to discuss this new agenda and would like to share our views on the three pillars of the human-centred agenda. First, on increasing investment in people's capabilities. We believe that lifelong learning is a key to navigate multiple transitions in the future of work. I should like to emphasize that this is a common responsibility of the Government, employers' organizations and trade unions. Furthermore, it should be an integral part of investment projects in developing countries. In this regard, we would like to inform that Indonesian tripartite collaboration has been promoting better access for qualified skilling, upskilling and reskilling, including massive apprenticeship to face the future of work. We are also pleased to inform that we would like to establish 1,000 new job training centres this year to better address the skill mismatch and youth unemployment in the future. Second, on increasing investment in the institutions of work, Indonesia is of the view on the importance of developing innovative social dialogue on the broader issues of the world of work. Acknowledging that there is no one-size-fits-all approach in organizing social dialogue, the mechanism and form of national social dialogue should be developed based on national circumstances. I am pleased to inform the Conference that we continue to strengthen social dialogue through our National Tripartite Cooperation Agency on both national and local level. Moreover, as part of our effort to further increase investment in the institutions of work, we have also established the National Council of Wage, the National Occupational Safety and Health Council, as well as the National Productivity Council. Third, increasing investment in decent and sustainable work. Indonesia believes that investment in key areas of decent and sustainable work is essential element in the future of work. In this context, Indonesia welcomes the recommendation in the report on the importance of prioritizing the development of rural economy, as many countries in the world the rural economy still form the backbone of their economies. The Government of Indonesia is committed to strengthen

rural economic development by providing the Village Fund. Along with this initiative, we also developed what we call *Desmigratif* or Productive Migrant Villages, aims to improve the economic self-reliance and living standard of the migrant workers returnees and their families at their home villages. Excellencies, ladies and gentlemen, the promotion of a human-centred agenda at international level requires a robust multilateralism that links international policies in trade, finance, labour and migration. Indonesia observes the current deterioration of multilateralism in all aspects. We must address this growing trend towards unilateralism as a matter of urgency. In this regard, the ILO must play its part and need to strengthen its institutional capacity to engage and collaborate with all relevant organization in multilateral system to explore ways and means to implement the recommendation in the Global Commission report, and in doing so ensuring that globalization benefits all nations. I would like to assure you that Indonesia stands ready to work with all stakeholders in the world of work in shaping national and international policies to ensure the future of work that ensures social justice for all. I thank you. [foreign 4:46].

Mr Khalifa Alkaabi Mattar

Employer (United Arab Emirates)

Excellencies, ladies and gentlemen, dear guests, may the peace of God be upon you all. We are celebrating today the centenary of the establishment of the International Labour Organization, and here are we adhering to the Preamble of the Constitution of the ILO. This Preamble that says that universal and sustainable peace cannot be established but with social justice. And it stands by coincidence that our celebrations today are going along also with the celebrations we are having for the birth of our leader, Sheikh Zayed bin Sultan, in the United Arab Emirates. His Royal Highness has always asserted that human beings are the centre of everything and taking care of human beings is the essence through which societies can prosper. This is the same recommendation that we find in the Director-General's Report that has given us the steps that we have to take for a brighter future. Ladies and gentlemen, this session is being held at a time where the workplace is knowing a number of growing advances, especially with the hegemony of automation and artificial intelligence. With all the trends, we have transformations of commercial and trade activities. It puts us before an unprecedented challenge, which is to get along with all those changes and harness them for a brighter future for our populations. This is done by setting up strategy in order to get along with all those changes. This is what the United Arab Emirates has been convinced of and has been keen on launching a number of initiatives and strategies that have sought to harness the technologies to ensure a good future. And we have done so in different fields, including the future of work, sustainable development and sustainable investments. For instance, regarding the initiatives that we have taken on the future of work, we have invested in space technologies and we are trying to reinforce the contribution of our State to the global economy based on knowledge. We have also ensured integration with the national strategy we have adopted in order to enhance innovation in different sectors. We have dedicated \$40 billion in support of the green economy and its share to GDP. This is why we are today a leading country in terms of green economy investments. We have also adopted a plan to increase the number of green jobs by 2030. Our country has adopted also another initiative to promote investments and to adopt good infrastructure and a strong economy capable of growth. All this goes along with different other initiatives to reinforce financial and economic competitiveness, activate the economic production and local production and develop our competitiveness. We have seen around the world a drop in foreign direct investments, yet United Arab Emirates was among the countries that had had a good share of foreign direct investments, and so we have been ranked 27th worldwide regarding countries that attract foreign direct investments. Twenty-five multinational and international companies have chosen the Emirates as headquarters of their Middle East and North African

region. At the end I would like to thank the Director-General for his annual report on the state of Arab workers in the Arab occupied territories, and we would like to reiterate once again that we support the cause of Palestine and the cause of Palestinian workers, hoping that they will get their labour rights and they will have one day their State: Palestine, with East Jerusalem as its capital. And thank you.

Mr Arménio Carlos

Worker (Portugal)

President, delegates. The CGTP and the Portuguese workers extend their greetings to the 108th International Labour Conference and urge all of the participants to move from their words to actions so that we can end with harassment and violence in the world of work and ensure that we have freedom of association in companies as an essential element for us to ensure social dialogue and collective bargaining. We say this because the International Labour Organization is associated to progress in the human condition and principles and values which currently are being called into question because of this concept of modernity which looks to digital platforms, promotes the deregulation of labour legislation and imposes conditions which are close to servitude in order for us to achieve the highest profits at the minimum cost. It is a warning worth making because in this centenary year we must bear in mind that if we had implemented the Global Compact on labour which was approved here in 2009, we would not have seen the social setbacks and setbacks for civilization. We know from our own experience what we are talking about. Because of the troika policy, our country was victim to cruel social policies in order for us to keep bankers and speculators to live above their means and which meant that Portuguese workers were not able to live and meet their own needs. This situation led to general outcry and national mobilization for us to struggle to turn what seemed impossible possible, which was to change the correlation between the policies of the national parliament and for us to start a process for the income recovery and for us to recover our rights. Now we are seeing these efforts being frustrated because of the Government's obsession to reach zero public deficit and zero public debt which is creating problems in our public services and which is causing setbacks in the workers' demands and to the economic and social development of our country. In order for us to progress, we need to break this model of low salaries and precarious work. The country must ensure that there is social cohesion, and we must move away from the proposed revision of labour legislation which is being put forward by the Government. History has shown us that it is only possible for us to attack inequalities if men and women, if young people and immigrants are guaranteed stability and safety at work, if their professions are valued and they are guaranteed more rights, better salaries and part of the wealth that we create, because the greatest inequality lies between work and capital. It is this Conference which could be a milestone when we look at the Centenary Declaration which still needs to be approved. In 1919, when the organization was created, a considerable part of the world was destroyed, and the same happened in 1944 when the Philadelphia Declaration was approved. Nonetheless, these generations, the generations before us, did not stop having ambitious objectives, because they affirmed social justice as a cornerstone of peace and they stated that work was not a commodity and that full employment was possible to achieve and that poverty was a threat to the prosperity of all. This was the path of the ILO when we saw the first Convention which aimed to reduce working hours. We need to value workers, and we need to ensure that the future of work is sustainable in terms of the environment, and we also namely need to fight emissions trading as a way of making labour a commodity. We cannot give equal treatment to that which is unequal in the Declaration. That is the power relations between companies and workers. The Declaration cannot open the door to regression in work, and this cannot be done in the name of protecting forms of work that are new and emerging, which equate perversely work to own account work so that workers are

turned into business people and statistics who are in reality being exploited. We live in times when we must ensure that we make transparent choices, choices that are objective, and we will achieve this through the progress of workers' rights.

Thank you.

Ms Lesley Trotman-Edwards

Worker (Barbados)

Madam Chair, distinguished delegates, ladies and gentleman. It is indeed an honour for me to address you at my first International Labour Conference, especially with it being the centenary year. This has been a life-changing experience for me to see the moving parts in action and to watch what, to me, is an amazing power towards change. I have had the privilege of following the Committee on violence and harassment in the world of work and look forward to seeing not only this Convention adopted but thereafter ratified. As a young person, I only hope that more young people and people in the early stages of their union careers can have a similar experience. These two weeks of fast pace and intensive work not only show what true work ethic and determination are but have also provided me more teaching than any singular experience that I have been privy to. I therefore ask this Conference to openly commit its focus even more forcefully in the next 100 years to addressing the issues and concerns of the youth. The Barbados Workers' delegation wishes to compliment the Director-General for the report on the Future of Work. Workers in Barbados, and the Caribbean generally, are quite committed to the view that the future of work will properly be addressed only when the concerns regarding gender equality are met. We believe that gender equality must be expanded beyond equal pay to ensure that everyone is given the support to contribute equally in the balance between work and home responsibilities. In this regard, the region will need additional ILO technical assistance for the implementation of Convention 156 on Workers with Family Responsibilities and related instruments which are critical to ensuring that people can have access to equal work opportunities. Barbados, like many of its Caribbean neighbours, is committed to moving towards the United Nation's 2030 Agenda for Sustainable Development. Our nation has this year placed a ban on single-use plastics, while at the same time we are moving fervently towards the reduction in the use of fossil fuel and the introduction of renewable energy. With this in mind, it will be very important for Barbados, and in fact all other countries which are seeking to transform their economies by making these and other necessary changes, to ensure that job creation in the new areas are proportionate to and simultaneous with the job loss that will inevitably follow. Our delegation wishes to take this occasion to remind the ILO Office of the invaluable assistance which it continues to render the region in technical assistance and to remind the Office that further support will be required in meeting the challenges of just transition. The need for this assistance is further highlighted by the new threat in the Caribbean and elsewhere brought about by the Sargassum seaweed. This is destroying coastal fishing and polluting most beaches in our islands. The question of how to adequately deal with this new threat to our environment and to the livelihoods of many of our working population is one that requires international consultation and assistance. While I am here and have your ear, I will take this opportunity to remind my Government and all other governments which have not yet ratified Convention 189 of the necessity to ensure that the rights of domestic workers are properly protected. We hope that with all the effort that has been put into ensuring that everyone will experience a place of work free from violence and harassment, governments will not hold the position that this will be enough to safeguard domestic workers. They need provisions which explicitly provide for measures that respect, promote and realize the fundamental principles and rights at work for them. Among other things, they are entitled to, and should automatically receive, social security, paid annual

leave, daily and weekly rest periods, maternity, and hopefully soon paternity, leave, normal hours of work and the protection that is received by all other workers who are terminated without reasonable cause. Once again, I ask all of those countries which have not ratified Convention 189 to do so today. May this Centenary Conference inspire all of us to recommit to a brighter and better future, not only for domestic workers but for all workers. Ladies and Gentlemen, I thank you.

Ms Michaelia Cash

Government (Australia)

Thank you very much, Madame Vice-President. Your Excellencies, ladies and gentlemen, on behalf of the Australian Government, I am honoured to address the 108th International Labour Conference, the Centenary Conference, which is indeed a momentous occasion. Australia is proud to be a founding member of the ILO, and we congratulate the ILO on 100 years of commitment to decent work for all. Governments, workers and employers from all over the world are richer for the opportunity to come together and share our lessons, knowledge and best practices on labour and employment issues. One of the main topics for this year's conference is the future of work. As the Australian Minister for Employment, Skills, Small and Family Business, this is a priority for me and for my Government. The Australian Government is committed to ensuring that all Australians benefit from the opportunities presented by the changing work environment. Our success in this regard depends on our ability to help our workforce adapt to the changing demand for skills in the global economy. Governments, businesses, unions, training providers and individuals all have a role to play in ensuring this success. The ILO has showed great foresight to prepare for the centenary year by asking more than 20 world experts to make recommendations in the Global Commission's report, 'Work for a brighter future'. The ILO has taken this opportunity to not only pause and reflect on the past 100 years, but to consult with all constituents about our next steps. Australia agrees we must actively shape our own future of work and not stand by and watch as all that we think we know changes. To that end, Australia has much to offer. In our 2019-20 federal budget we announced our Delivering Skills for Today and Tomorrow package. The package will ensure all Australians have every opportunity to acquire the skills needed to succeed in a changing workplace and at the same time offer businesses qualified workers on whom they depend to prosper. We are also as a nation tackling modern slavery head-on. Echoing the sentiments of Prime Minister Theresa May last week, we have a moral imperative to eradicate modern slavery from our supply chains and from our businesses. That is why last year Australia legislated a world-leading, modern slavery reporting requirement for businesses. This important legislation demonstrates our commitments to playing an international leadership role on modern slavery and will hold Australian businesses accountable for their actions to combat modern slavery. No one country can tackle these issues in isolation. Supply chains, as we all know, are global, so cross-border collaboration is critical. At this very moment, the Standard-Setting Committee is drafting a new ILO Convention to end violence and harassment in the world of work. Stamping out gender-based violence is a particular focus of the Australian Government and is critical to achieving economic security and prosperity for all. That is why I am pleased to announce today that Australia will recommit funding until 2022 towards the ILO's flagship Better Work programme, a programme that improves labour standards and reduces gender discrimination and sexual harassment in garment factories, where 75 per cent of workers are women. Furthermore, Australia will support Better Work and CARE Australia to deliver a regional workshop on preventing sexual harassment in garment factories in Cambodia later this year. Ladies and gentlemen, the Australian Government sees the Centenary Declaration as a critically important document, both in terms of being able to look back and acknowledge our achievements but also to help inform our work on important

issues. Australia remains firmly committed to our long-term strategic partnership with the ILO. Thank you.

Mr Vanhna Douangphachanh

Worker (Lao People's Democratic Republic)

Excellencies, Chairman of the 108th International Labour Conference, Mr Guy Ryder, Director of the International Labour Organization, ladies and gentlemen. It is my great honour to deliver this statement on behalf of the Lao trade union members, workers, labouring people and LFTU's leadership at this the 108th International Labour Conference, which is an important conference, especially as this year the ILO celebrates its 100th anniversary. I would like to express my congratulations on the Report of the Director-General, Guy Ryder, of the ILO on the Future of Work. Distinguished delegates, since the Lao Federation of Trade Unions was established on 1 February 1956 it has been a representative of Lao labouring people and one of tripartite organizations in the Lao PDR. It has been working closely with the Ministry of Labour and Social Welfare as a representative of the Government of Lao PDR and the Lao National Chamber of Commerce and Industry as a representative of the employers in Lao PDR for the effective implementation of the ILO Conventions that the Lao PDR has already ratified. The Lao Federation of Trade Unions has revised trade union law and regulations to ensure alignment with the ratified Conventions of the ILO and Lao labour law and to contribute to the social protection and promotion of decent work in the Lao PDR. The Lao Federation of Trade Unions has paid important attention in exercising its mandates. In particular, we have disseminated and raised awareness of laws and regulations related to labour issues and labour protection, provided awareness to workers and employers on safety and health, encouraged them to have collective bargaining agreements, expanded union organization at the workplaces of private enterprises, protected informal workers and migrant workers and participated in national skills development and employment promotion. In addition, the Lao Federal Trade Union has organized short training courses to promote capacity building of trade union officers from the central right down to the local levels, educated workers to understand laws and discipline at work, been involved in monitoring state management and socio-economic management in labour units. All this in order to ensure that workers receive equal pay for the same job and better living conditions and to promote the decent work and a brighter future for all. Ladies and Gentlemen, last but not least, on behalf of the Lao Federation of Trade Unions, I would like to express our sincere gratitude and appreciation to the ILO for their continuous support to the Lao Federation of Trade Unions, both financial and technical assistance, since the Lao PDR became an ILO member in 1964 until now, particularly under the Decent Work Country Programme from 2017-2021 to ensure the protection of the interests and justice for all. I wish the 108th ILC productive and successful proceedings. Thank you.

Mr Aloysius Budi Santoso

Employer (Indonesia)

Mr President, Ministers, distinguished delegates, good morning. It was clearly stated during the 2016 World Economic Forum that the era of the industrial revolution 4.0 will bring a significant impact on all aspects of human life related to economy, business, community and individual aspect. In the context of disruptive technological development,

the changes in the world demographic structure and globalization also change the global labour system both fundamentally and a significant way. Therefore, it is very appropriate for the ILO to put the future of work and ending violence and harassment in the world of work as the main theme of all ILO activities while celebrating its 100 years anniversary. And Indonesia, a fifth most populous nation, will also face the challenges and opportunities within these areas. I would like to underline some of APINDO's views on the matters. Mr President, APINDO supports the report Global Commission for the Future of Work, but they have to remain linked to the changes in industrial structure, business and the latest human resources management as an impact of the emergence of future of work principles. All of these must continue to lead increasing productivity level and the continuity of sustainable business. The growth of small medium enterprises that can be connected directly to the market and consumer, the development of flexible workers and freelancer who work for more than one employers, and the emergence or loss of types of works in the future of work are unavoidable and they must be able to be adopted by the current and the future employment system. Facing highly dynamic industrial and business conditions, an adaptive and non-rigid or flexible employment system is very important for business continuity without abandoning the principle of decent work for worker and decent work environment. Pointing at those background, it is expected that government can create a comprehensive system related to universal social security system that is able to stand beside workers in facing dynamic and competitive business condition. APINDO strongly support the life-long learning for workers in the face of the disruption era and the dynamic movement of the business world. Alignment between the world of education and business must be consistently improved to create ready-to-use graduates. The implementation of internship and apprenticeship must be continued and periodic retraining to close the skill gap must be carried out by the corporation and the Government. At the end of the day, the Government is expected to proactively create policies and incentive for the development of future business, that their practices are well-aligned with the implementation of the newest Future of Work framework. Mr President, during the ILO's 100 years anniversary this year, we all invited to look back at the Philadelphia Declaration underlining that all human being, regardless of race, belief or gender, have the right to pursue their material welfare and spiritual development for economic certainty and equal opportunity in a free and dignified environment. On this occasion, APINDO emphasizes that Indonesian entrepreneurs believe that a work environment that is free from violence and harassment is one of the requirement to create a safe and dignified work environment for everyone in it, which in the end is expected to increase the productivity and welfare of stakeholder in the area of employment. Regarding the new standard design, APINDO wishes to remind that violence and harassment, which is deemed not in accordance with the spirit contained in the standard design, are the accumulation of educational process which result in the formation of social values in the community, the expansion of the term worker and relevance of domestic violence against the world of work in design standard, which is one of the concern of APINDO. Furthermore, the adoption of the new standards should also consider the scale of the business entity and the development of non-traditional form of employment in which this standard will be applied. Appropriate education is the key success in creating a world of work that is free from violence and abuse. It is within APINDO's expectation this year's ILO Conference will come up with the new standard that is able to accommodate various views, values and cultures from as many member countries as possible. Finally, APINDO is committed to continue to participate and play an active role along with other social partners to find the best formulation and solution for a better Indonesian economy in the future. Distinguished delegates, I thank you.

Mr Silvestre H Bello III***Government (Philippines)***

Your Excellencies, fellow delegates, [foreign 0:43]. Mr President, thank you for the opportunity to address this assembly. On behalf of the Republic of the Philippines, we congratulate you for your excellent steering of the centenary celebration of this institution. The timely release of the report on ‘Work for a brighter future’ Global Commission on the Future of Work is most welcome. It is reassuring, to say the least, that it gives primacy to people and the work they do at the heart of labour and employment agenda, and our presence today signifies our firm commitment to put forward the principles of decent work in a world that is radically changing. Mr President, the collective efforts of nations to reign on work relationships and ensure the dignity of labour against the backdrop of technological advances have never been most urgent than today. Cyber technology has radically transformed and continuously alter the very fabric of our communities, including the quality of our working lives. The main task at hand right now is to craft specific policy responses that affirm our human incomparability and assert the import of tripartism and social dialogue. As a concrete step, upskilling, reskilling and retooling are our priority strategies to prepare the Filipino workforce. Our Philippine Congress had passed numerous landmark legislations for the protection of the rights and the promotion of the welfare of Filipino workers and their families. With due credit to the strong leadership of our President, Rodrigo Roa Duterte, these are the following laws: 1) the revised charter of the Philippine social security system which now provides for an unemployment insurance scheme, 2) the Expanded Maternity Leave Law which grants 105 days of paid leaves with additional 15 days for single mothers, 3) the Occupational Safety and Health Law mandating the designation of Occupational Safety Health Officer in every establishment and imposing stiff penalties for non-compliance, 4) the Universal Health Care Law that now includes the marginalized workers, and 5) the Security of Tenure Law that guarantees job security and eliminates the pernicious contracting practices. Mr President, let me emphasize here that the enabling environment for secured jobs is a world of work free from violence and free from harassment. With fresh hopes for strong international cooperation, we express our strong support for the adoption of such Convention supplemented by a Recommendation. This is the only right thing to do to safeguard the life and dignity of our Filipino workers, especially when they are deployed in foreign soil. In sum, Mr President, automation in the world of work represents good opportunities, but it can also, if not properly managed, cause social inequalities and poverty. The position is in full accord with the Sustainable Development Goals which we are committed to achieve. And through such priorities, we reiterate that we want to ensure that no one is left behind and no one is displaced from their respective job because of automation. Mr President, ladies and gentlemen, thank you. Mabuhay [foreign 5:13].

Mr Suradej Waleeittikul***Government (Thailand)***

Madam President, let me first congratulate the ILO on its centenary anniversary and commend the Director-General for his Centenary Initiatives and the Global Commission on the Future of Work on the report ‘Work for a brighter future’. The human-centred approach has been placed on the high agenda of the national policy in Thailand for nearly 20 years, and the human resource development remain the crucial element to steer the country and prepare our people towards a new and strong economy called Thailand 4.0. We concur that the human-centred agenda should be based upon three pillars including investing in people capabilities, institutions of work and decent and sustainable work. Advancing sustainable

partnership, at national and international levels, also lie at the heart of all efforts in realizing a just and equitable future of work. The Thai Government has been promoting the workforce to develop skills, reskill and upskill through TVET and lifelong learning approach ensuring that the skill development is available for all. Over the past year, the Thai Government has taken steps to strengthen the institution of work by improving the rights at work and promoting productivity and inclusive employment opportunities. In January this year, Thailand ratified the ILO Convention 188 on Work in Fishing, becoming the first country in Asia to do so. Moreover, we made serious efforts to align national legislation with the ILO standards. The recent concrete achievements are the enactment of the Labour Protection in Fishing Act to protect all workers irrespective of their nationalities in the fishing sector and the amendment of the Workmen's Compensation Act to cover the workers in informal economy including agriculture, forestry and livestock sectors. Thailand commit to implement the 2030 Agenda for Sustainable Development based on the principle of leaving no one behind. In realizing Goal 8, we organized a landmark MoU signing ceremony to launch the three-year Decent Work Country Programme, which was broadcast live on 11 April as part of the 24-hour Global Tour to celebrate the ILO centenary. The national tripartite dialogue was held back to back in order to promote the report on 'Work for a brighter future' and to gather comments and policy recommendations. Furthermore, Thailand has attached great importance to business and human rights, taking into account the three pillars of the United Nations Guiding Principles on Business and Human Rights, or UNGP, namely Protect, Respect and Remedy. In upholding the three pillars, Thailand has drafted a National Action Plan on Business and Human Rights to guide relevant agencies towards implementation of the UNGP. Madam President, I wish to end by reaffirming the commitment of the Royal Thai Government to strengthen the social contract. We pledge our full cooperation with the ILO and all stakeholders to work towards the brighter future of work for all. I thank you, Madam President.

Ms Paula Ilveskivi

Worker (Finland)

Mrs President, delegates, thank you very much for the opportunity to express the Finnish Trade Unions' position on the report that the Director-General, Guy Ryder, has submitted for debate at this session of the International Labour Conference. As the report points out, the world is changing in a profound manner. It is easy to fully agree with the conclusion that these changes need decisive action to both stop and prevent the inequalities and uncertainty which now are increasing among working people in the world. The changes in the world of work are consequences of globalization, new technologies including digitalization and robotization. Climate change presents another serious and maybe existential challenge for us. Changes in the business logic of enterprises has changed the way in which labour force is used. Instead of traditional employment contracts, workers are compelled to accept short-term or even zero-hour contracts and other forms of uncertain work which sometimes is nothing else than bogus self-employment. Many of these new forms of work are excluded from the scope of collective agreements and labour law. Neither are they covered by safety legislation and inspection or work-related social security. It is far from self-evident that those who enter working life can have decent work or even a minimum living wage. The informal and gig economies are increasing even in countries whose prosperity has been built on well-organized and regulated labour markets. At worst, we are building a sophisticated new economy with platforms that are floating on an increasingly informal and uncertain labour base. We should recognize that the needs of people are not changing as fast as world around us. This creates disconnects, frustration and uncertainty, which has economic, social and political consequences. The report of the Global Commission proposes measures which can tackle the challenges we are facing. The Finnish

trade unions agree with the significance of Universal Labour Guarantees, which are a crucial measure to cope with the increasing insecurity and inequality in the world of work. Instead of exploitation, each worker needs to be guaranteed jobs with decent working conditions, respect and rights, including the protection of health and safety. This year we are celebrating the Centenary of the ILO. In this Conference we have two committees which are of utmost importance: the Committee of the Whole and the Standard-Setting Committee. The Declaration which is being negotiated must include new initiatives to strengthen the rights of workers in the world of work as well as reaffirm the mandate of the ILO as the tripartite international organization for all matters affecting labour. We have great expectations of the outcome of the Standard-Setting Committee. A new Convention and a supplementary Recommendation are needed to protect all workers from violence and harassment in the world of work. The Director-General focused on violence and harassment of women in the report he submitted to the Conference last year. This priority issue needs to be taken forward. Violence and harassment take many forms and anyone of us can become a victim. I wish to conclude that Finnish trade unions underline the importance of tripartite cooperation. Instead of fighting, we need to be ambitious in building trust and functioning tripartite cooperation at both the national and at the global levels so that we can achieve decent work for all. Furthermore, we emphasize that, as universal human rights, the fundamental principles and rights at work which are underpinned by ILO Conventions and Recommendations have to be respected and enforced without any limitation or derogation. This is the only way to promote the ILO Decent Work Agenda in the global society. Thank you.

Mr Andrii Reva

Government (Ukraine)

Madam President, Excellencies, distinguished delegates. On behalf of the Ukrainian tripartite delegation, I would like to congratulate all member States on the 100th ILO anniversary. Just like 100 years ago, today the future of work also requires finding effective instruments, especially when it comes to digitization and socio-economic consequences of robotization. In this regard, we thank the Global Commission for the report 'Work for a brighter future'. Madam President, ladies and gentlemen, a month ago, the Government of Ukraine and social partners concluded a new General Agreement. One of the key arrangements is to benchmark the average wage in Ukraine against of at least 50 per cent of the average wage in four Eastern European countries, main recipients of Ukrainian labour migrants. We also strive to ensure a fair distribution of work results by balancing the ratio of the minimum wage to average wage at the level of 50 per cent. The Government has prepared amendments to the legislation aimed at enhancing implementation of ILO Conventions 95, 131 and 173. Madam President, ladies and gentlemen, professional standards are very important investment tools in people's capabilities. We adopt the national classification of occupations to the relevant international standards. Within the ILO technical assistance we developed the new legal framework for more effective labour market governance, also creating wider space for equal opportunities. Ladies and gentlemen, 54 per cent of the population of Ukraine are women. Over the last years, Ukraine has advanced in creating robust legal framework to outlaw all forms of gender discrimination at the workplace. The Government also issued methodological recommendations on preventions of workplace harassment for the social partners to consider at collective bargaining. The Government approved the National Action Plan of implementation of the CEDAW's recommendations. Ladies and gentlemen, the emergence of the new forms of the organization of labour activities is a new trend in modern labour market in Ukraine. Employment through digital platforms, especially among youth has become widespread in Ukraine. On the other hand, while liberalizing regulation of labour relations, we are guided

by the ILO Employment Relationship Recommendation. Another priority for the Ukrainian Government is to reduce undeclared work to take the wages out of schedule economy and to extend the benefits of decent work to all. In 2018, due to measures taken by the Government, more than half a million of workers were engaged in formal economy. Unfortunately, our reform efforts are seriously hindered by the ongoing Russian aggression. The illegal occupation by Russia of Ukrainian territories, among other things, deprives our citizens living there of the benefits of the modernization. Madam President, the Government of Ukraine highly values our cooperation with the ILO. So far Ukraine has ratified 71 ILO Conventions. The ILO Decent Work Country Programme for Ukraine provides for preparation to ratification of another ten ILO Conventions. Together with social partners, we strive to create the conditions for comprehensive social protection and Universal Labour Guarantees. I thank you.

Ms Janine Tatiana Santos Lelis

Government (Cabo Verde)

President of the International Labour Conference, high-level representatives of States, Employers' and Workers' representatives, representatives of international organizations, ladies and gentlemen. On behalf of the Government of Cabo Verde and on behalf of the community of Portuguese speaking countries, we would like to congratulate the ILO on its hundred years of existence and history, for the achievements and changes which it has driven to improve in labour relations, in tripartite dialogue and in the struggle for human dignity globally. This centenary which we are now celebrating brings for its member States additional responsibilities in terms of redefining public policies and integrated strategies so that we can efficiently respond to the challenges of the future of work and the need to revitalize the social contract. The CPLP praises the 15 years of excellent cooperation with the ILO which have been translated into concrete actions in different areas, particularly the programme to fight against child labour and for the programme in compliance with international labour regulations. Through the ministerial Declaration of labour and social affairs, which was yesterday signed on the occasion of the ILO's centenary, the CPLP reiterates its commitment to the International Labour Organization's objectives, according to which universal and lasting peace can only be established based on social justice and decent work. That is why we must strengthen international cooperation and guarantee that the fundamental principles and rights at work are guaranteed. We are committed to increase our investment in the skills of people in line with the Global Commission's report, and we are also investing in labour institutions for decent and sustainable work so that we can achieve the 2030 Agenda. Cabo Verde is investing in training, in vocational retraining so that we can increase employability, and we are also creating a system to facilitate funding for micro, small and medium-sized enterprises so that we can ferment entrepreneurship based on an economy that is social and solidarity-based. We have also launched a care programme for those who are most vulnerable, and we also have an inclusive income programme. We have increased our medicine provision and social pensions. We have also eliminated all the costs and charges for education up to the eighth year in school for those people living with disabilities. We have also increased our national minimum wage, and we have implemented an unemployment benefit. We also have social tariffs for water and energy for those who have lower incomes. We still have many challenges to face, and we need to work effectively and efficiently to respond to these. We still need to eliminate the barriers between men and women, and we need to work together with the ILO so that we can end violence and harassment in the world of work. Cabo Verde will soon be discussing a legislative initiative to create a Women's Parliamentary Network, called the Parity Network, which aims to promote the participation of women in public life with defining criteria which ensure that there is fair access. And we know that this is difficult sometimes

to make a reality. Social dialogue, ladies and gentlemen, has been a constant practice for us, and as a result we established the strategic cooperation pact which was signed between the Government and the social partners, and this is assessed every year and we see positive results. We also aim to ratify Conventions 102 and 144 on minimum standards on social security and on tripartite consultations, which once again confirms our alignment to defend and protect workers' rights and to the principles of the International Labour Organization. We would like to conclude this statement by thanking everybody for their attention, and we would like to reiterate our commitment to implementing the Sustainable Development Agenda. We have always had a limited budget to be able to provide everything that Cabo Verdeans deserve. However, we are working towards ensuring that we have partnerships promoting social reforms and economic reforms because we are firm in our ambition to ensure that Cabo Verde becomes a small but large country. Thank you very much.

Mr Suvit Sripien

Employer (Thailand)

Dear ILO Director-General, Madam President and distinguished guest. In the celebration of centenary of the ILO, I am the representative of employer of Thailand, would like to first congratulate and thank to the International Labour Organization with the centenary of exquisite work in promoting and ensuring labour rights globally from 1919, promoting decent work for all with support to the social dialogue at the national and global level. It is my honour to deliver a speech on this stage in this special occasion 108th. This year has been remarkable with global awareness on several issue in line with the Sustainable Development Goal, including the global economy and environmental concern. In Asia-Pacific the rapid economic growth has significantly contributed to the reduction of extreme poverty of worker all over the region. Thailand has also been moving toward the same direction with a common goal of the decent life for all. The Royal Thai Government has done great work in improving several mechanism, including effective dispute-solving tool, the promotion of Information Technology, IT, skill development, to increase country production capacity. The Government has also ensured inclusive better working condition to all types of worker, such as a new regulation on the social security benefit for freelancers. With the promotion of effective and inclusive law enforcement, responding to the future of work, in line with international standard, the working condition of worker in Thailand have been improved significantly over the past few year. We, as the employer, have also been supportive to development to ensure appropriate working environment for productive and sustainable business practice. Considering the violence and harassment in the world of work, Thailand have equipped with several tools. The improvement in the dispute-solving mechanism has significantly contribute to the satisfied solution from all sides. Thailand has also shown awareness on the violence and harassment in the world of work with recognition to the gender-responsive behaviour. The increasing employment rate of female worker in Thailand with the proportion of female worker in the high-level position could demonstrate Thailand's position on the promotion of labour rights regardless of gender. We strongly respect and adhere to the spirit of tripartism, as also promoted by the ILO. I strongly believe that the Tripartite Committee could drive changes with the satisfaction for all stakeholder. The market mechanism in a liberal economy, with small interference from the Government, would lead to the economic prosperity sustainable in the long run. With several challenges in the world of work, favourable business climate should be promoted to support the partner showing their attention to labour rights. We hope that the close collaboration between the Government and the ILO would make Thailand attractive in the eye of investor. Thailand, with infrastructure and abundant resources, with strong commitment to promotion of human rights, is very happy to welcome all support from investor in enhancing country's economic

development to achieve the goal of decent life for all. Thank you very much for all your attention. [foreign 5:05].

Mr Joost Korte

European Union)

Madam President, distinguished delegates. It is a great honour for me to speak here today and to address the International Labour Conference on behalf of the European Union, and let me start first of all to congratulate the International Labour Organization on its centenary. The ILO's founding mandate is for us as relevant today as ever. Peace and social justice are never to be taken for granted. They are easy to destroy and long to build. We need everybody to contribute to it, and we need common rules to move forward. This is multilateralism. This is also why the European Union has always been, and is today, a strong supporter of the ILO and of a rejuvenated United Nations altogether. The normative of the ILO is essential for us, and I am proud to say that all EU Member States have ratified all ILO core standards and even more. These Conventions represent the first step to social justice, and the European Union and its Member States also work hard supporting the ILO, contributing to the adoption, ratification and implementation of labour standards worldwide, and we also provide a significant financial effort to help the ILO fulfil its mandate. The Philadelphia Declaration, drafted more than 75 years ago, is as inspiring today as it was back then, and the 1998 and 2008 Declarations are also key references for today. I am sure this Conference will adopt a Declaration later this week that will equip the ILO to serve even better tomorrow's world of work, world of justice and world of peace. We share a world of work in transition, and shaping the future of work is essential to the future of our societies. This we cannot achieve alone, locally or at national level. In Europe, we see the dynamics that were created by the European Pillar of Social Rights, that was proclaimed in 2017, as promising to ensure that everyone can enjoy the benefits of change by supporting fair and well-functioning labour markets and social protection systems and by promoting equal opportunities, inclusion and fair working conditions. With its report, the Global Commission on the Future of Work has made a key contribution to the design of strategies that shape the future of work as we want it, in Europe and everywhere, and I want to congratulate its Co-Chairs and the members for their inspiring recommendations. Building on this report, the world needs now a Centenary Declaration on the future of work that is ambitious and that shows the way forward. The Declaration is important to call everybody for action and should contain concrete orientations to further promote social justice, achieve the 2030 Sustainable Development Goals and strengthen overall multilateral governance. From the EU's point of view, we think that the following five points are particularly important for the Declaration: investment in skills, ensure safe and healthy conditions of work since life and health are fundamental rights, provide labour protection and fair conditions of work in the rapidly changing employment relationships, organize access to social protection and support for all during these transitions, and reinvigorate the social dialogue. The European Union and its Member States are making every effort to achieve agreement on an ambitious and inspiring Centenary Declaration in this Conference. There is one dimension I would like to highlight before concluding and this is gender equality and equal opportunities. Gender equality not only has to be a key element of the Declaration, it also needs a new impetus everywhere. Madam Chair, the European Union is hopeful that this Conference will adopt also a Convention and a Recommendation that will put an end to violence and harassment at work. The EU and its Member States are engaging constructively to adopt an instrument that will make us all proud. I am sure that at the end of this week, with our joint efforts, the ILO will be even fitter to serve its member States and the social partners in a changing world of work. Thank you very much for your attention.

Mr Peter Kodwo Appiah Turkson

Government (The Holy See)

It is a great honour for me to bring to this august gathering, on the occasion of the hundredth anniversary of the ILO, an abridged message of Pope Francis, and it is this. It is an honour and a joy for The Holy See to participate at this 108th assembly of the International Labour Organization, and I offer special thanks to the Director-General, Mr Guy Ryder, who has kindly invited me to present this message. In order to express my gratitude and appreciation for the vitality of your 100-year-old, but still very young, institution I would like to start by highlighting the importance that labour has for humankind and for this planet. Despite all our efforts at peace building, social justice and labour standards, we still face a serious problem of unemployment, exploitation, human trafficking and slave labour, unfair wages and unhealthy working environments. Work is not just something that we do in exchange for something else. Work is first and foremost a necessity, part of the meaning of human life on this earth. It has a subjective dimension which we seek to explore. As well as being essential to the realization of the human person, work is also fundamental to social development. My predecessor Saint John Paul II put it beautifully, saying work is always work with somebody else and it is work for other people, yet our vocation to work is also inextricably connected with the way we interact with our environment and with nature. We are called to work to till and to keep the garden of the world. That is to cultivate the grounds of the earth to serve our needs but also to care and to protect the world and our environment. Therefore, work cannot be considered as a commodity or a mere tool in the production chain of goods and services. Rather, since it is the foundation of human development, work takes priority even over capital and the production of goods over the money that goes into it. Therefore, the ethical imperative is on us to defend jobs and create new ones in proportion to the increase in economic viability as well as ensuring the dignity of work itself. Madam Chair, we need only to take a firm look at the facts to see that work quite often sadly hinders human development and does not serve or enhance the dignity of people, and so the question is what kind of work should we defend? What kind of work should we promote and create? This is a complex issue in today's interconnected world responding to the complexity of labour issues, and this requires a thorough and interdisciplinary analysis. And so I welcome the ILO's approaches in this regard, especially its present attempt to redefine work in the light of the new socio-economic and political realities, particularly those that are affecting the poor. When the model of economic devolvement is based only on mature dimension of the person or when it benefits only some to the exclusion of others or when it harms the environment, then it causes the earth to suffer, and that is a time for us to rethink the nature of work. And so, as the team of the 2019 ILO Day Against Child Labour advocates, children should not work in fields but on dreams. Regarding the young people then, lack of work impacts negatively on their capacity to dream and to hope, and it deprives them of the possibility of contributing to the development of society. Youth unemployment and job insecurity then are often linked with an economic mindset of exploitation of labour and of the environment. So Madam Chair, by way of concluding, in today's interconnected and complex world, we need to highlight the importance of good, inclusive and decent work. It is part of our human identity, necessary for our human development and vital for the future of the planet. Therefore, while I commend the work the ILO has done, I encourage all who serve the institution to continue to address the issue of work in all its complexities and wish all of you God's blessings. Thank you.

Worker (Zambia)

The Chairperson, distinguished delegates, ladies and gentlemen. On behalf of the Zambian workers' delegation, I wish to convey my sincere appreciation for the opportunity to speak in this plenary session. Indeed, this 108th Session of the International Labour Conference has covered a wide range of topics relating to dynamics of the world of work. I recognize that this is a special occasion to all of us as it is the year we are celebrating the ILO's hundred years of its existence. This brings with it a new impetus to reinvigorate the founding principles of the ILO as we position ourselves to face the emerging challenges arising from the changing nature of work. The report of the ILO Global Commission on the Future of Work is the point of departure as it details how to achieve a better future of work for all at a time of unprecedented change and exceptional challenges in the world of work. We are glad that the report brings to light the need to pursue a human-centred development agenda with emphasis, among other things, on lifelong learning, greater inclusivity, gender equality, and the role of universal social protection in a stable and just future of work. It is true that none of this will happen by itself without decisive action. This calls for stronger partnerships at global level, institutional coherence with strengthened collaboration at national level to ensure greater inclusivity and equality. The importance of attaining universal social protection needs to be emphasized, especially in most developing countries in Africa, and Zambia in particular, where the majority of workers are confined in the informal economy. In light of this, we wish to mention that currently Zambia is undergoing social protection reforms. However, we face a challenge at the design stage of our social protection schemes where the health insurance scheme, whose objective is to provide universal health coverage, does not meet the basic tenets of being an inclusive scheme in design and implementation. The Ministry of Health, under which the scheme was established, excluded the representatives of workers' and employers' organizations from participating in the design and implementation stage of the scheme. Among other things, the scheme risks excluding the majority of workers, especially in the informal economy. While the Ministry of Labour agreed with the social partners to integrate the health insurance scheme into the broader social protection scheme to reduce on administrative costs, the Ministry of Health undermined this tripartite consensus and established the scheme under the Ministry of Health without the involvement of social partners and other key stakeholders. In general, lessons learned from Zambia can show that the absence of institutional collaboration at national level can result in policy incoherence and exclusion and generally undermine the principle of tripartism. Therefore, we call for stronger collaboration among development agencies at global level to ensure policy coherence and inclusion at national level. We also call for capacity building, particularly towards achieving the United Nations Global Agenda 2030 for Sustainable Development, which is consistent with the ILO's aspirations of establishing universal Social Protection Floors at national level. As we commemorate and celebrate the ILO's hundred years of existence, we also envisage the ILO that is inclusive and democratic in design and practice. For this reason, we support the calls to restructure the Governing Body of the ILO to make it more inclusive and democratic. Therefore, the ILO Centenary Declaration should take into account the need to ensure that, in the next hundred years, the ILO will endeavour to pursue equality by ensuring equal participation of member States in decision-making as well as ensuring equal participation of men and women in all ILO structures. As regards the work of the Committee on ending violence and harassment at the place of work, we are glad to see that all tripartite constituents are resolved to formulate a Convention that would reflect the need to address the underlying causes of violence and harassment in workplaces, notwithstanding our cultural and regional diversity. In conclusion, we wish to underscore the need for capacity building for workers' organizations, and indeed all ILO constituents, in order to continuously align ourselves with

the strategic objective of the ILO. All in all, we reaffirm our commitment to the founding principles of the ILO as we adopt the Centenary Declaration. We thank you.

Mr Fazlul Haque Montu

Worker (Bangladesh)

Honourable President, distinguished delegates, on behalf of the labour movement of Bangladesh, I want to express our solidarity with all representatives of government, employers and workers of the different countries attending this 108th ILO Conference. I am delighted and honoured to be present here. We all are happy that this year the ILO reached the milestone of 100 years, and the Bangladesh trade union movement was, is and will be with the ILO in all of its struggles and actions. I would like to remember today our great leader, Father of the Nation, Bangabandhu Sheikh Mujibur Rahman, under whose leadership we obtained membership in the ILO in 1972, just after our liberation in 1971, and we ratified 29 Conventions on the same day. The ILO was the first UN organization to recognize Bangladesh as an independent country and has been with us ever since. We are grateful to the ILO for its contribution to improving workplace safety in Bangladesh. The ILO provided huge support for institutional capacity building of our inspection department and trade union organizations after the Rana Plaza building collapse in April 2013, as well as determining and disseminating compensation for Rana Plaza victims. The ILO also played a vital role in the amendment process of our labour law and the EPZ law by raising some observations regarding ILO Conventions 87 and 98, and as a result our Government took these observations into consideration in the amendment. We expect that the ILO will continue its support to us in the area of the full implementation and application of the Conventions 87 and 98 in our country. As is the case globally, the world of work in Bangladesh is changing fast. We are also deeply concerned about difficulties with employment opportunities, wage inequalities, the deficient situation for decent work and increasing informalization. We strongly believe that this Centenary Declaration and subsequent work of the ILO will lend momentum to a significant and progressive period of change for all Bangladeshi workers working at home and abroad. We request the ILO to continue working with us so that we can bring all of our workers under the protection of our national labour law and strengthen our capacity for collective bargaining as well as to strengthen advocacy with the Government to incorporate standards of ILO Conventions into our national rules and regulations. Under the worker-friendly leadership of our honourable Prime Minister Sheikh Hasina, trade unions of Bangladesh will be pursuing their role to ensure decent work for all. We strongly support the adoption of the Convention on violence and harassment. We hope the ILO will continue to ensure that the trade unions play a role in implementing Sustainable Development Goals in Bangladesh. As we are moving towards being a middle-income country, we need to ensure inclusive growth, equal opportunity and the protection of working people in this development journey. We hope that this Conference will bring a positive change for the lives of workers. On behalf of the Bangladesh trade union movement, I again express my gratitude to the ILO for giving me this opportunity to be here, and I thank you all. Workers of the world unite.

Government (Equatorial Guinea)

Ladies and gentlemen, first of all I would like to express the apologies ... concerning the holding of this meeting which commemorates the centenary of the establishment of the ILO. I am representing Equatorial Guinea. Our country was born with the firm resolve to make peace and harmony our unwavering goal. In this endeavour, we found that the ILO was a partner with great experience, stability and reliability. This is why our country was not long in asking for its cooperation and technical assistance. Equatorial Guinea then started a process of regulating labour relations for recognizing the rights of workers and employers with its accession to the ILO on January 30, 1981. A closer relationship allowed us to move forward in training staff, in elaborating and implementing a number of programmes and enacting laws to protect workers, with particular care being given to the rights of women and young people. The Government and social forces in general, as well as civil society, have established as an objective social justice. Inter alia, a system of protection of workers was established. This is a system which is fundamentally contributory and it provides for some assistance benefits. In this journey, we have relied on the invaluable support of the ILO and the Ibero-American Social Security Organization. In other cases, we have shared debate forums and programmes with the Inter-African Social Security Conference. All of these efforts are bringing us increasingly closer to the objective of social justice and they have helped to improve in particular our social indicators, and they have also helped us to craft policies which ensure the empowerment of women and the protection of children and young people. In terms of occupational or vocational training, this has been given priority. In this way, we hope to achieve three objectives: training human resources, supporting self-employment and curbing the rural exodus. We are aware of the weakness that slow down the consolidation of workers' organizations in our country. Without interference, the Government will be facilitating mechanisms for these organizations so that they can become a driving force able to stimulate economic growth and social development. We wish to have an ongoing dialogue between workers and employers as an instrument to prevent and solve labour disputes. We want to promote associations of workers and employers for improving and defending their interests. We promote tripartism with organizations of workers and employers who are involved in major social issues. We want them to participate in shaping the new reality of our labour market in the framework of our consensus-based national objectives and international commitments entered into. With this view in mind, the Government is now submitting for consideration a package of laws which go from modernizing the law on trade unions and collective labour relations towards streamlining and facilitating the workers' entry into associations to defend their labour rights and to revise the current labour law. Equatorial Guinea has concluded recently work to implement the programme known as the Country Programme for decent labour and decent jobs in cooperation with the ILO in Yaoundé, which we see reflects the resolve of the Government to live up to the SDGs. In response to this, the authorities of Equatorial Guinea are paying particular attention, inter alia, to promoting employment through a Decent Work Programme geared towards the following priorities: to give better opportunities for decent work for young people and women, to extend and modernize the system of social protection, to improve and strengthen labour legislation and to promote economic inclusive growth and sustainable growth. This document will be entered into in the near future by social forces and actors will mark the roadmap for cooperation between the ILO and the Government of Equatorial Guinea for 2019-2022. We are aware of what remains ahead, and as a member State we recognize our duty to carry out whatever required measures there are to achieve the goals which we periodically set with the organization's monitoring bodies. For this purpose, we hope that we can continue moving forward with the ILO by our side and get your constant assistance. I would like to ask the President of the 108th Conference of the ILO to rest

assured that we are grateful for your work, and we also thank the Director-General for the invitation extended to Equatorial Guinea to attend. Thank you very much.

Mr Haim Katz

Government (Israel)

I would like to congratulate the Director-General of the ILO, Mr Guy Ryder, and the organization itself and its many activists on the occasion of the organization's 100th anniversary. During the hundred years of its existence, the organization has succeeded in attaining impressive achievements in the creation of values and the adoption of norms and rights in the field of labour which presently seem so obvious to us. Over the years of our membership of the organization, we have taken pains to preserve our commitment to strive to maintain the standards adopted by the organization throughout its years of activity. Throughout Israel's years of existence, we have toiled on the formulation of an impressive base of labour laws in order to ensure workers' rights, to live with human dignity at the same time. Until the present day, Israel has ratified about 50 Conventions, naturally including the eight fundamental Conventions. The subject of the future world of work, the initiative of the Director-General, Mr Ryder, and I congratulate him on this, is one of the most fascinating fields of our time and is slated to constitute one of the great forces of changes in the labour market, and indeed this subject is at the centre of the social economic agenda at my Ministry. Thus, for example, the 2030 Committee has been established in Israel. This is a public committee for the preparation of the economy for the future labour market and it is due to present me with its recommendations shortly. With all the surfacing concerns regarding the loss of employment opportunity as a result of the automation processes, alongside this hope exists that these processes will also be able to simultaneously create new employment opportunities. However, we certainly cannot be complacent and let the market forces work on their own. One of the challenges facing us, for example, is career change, vocational training, development of skills and lifelong learning. Mr President, simultaneously with the attempts made to grapple with the challenge of the future, Israel continues its efforts to deal with the contemporary failures of the labour market, with the phenomenon of weakened employees out of the perception of responsibility and commitment to these employees based upon the aspiration to promote greater solidarity and egalitarian society while uncompromisingly striving towards containment of the values of diversification. I was pleased to read in the Centenary Declaration draft that its drafters did not omit the subject of the integration of persons with disabilities into society and the labour market. This subject enjoys great attention in government policy in Israel. Particular emphasis should be placed on the fact that this group is not made up of one mass, and we must consider its heterogeneity, the complexity of its needs and the range of solutions and accessibility methods for them. Mr President, the subject of the enforcement of labour laws has attracted special attention from the Government. I have had the honour, by virtue of my previous position in the Knesset as the Chairman of the Labour Welfare and Health Committee, to take part in tripartite efforts for the enactment of the law for increased enforcement of labour legislation. The labour laws, whose implementation I am responsible for as the current Minister of Labour, Social Affairs and Social Services, has led to the strengthening of the abilities of the enforcement system to effectively enforce labour laws to better protect employees and thereby improve the actual working conditions of all the workers in the economy and of poorly paid workers in particular. Simultaneously, by virtue of my position as Minister of Labour, Social Affairs and Social Services, I have actively campaigned for a change in the norms that were acceptable in the field of safety in the construction industry in order to reach a turning point in the field and eradicate the scale of work-related accidents in the construction industry, whether by increasing the number of inspector positions, improving the working conditions of labour inspectors and enacting regulation for the imposition of

financial penalties on the violators of safety provisions. Additional legislative initiatives for the improvement of the situation are being examined as part of our work in progress. Another focus of activity that the Government of Israel is dealing with, and also accompanies several countries in this organization, is the phenomenon of foreign workers. The Government of Israel is making efforts to promote bilateral agreements for bringing foreign workers with the aim of ensuring a supervised, controlled recruitment of workers from abroad while eradicating unlawful phenomena such as abuse and the illegal collection of commissions from these workers. Nevertheless, the government policy is to prefer to employ Palestinian workers over foreign workers. During recent years there has been a significant increase in the number of Palestinian workers employed in Israel. It is clear to the Israeli Government that a steadfast socio-economic state is essential for the improvement of the welfare of the Palestinians and the establishment of sustainable peace between them and us. At this point, we cannot ignore the cynical use the Palestinians make of this Conference. The President of the Palestinian authority, in his speech a couple of days ago, slandered and accused Israel without taking responsibility for the way the Palestinian authority treats their own workers. This is unacceptable. The welfare of the Palestinian workers is important to Israel, and we do our best in spite of objective limitations, which is the result of the unwillingness of the Palestinians to hold direct negotiations to end the conflict. To sum up, Mr President, in order to meet all the challenges placed before us, close cooperation between the Government and the employees and employer organizations is vital. In 1985, Israel was facing one of its darkest hours from the economic standpoint when inflation skyrocketed to about 500 per cent per annum. Only by means of cooperation between all the elements in the economy, with each party contributing its share, did Israel succeed in overcoming inflation and, in fact, in eradicating this phenomenon. I hope that we will be capable of preserving this pattern of activity so that together we can correctly address the important challenges for the next hundred years of the organization. Thank you very much, Mr President.

Mr Ulises Guilarte de Nacimiento

Worker (Cuba)

President, ladies and gentlemen. The occasion of the celebration of the International Labour Conference is of particular relevance when we consider the centenary of its foundation where Cuba is very privileged to have been a founder member and to have participated actively to achieve through tripartite action and standard-setting the ideals of peace, social justice and the reduction of the inequalities that are imposed on us by the exclusive and decadent international economic order. We celebrate the centenary at a time when the world of work is being radically transformed due to the effects of technological innovation, demographic shifts, climate change and globalization, which make us call into question how we can find solutions through dialogue and consensus in order to face and find political policies which are effective to face the challenges of the world of work as well as the place and dignity of people who carry out the work in this new context. We recognize the value and relevance of the recommendations of the Global Commission on the Future of Work in exposing the frightening panorama of labour rights for large numbers of workers: 200 million people are today without work in the world; 21 million are victims of forced work and more than 11 million are women and children; 168 million children, more than 10 per cent of the world's child population, are today forced to work; every year 2.3 million workers lose their lives working in dangerous and precarious environments. And we also need to add to that the systematic facts of violence against trade union leaders, the obstacles to the exercise of trade union freedoms and collective bargaining, the absence of a true will to give empowerment to women and to achieve gender equality, and the lack of services for migrant workers who are in dangerous workplaces. The current arms race, with a military spending annually of \$1.7 billion, show that it is not true that those who say that there are

no resources to eliminate poverty to open up new productive job and decent work as a source for the elimination of poverty and underdevelopment. The trade unions of Cuba continue to work constructively within the ILO in order to collaborate with its very praiseworthy efforts. However, we call for a democratization of its functioning mechanisms and to make it really plural and representative. Cuba continues to advance in perfecting its economic model as a sovereign, independent and socialist nation impacted by the unilateral and criminal blockade which is imposed on us by North American Government which has been worsened by a new escalation of interfering sanctions which violate international law and which aim at asphyxiating the country economically. From this podium, we, the workers, express our condemnation and denunciation of this extraterritorial and hostile policy. Nothing will stop us in our aim of continuing to consolidate our rights. We have achieved benchmark results worldwide in terms of health and education and democratic participation of workers in government decision-making and the development of solidarity and international cooperation. At the same time, we have seen the creation of new forms of employment, which are non-state, individual and cooperative which set up new affiliations to the trade unions enjoying fully their rights under Cuban labour law. Ladies and gentlemen, the centenary declaration of the ILO will be the roadmap for this house to strengthen itself and to be as a space of meeting so that we can discuss the interests of all its constituents. The Workers' Central Union of Cuba expresses its solidarity and supports the just causes and the fights of workers throughout the world. We will be beside the defence of sovereignty of the people of Palestine, the people of Syria, of Iran and North Korea, along with the battles of our brothers in Latin America, in Venezuela, Brazil and Argentina, with the greatest belief that the world can be better. Thank you.

Mr Kula Segaran Murugeson

Government (Malaysia)

Mr Chairman, distinguished delegates, the Future of Work initiative is the centrepiece of the ILO Centenary Initiative. In January 2019, the Global Commission on the Future of Work published 'Work for a brighter future' report. Malaysia fully supports the work for a brighter future. Malaysia strongly believe that a human-centred agenda for the future of work would be able to create better growth for our economy as well as better jobs and living environment for our people. The human-centred agenda consists of three pillars: 1) increasing investments in people's capabilities, 2) increasing investments in the institutions of work and finally increasing investments in decent and sustainable work. On greening economy, Malaysia has also started the shift towards environmental sustainability and aims to increase green jobs in our workforce, but this shift requires new types of jobs, skills and technology which form part and parcel of future of work. Malaysia also puts its focus on promoting green initiative and jobs in the ASEAN countries and targets to create 250,000 green-related jobs in Malaysia. In this regard, Malaysia, together with the other ASEAN member States, have agreed to issue a joint statement in Green Initiative. The said joint statement will also be circulated in this meeting. Creating jobs for youth is another pressing challenge faced by Malaysia, and at present our youth unemployment is at 10.5 per cent. Our challenge is to increase youth employability by shaping policies, programmes and projects that can help youth adapt nimbly to the constantly changing world it works. In this connection, the benefits of artificial intelligence and automation to youth through employability and venturing into businesses would steer economic growth and productivity contributions. In a dialogue with technical and vocational education training trainees in the Industrial Training Institute in Ipoh, Perak, which is my home town, last month I asked the TVET trainees what their biggest concerns were. To my surprise, several expressed concerns about whether machines will take over their jobs. It goes to show that more information on the importance on reskilling and upskilling needs to be provided. The Government's

initiative is to give more focus, funding and attention to TVET based on education to address the advent of IR4.0. The future of learning should consist of advanced standard curriculums which are developed on the basis of being industry-centric, based on job analysis, enterprise surveys as well as regional occupational skill standards that should be put online which facilitates self-learning and lifelong learning and also becomes a valuable open-source reference for TVET institutions. Indeed, by thinking deeply about our future, we can seek to create the better future. The Conference will enable all our stakeholders from around the world to come together to turn challenges into opportunities, concerns into action and build a brighter future together. Malaysia takes a strong stand against any practices of forced labour and will enforce labour laws strictly, which are currently in the process of been amended. Malaysia will also start to be more inclusive with its human capital to include persons with disabilities and those who are retiring to be reintroduced into the workforce. Malaysia also plans to increase the participation of women in the workforce through initiatives that will support the agenda. In the current global technological context, the contractual differences of master-servant relationship is blurred. In Malaysia, we stress on a win-win collaborative endeavour between employers and employees in line with the ILO principles. Malaysia believes that tripartism, workplace safety and health, and embracing technology for inclusive growth. In 2018, Malaysia has also introduced the social security system for workers who have lost jobs. We call it the Employment Insurance System. It provides monetary benefits and job search assistance such as job placement and career counselling, thereby effectively preventing the workers from falling into poverty traps. Under the Employment Insurance System, private sector workers who lose their jobs due to automation or any good reasons are eligible to short-term financial pay outs during their period of unemployment. On the topic of social security, Malaysia has announced in principle its desire to extend to 1.4 million housewives in the country and subsequently to all citizens of the country. Finally, therefore, I congratulate the ILO on the hundred years of good work. I wish you continued success. Thank you, Mr Chairman.

Mr Han Busker

Worker (Netherlands)

Thank you, Chair. Distinguished delegates, as a representative of the Workers' delegation from the Netherlands, I want to congratulate the ILO with its hundred years of active effort fighting for decent work all over the world. After a hundred years, the ILO is still the authority for labour rights, social dialogue and social justice in the world, and therefore giving an important contribution to worldwide peace. As we see inequality, populism and xenophobia on the rise, many regions torn apart by conflict and shrinking democratic space, we must ensure that the ILO will be as strong and ambitious entering its second centenary as it was hundred years ago. We hope that, starting this second century, we will be capable to make sure labour rights regulation is not bound by national borders, which means putting responsibility on transnational actors such as multinational companies to make this happen. Rules for responsible business conduct based on the ILO norms are indispensable. We welcome the recommendation of the Global Commission on the Future of Work. We think it has all the necessary elements for the ILO's Future of Work Declaration debated right now at this conference. Globalization and technological change are creating new paths to prosperity but are also disrupting existing work arrangements and leading to more global inequality in wealth. This is once in a generation opportunity to set rules for a global economy to work for all the people and to shape the ILO Declaration with a new social contract backed by a universal guarantee of rights for all workers. We call for a renewed social contract underpinned by a guarantee based on universal respect for the fundamental labour rights, including occupational health and safety, a minimum living wage, limits and influence on working hours for all workers, including those in informal work. A

new social contract that is based on these principles will ensure progress regarding the SDGs. The best way to show that the ILO is alive and kicking is by showing the world that it is still relevant. Relevant because it addresses the current and hot issues that are important for workers today. Violence and harassment at work is unfortunately still a reality for many workers, female and male. Let us show the world that we want to put an end to this by agreeing together on a new Convention. Why we should all agree on this convention? The Me Too discussion has shown us that sexual violence and harassment is still very common. We can still not assume that a workplace is free from violence. One in three women in the Netherlands have experienced sexual harassment at work, and yet there is no ILO instrument to tackle this problem, violence that can have long-term, even lifelong, consequences for the victims. We hope that governments, employers and workers will rise to the occasion and adopt unanimously this important Convention at the end of this week. Finally, we thank the Director-General for his annual report on the situation of workers of the occupied Arab territories. We see with great worry how, over the last few years, this occupation has expanded and the Oslo Agreements have been called into question. Ever more settlements and ever less mobility of Palestinians will not bring peace. Overall, livelihoods on the Palestinian side are declining and the labour market is increasingly poor. The productive sectors have been hollowed out. In Gaza, unemployment among youth and women is approaching 100 per cent. A third of the West Bank household income is earned in Israel, involving time-consuming travel every day and precarious working conditions. We therefore strongly commend continuing engagement of the ILO in the promotion of decent work for the Palestinian workers. Thank you very much.

Mr João Vieira Lopes

Employer (Portugal)

Good afternoon. President, delegates, invitees, ladies and gentlemen. Firstly, I would like to mention that this Conference is being held in the centenary year of the ILO and it is an excellent tool to recognize the important role which this international organization has played in the promotion of decent work. Many challenges have been faced throughout these hundred years in the world of work. The promotion of fundamental rights, decent working conditions which correspond to the needs of health and safety, fair wages, the development of a universal social protection system, the professional training and the access of women to the labour market. In all these different areas, the ILO has raised its voice and made a contribution to creating the world of work which today is, and we all agree, a tripartite achievement. But at the same time, in addition to establishing the rights of workers, the ILO has been concerned with recognizing the important role played by companies in the world of work and its role in creating decent work. In fact, decent work is only possible if companies play a major role in the creation of jobs and making sure that the rules are applied. The work developed by the ILO throughout these years reflects the importance of tripartism and how important it is within the global environment, the national environment and also within companies. We see that there has been a transition as we move towards taking on the challenges of the technological revolution. The impacts will not be seen immediately. There will be a delay before the effects are felt by firms and by workers. It will take some time before the changes lead to a future which is brighter for all concerned. Now we tend to agree with the three pillars which have been put forward by the ILO human-centred approach. We think that these recommendations though do need to be reflected upon further. We are at a historical phase where we need to discuss the effect of artificial intelligence on workers. It is very important that we do increase the investment in individuals, in institutions of work and also investments on decent work and sustainable work. In this last field, it also seems to us to be very relevant when it comes to the recommendations made for increasing incentives in key areas, one of which I would mention would be the importance of digitalization of our

economies, and a second would be a revision of the incentive structures for firms so that the view which is taken by firms is more long-term. For the future of work, if it is to be a future marked by prosperity, it is important that we all work together to improve productivity and the competitiveness of our economies. That is true at the national level too. In Portugal, the social partners have invested a great deal in the social dialogue processes, be it with consultation or be it within the context of collective bargaining. We deem that it is our responsibility to contribute to the policies and to the measures which have proven their added value in terms of incentives for firms and for workers together. At this level, we would like to mention the important contribution made by consultation in the recent period of financial and economic crisis and also to mention that about a year ago an agreement was signed to combat precarity and to reduce the labour segmentation and to promote a more dynamic version of collective bargaining. And this is something which is unfortunately not yet implemented due to political difficulties, but we hope that that will be implemented shortly. Now this agreement looks at a number of different areas which are essential to improve the quality of jobs and to improve competitiveness. In Portugal, we continue to meet the challenges which are linked to the labour market. We have had some very positive trends of late in terms of employment and unemployment, but we should also mention the gaps when it comes to available labour, fit to purpose. We think this will probably get worse in the coming years. We have got to take effective measures so that we can make sure that we do have the labour we need for effective economic growth. Portugal is a case so far where we have had a successful migratory policy, but we need to continue to find ways to deal with the problems before our society. We think here of the fact that we have an increasingly ageing population in Portugal. Other challenges are before us as well, and they need to be met as well in the area of social protection, justice, tax policy. In all these different areas, companies will play a very important role. I would like to conclude by expressing my confidence in the ILO and in its future work. In its function it finds its force. We all believe in tripartism, and we thus are confident that we will find replies to the challenges which the future will bring. Thank you.

Ms Mirjanka Aleksevskaja

Government (North Macedonia)

Participating in this conference is of special importance since it takes place in the year when the 100th anniversary of the International Labour Organization takes place. The celebration of this jubilee should remind us of the achievements thus far in the field of labour thanks to the membership of this organization with a unique tripartite character. Nevertheless, we should also use the 100th anniversary as a motive for looking ahead towards resolving the dynamic relations that the modern development and technology bring. On this occasion, let me address the question of youth unemployment which, being a global issue, is also present in my country. Unemployment is one of the most serious long-term problems that the Republic of North Macedonia faces. It affects almost all age groups of the population, and in particular the vulnerable categories of unemployed persons such as single parents, young people aged 15 to 29, the Roma community, the social welfare beneficiaries and so on. Young people experience a series of problems preventing them from entering the labour market, including non-correspondence between the knowledge and skills acquired in the formal education process and the actual labour market demands, average school-to-work transition period of about two and a half years, insufficient number of vacancies, and so on. An even greater problem is the large number of unemployed youth, education or training, NEET. Bearing in mind the high youth unemployment rate, which amounted to 36 per cent in the last quarter of 2018, as well as the striving of the Government to rise to the challenge, we decided to adopt a systemic approach to solving the problems that young people in the Republic of North Macedonia face, namely to introduce the Youth Guarantee following the

revision of the Action Plan for Youth Employment. The Youth Guarantee is part of the European main initiatives, seeking to provide young people with a quality offer for employment, continuing education and training, or for internships within four months from the date of registration in the Employment Service Agency of the Republic of North Macedonia. The Youth Guarantee was first piloted in 2018 in three municipalities. Ladies and Gentlemen, it is with great pleasure that I would like to underline that the introduction of the Youth Guarantee was enabled with the technical assistance of the International Labour Organization and that we are the first country in the region to implement such a programme. Initially, an implementation plan for the Youth Guarantee was prepared, containing specific activities divided into three pillars: 1) early intervention, which means including young people in formal education and training, 2) outreach activities aimed at attracting young people who are either not registered in employment centres or are inactive, and 3) services for activation in the labour market and active measures and programmes for labour market integration via employment policies and programmes. We set an objective and decided that the pilot phase of the Youth Guarantee would be considered successful if at least 30 per cent of the young people covered by the Youth Guarantee exited the programme within four months from their respective dates of registration and are either included in the adequate employment programmes and measures or become employed in the regular labour market. On this occasion, I would like to inform you that the set objective has been exceeded given that the share of the aforesaid young people has amounted to 41.7 per cent, as well as that this year the programme has been implemented throughout the country. For the purpose of our commitment to faster youth inclusion in the labour market, we adopted a special law on internship, thus providing young unemployed people with the opportunity to do practical work in an actual workplace for a set period of time in order to increase their employability. The introduction of the Youth Employment, that is, the creation and implementation of employment policies, is of immense importance and provides significant support to the social protection system reform aimed at redesigning the social protection system. Ladies and Gentlemen, today, as we celebrate the centenary of the International Labour Organization, I assure you that the Government of the Republic of North Macedonia shall continue to work on improving working conditions, reducing the gender gap and inequality in the labour market, aware of the importance of the social dialogue and the joint fight of all stakeholders for decent work in conditions of freedom, equality, security and human dignity. Thank you very much.

Mr Linas Kukuraitis

Government (Lithuania)

Mr President of the Conference, distinguished delegates, ladies and gentlemen. It is a great honour for me to address this plenary today as the International Labour Organization commemorates its centenary. It is important not only to look at the past and what has been achieved during 100 years but also to talk about the future we all want to live and to have. Therefore, the Future of Work topic, as the flag of the ILO's centenary, is very important for us all. In the context of the ILO centenary, Lithuania has organized an international conference with name 'Towards a Digitalized World of Work: What Future Works for All of Us?' With the participation of the ILO, OECD, European Commission and other relevant international and regional organizations, different member States, social partners and other stakeholders, we believe the outcome of the discussions has well contributed and still contributes to the discussion here in this Conference and we will have a strong Centenary Declaration on the Future of Work that will guide us during the next centenary towards a brighter future of work, overcoming challenges and using the given opportunities. Our collective efforts are crucial in combating poverty and decent work deficits by promoting fair and inclusive labour markets, adequate social protection and strong social dialogue by

actively participating in actions to further promote social justice. Although the changes we are facing raises many challenges, at the same time it also provides opportunities to transform regular jobs and business models, including more flexible and independent work arrangements, improvement in skills and productivity. Harnessing the fullest potential of technological progress might help to achieve welfare and development of our society, with access to its benefits made available for everybody. Our task is to turn challenges into opportunities ensuring that no one is left behind. In doing so, we have to take into account that the changes we are facing will affect different groups of our societies unevenly. One of the main challenges for the future of work will be to reduce income inequality. Adequate and immediate policy actions are required to secure the most vulnerable groups in society and to promote their inclusiveness. Particular attention needs to be paid on more equal and fair distribution of resources. Gender equality is another key aspect that we have to take into account when developing our future policies. We must turn the moment of flux in labour markets into opportunity to proactively entrench gender equality into the future. Now is the perfect time to attempt this. We should use this moment of change to empower all women and girls. We need to create policies that foster gender equality in the changing landscape of work by providing women with the right skills, closing gender pay gap, supporting job transition and ensuring income security. In this context, I believe that new international standard on violence and harassment in the world of work will contribute towards achieving these goals. Talking about the future of work, we must not forget that our societies are ageing and older workers should also be better included into the labour market in the context of the technological change. Our life expectancy is increasing, retirement age is extending. Therefore, we need to create sustainable labour market and pension policies to have more positive effects on our well-being at the old age. Enabling the future that works for all is our common responsibility. We cannot achieve it all alone. We have to strengthen our cooperation, not only nationally with relevant institutions, social partners and civil society but also to cooperate with the regional partners that face similar challenges and to enhance the international organizations by creating our common commitments to effectively implement international standards and policies. Dear colleagues, let me conclude by saying that if we want to turn the challenges we are facing into opportunities, efforts by all international, regional and national actors should be jointly directed to promote decent work and sustainable environment in the digital age. If we engage in active cooperation, the future is ours. Thank you.

Mr Miguel Eduardo Torres

Worker (Brazil)

I greet and congratulate our brother Guy Ryder for his work leading the ILO, and I would like to extend my greetings to all the representatives of the workers, delegates, guests and authorities present at this 108th International Labour Conference at the centenary of the ILO. A special Brazilian tripartite greeting particularly to our Workers' representatives from Brazil, who I am honoured to represent here, the union federations: Força Sindical, CUT, UGT, CTB, NCST and CSB. At a time which is so difficult for the workers, for society, for democracy and trade union organization in our country, we recognize the importance of the ILO in these hundred years of work. And the ILO faced up to the major depression and crisis of 1929. It survived episodes of the Second World War and other cyclical crises of the capitalist system, resisting and drawing up proposals and standards to preserve and guarantee the rights of the relationship between capital and work so that it could be more balanced and harmonized. President, the 108th Conference of the ILC happens at a time of the ILO's centenary and a time of a great deal of uncertainty and threats for workers and society and their future in the world of work. The economic opening and the new technologies created an interconnected world with an ever more interdependent management of the economic

relations, trade, investment, finances and organization of production on a global scale. And beyond that, the social and political organizations and individuals throughout the world and trade unions organization is under attack throughout the world under the pretext of overcoming the crisis and is feeding a neoliberal model which faces up to this greater crisis. The workers in Brazil believe that it is very important, the comments and the conclusions in the Report of the Director-General of the ILO which is based on the report of the Global Commission on the Future of Work. And in particular, we are interested in the definitions and recommendations which cover the importance of sustainable development, investment in education and training and qualifications for individuals, investment in decent work, investment in structures which regulate and strengthen the relationship between capital and labour, tripartism and strengthens social dialogue and democracy. In Brazil, after a long period of military dictatorship from 1964 to 1985, it was extremely difficult time for workers and society. And then we can affirm that in our country we had a period from 1994 to 2014 with major progress and conquests which were significant for society and workers. For example, the industrialization process, economic stability, investment in various social programmes. The Lula Government had a period where, according to DIEESE, there was almost full employment and more than 90 per cent of collective bargaining agreements had a real increase in wages, more than 40 million people managed to escape extreme poverty and the minimum wage was a way of boosting our economy and distribution of income and the strengthening of social dialogue and democracy. Sadly, Brazil is currently going completely in another direction from the recommendations of the Report of the Director-General and the conclusions of the Global Commission and international standards of labour of the ILO. The labour reform, which was approved without debate with the workers, led to greater precarious work, an increase in unemployment today. We have another new provisional measure, 873, which is an attempt of the Brazilian Government to weaken and bring an end to trade union organization and collective bargaining, which is an attitude of desperation to try to weaken and bring an end to trade union organization. And in terms of the social security and welfare reforms, this once more looks to penalize the majority of the poorest of the population and workers for the benefit of the international financial sector and major business conglomerations without caring about the serious consequences for the population and the political, economic and social disaster for our country. Today, there is virtually no social dialogue or tripartism in Brazil. The Government is developing a policy which is dismantling participation by workers, and there is no longer the councils for the supervision of public policy in Brazil. For example, there has been a removal of the National Council for Labour, the Ministry of Labour and the Council Against Slave Work. The trade union centrals in Brazil are united in their struggle, and along with others have been working. We carried out a major general strike with more than 45 million people participating across the country. We denounce at this important Conference the serious violations of international labour standards and in particular in the case of Conventions 98 and 154 as well as 95 of the ILO. We welcome the international support of workers and some governments and businesses who understand the seriousness of the situation in our country, and Brazil was even shortlisted for flagrant violations of international standards by the ILO. For all, we have to ensure that we take care of the environment, health, housing, education and equality of opportunity for all. We want a world which is better, where men and women can live in peace and harmony in a dignified manner. Long live the ILO.

Mr Khampheng Saysompheng

Government (Lao People's Democratic Republic)

Good afternoon. Your Excellency Chairperson, distinguished delegates, ladies and gentlemen. I have the honour to represent the Government of Lao People's Democratic Republic to deliver remarks at the 108th Session of International Labour Conference, which

is a significant important event as it is the 100th anniversary of the founding of the International Labour Organization. This shows a great achievement made by the ILO over 100 years in protecting the rights and benefits of employees and employers through strengthening collaboration and coordination with social partners, improving and making relevant administrations, Conventions, Recommendations and Declarations over the period. On this meaningful occasion, I would like to express my support to the ILO Director-General's Report, which is a very comprehensive and expressive report on 'Work for a brighter future'. This is very much relevant to the social economic development of ILO member countries, promotion for tripartite cooperation, skill development, employment promotion and accessing the labour market, social protection and proper investment for human resource development. My sincere congratulations to the Chairman for being selected as the Chair of the 108th Session of the ILC, and I have a strong belief that under your chairmanship this Conference will bring about great success. Your Excellency Mr Chairman, distinguished ladies and gentlemen, I would like to share with you the progress and experience of the Lao People's Democratic Republic with a focus on implementing the fourth five-year Labour and Social Welfare Development Plan from 2015 to 2020 in line with the eighth five-year National Socio-Economic Development Plan. We also ensure the implementation of both plans are truly interconnected with the Sustainable Development Goals for 2030, in particular Goal 1 calling for an end to poverty in all its forms, consistent with developing the social protection system, and Goal 8 promoting decent work for all, including effective employment and inclusive growth with sustainability. After the adoption of the law on labour and law on social security, the Minister of Labour and Social Welfare has developed a number of legislations under the laws. For instance, the Prime Minister's Decree on Labour Disputes Resolution, the Prime Minister's Decree on Occupational Safety and Health. Moreover, the Government of Laos has been actively cooperating with tripartite institutions and international development partners in implementing the Decent Work Programme 2017-2021, including the promotion of skill development and employment in line with enhancing social protection system and strengthening cooperation with tripartite partners and others. In addition, the Lao People's Democratic Republic has developed the strategic plan on rural employment and the strategic plan on social protection. The two plans respond to the human resource development and poverty reduction through decent employment for rural and vulnerable employees. Further, the labour inspection system has been improved, and labour inspectors are trained on how to perform their role in protecting the rights and benefits of workers and employers. The Lao People's Democratic Republic has also worked in collaboration with partners in implementing the national plan of action for eliminating child labour and engaged all relevant partners and sectors in promoting and improving the occupational safety and health at workplaces. Another important effort, with the constant support from the ILO, the Lao People's Democratic Republic has closely worked with tripartite partners by recently holding the high-level tripartite consultation meeting under the theme the Future of Work, focusing on 'Work for a brighter future' in the Lao People's Democratic Republic. This aims to promote investment in skill development, vocational training in line with digital work creation, green jobs promotion and other local jobs creation for rural young workers, especially women, as required in the labour market. Last year, the Lao People's Democratic Republic ratified legislation on improving the ILO Constitution, 1986, and has cooperated with the ILO carrying out the labour force survey nationwide. The findings are used for a short and long-term planning, including the next five-year plan. In concluding, on behalf of the Government of the Lao People's Democratic Republic, as well as the Ministry of Labour and Social Welfare, I would like to take this opportunity to express my sincere thanks to the ILO and our partners and friendship for their kind, continuous support to the Lao People's Democratic Republic. Your constant support is the valuable contribution and assistance to our social and economic development, particularly our labour sector, and hopefully that we can further strengthen our cooperation. And lastly, I wish you to all stay healthy and wish the meeting comes to a successful conclusion. Thank you very much.

Mr Ayuba Wabba

Worker (Nigeria)

Thank you, Mr President. Esteemed delegates, I bring to this epochal Conference the very warm greetings from the workers all over the globe, especially those from under the auspices of the International Trade Union Confederation, ITUC. I also convey the felicitation of the Nigerian Labour Congress, my primary constituency. I am delighted at this privilege of addressing this august body which epitomizes representative democracy through a tripartite social dialogue. The uniqueness of this moment is made even more profound by the centenary celebration of the ILO. Happy 100 years anniversary to the ILO family. I congratulate all of us. I want to appreciate the ILO Global Commission on the Future of Work 'Work for a better future', which through its excellent report have placed this centenary celebration in the firmament of time. I must say that the ILO Global Commission have exceeded the ambitious goal of addressing the challenges of the future of work. The Commission has indeed met the expectation of not a few working people of the world. I find these three overstretching pillars in the Global Commission's report on the Future of Work very exciting. The pillars are increasing investment in people's capabilities. These pillars are very important and also very strategic. The second one is increasing investment in the institution of work and increasing investment in decent work and sustainable work. All those revolve around a human-centred agenda. I, however, wish to echo the caution optimism shared during the opening session of the centenary by the Director-General of the ILO, brother Guy Ryder. Reflecting on the theme of this Conference, the Director-General left us with some food for thought on the gains and challenges of the centenary of the ILO. Brother Guy Ryder was unequivocal when he said that the work of the world is facing the most profound and transformative changes seen in hundred years, an era he described as marked by uncertainties and insecurities. Even more critical is this charge on all of us, workers, governments and employers, to take responsibility for addressing these defining challenge we face. Brother Ryder went on to remind us of the three cornerstones that define the milestones achieved by the ILO in the past 100 years. The ILO's mandate for social justice. The ILO's tripartite structure and the ILO's constant capacity to adopt and turn towards the challenging changes. On those cornerstones I see a lot of hope in the future of work, but to get the desired future, we must continue to consolidate on the mandate of social justice. We must continue to strengthen our capacities for tripartite relationship. We must continue to strive towards accelerated social progress in a way that ultimately engenders sustainable industrial peace, which is at the heart of the aspiration and the work of the ILO. As we progress into the Fourth Industrial Revolution, we need an economic model that is socially and environmentally sustainable. The digital transformation should leave no one behind. Technological revolution should not be a threat to decent work. Going forward, we need a new social contract that will deliver decent jobs and entrench fundamental rights at work: freedom of association, freedom from discrimination, freedom from child labour, freedom from every form of gender-based violence, the right to living wage and the right to strike. It is therefore important that we take advantage of the Conference to interrogate very vigorously the whole idea that social protection cannot be achieved alongside advance in technology. We must confront the fear that improved wages and decent work conditions are at odds with the economic progress. We must demobilize the myth that there can never be enough for everybody, irrespective of class, gender and social status. There is indeed enough to meet our needs but hardly enough to satisfy our greed. We must therefore make the necessary sacrifice to keep the wheel of economic prosperity moving, the engine of social progress roaring and the wheel of inclusive innovations soaring. From Nigeria, we can report that there have been modest progress in the struggle for social justice. Recently, a new national minimum wage was passed by Nigerian Parliament. President Muhammadu Buhari have also assented to the new National Minimum Wage (Amendment) Act. We are now at

the level of ensuring comprehensive implementation by all tiers of government and employers of labour, both in public and private sector. As I conclude this address, I urge workers everywhere not to relent in the fight for social justice. To win the fight we must strive to build workers and build trade union power. We must bear in mind that the fight for stronger unions are the best safeguard for our democracy. In order to consolidate workers' power and build resilience, trade unions, the ITUC, have prioritized the promotion of peace, democracy and rights. We demand regulation of economic power and redistribution of wealth for us. It is workers first, then profit. We must refuse to accept current level of inequality that is high. As I conclude, we have this demand and also hope that at the end of this Conference a Convention that will actually address the issue of violence and harassment at work will actually be gotten, as well as making a very strong and historic Declaration that will actually mark this very important centenary to continue to build on the issue of social justice and share prosperity. I thank you all for listening.

Mr Sahil Babayev

Government (Azerbaijan)

Dear Mr Chairman, Excellencies, ladies and gentlemen. First of all, I would like to take this opportunity to sincerely congratulate the participants of the Conference on the 100th anniversary of the ILO, the world's oldest and the most influential organization in the field of labour, employment and social protection. Over the century since its foundation, all the ILO initiatives have turned into a common platform for identifying joint actions to achieve social justice and social dialogue in the world. Due to the use of digital technologies and emergence of artificial intelligence on the eve of the Fourth Industrial Revolution, the world has witnessed unprecedented economic growth. This tends to accelerate development of labour and social relations, new professions emerge in the labour market and current skills are quickly outdated. As the report of Global Commission notes, expanding opportunities for lifelong learning, designing a relevant support mechanism, application of advanced labour standards and norms, ensuring gender parity and enhanced social dialogue are the key issues on the agenda of Future of Work concept. The Government of Azerbaijan, based on the fundamental ILO principle of tripartism, responded to the call of the ILO and supported this initiative by launching extensive discussions. Building of innovative economy, increasing productivity and social welfare of the population are the strategic goals of a successful state policy founded by the national leader of Azerbaijan and continued by the President of the Republic of Azerbaijan. Over the past 15 years, the GDP in our country has increased 3.3-fold, industrial production has grown 2.6-fold, average wage sevenfold, minimum wage 15-fold, the unemployment and poverty rates have fallen to 5 per cent. This year alone the social welfare of 3 million citizens, that is 30 per cent of the population, have been strongly supported as a result of 40 per cent increase in minimum wage and pensions, 100 per cent increase in social benefits and allowances, as well as other major social interventions. Employment Strategy of Azerbaijan for 2019-2030 as well as other adopted instruments ensure greater efficiency of the active labour market programmes, establish flexible targeted financial mechanisms and introduce a new employment services model. Launch of single-window DOST Centres, transparent and responsive delivery of 126 social services, introduction of automated pension-granting system, launch of e-Social Register, Employment subsystem and centralized electronic information system serve to achieve improved and modernized quality of social services. Signing of Decent Work Country Programme that identified priorities of cooperation between Azerbaijan and the ILO has become a further step towards attaining the important objectives for social development. Representation of Azerbaijan in the ILO Governing Body, hosting ISSA European Social Security Forum this May in Baku and receiving four Good Practice Awards are further proof of a high international recognition of successful reforms in socio-economic sphere of our

country. Today, the unresolved armed conflicts and terrorism restrict the opportunities for social development not only in individual countries or regions but globally. Thus, if there were no continuing occupation of 20 per cent of Azerbaijan's territory, as a result of Armenian aggression, presence of a million of refugees and IDPs in need of special care and social protection, the socio-economic achievements of Azerbaijan and the whole region would have been much greater. Today we need increased efforts by the international community targeted towards the settlement of Armenian-Azerbaijani Nagorno-Karabakh conflict which hinders the achievement of the UN SDGs and many other strategic goals of the ILO. Thank you very much.

Mr Philippe Martinez

Worker (France)

President, Director-General, distinguished delegates, ladies and gentlemen. Barely 100 years ago, the creation of the International Labour Organization brought to the world a promise of peace, justice and social progress after the bloodbath of the First World War. In a centenary of action, the ILO has managed to establish, in a multilateral tripartite format, a genuine international labour code bringing together 189 Conventions and almost 200 Recommendations in many areas: trade union freedom, combatting child labour, forced labour and discrimination, health and working conditions, protection of the labour contract and salaries, social protection, working hours. By Friday, I hope, a 190th Convention should enable us to punish acts of violence and harassment in the world of work, in particular those suffered by women. The contribution of the ILO to the well-being of mankind is self-evident. However, a social snapshot of the world provides a sombre picture. To remedy this, the missions and the resources of the ILO have to be strengthened, and yet we see with concern the opposite happening: undermining authority, the capacity to intervene and act of the ILO against a global backdrop of social emergency, global warming and a growing number of attacks. Workers must demand and obtain a Declaration from the centenary that is commensurate with what is at stake. This Declaration must help to effectively reduce inequality and echo the spirit and ambitions of previous texts of the organization. It must reaffirm that work, although it is undergoing a transformation, is not a commodity and that the human factor must prevail over economic considerations. In moving into its second century, the ILO must be entrusted with new missions in order, for example, to oversee compliance by multinational corporations with the standards of which it is the guarantor. Similarly, the ILO must be able to check compliance of the acts and decisions of international financial institutions such as the IMF and the World Bank and regional organizations such as the European Union in relation to international labour standards. It must also be able to subject international trade to observation and respect with its standards. Given the significant worsening of social conditions for a large part of the world's population, and given the risks, global warming, technological information, which are further worsening the situation, a greater awareness is essential. Sometimes it happens in a surprising manner. The President of the French Republic in this very hall qualified himself as a crypto-Marxist one week ago. He declared that he wished to put an end to unbridled capitalism that creates inequality, poverty and the risk of global chaos. We would like to be able to believe in his sincerity, as our country has had four complaints submitted to the ILO since 2012 for the violation of many Conventions. Two are still being examined regarding derogatory negotiations with companies or the establishment of a grid for severance compensation, and the French Government has also just announced that it is calling into question our unemployment benefits system. We are indeed working longer because we do not work for as many years. Bringing the retirement age up does not mean bringing retirement age closer to death. We also have the excessive use of force and the restriction of freedom that have occurred as part of the social movements that we have seen in France. We

have seen the contempt and denial on behalf of the Government in responding to these challenges. However, let us take Heads of State and Government who have come to Geneva to express their social conviction, let us take them at their word. Prove it. Put words into action. Prove that these are not empty promises. Let us take the responsibility of entrusting the International Labour Organization with the mission, the resources and authority to fulfil its mandate in favour of justice and social progress. History will judge well before the 200th anniversary of the organization whether our commitments were commensurate with what was at stake. Thank you.

Mr Ngoc Dung Dao

Government (Viet Nam)

Your Excellency Mr Chairman, distinguished Ministers, heads of delegations, ladies and gentlemen. On behalf of the Government delegation of the Socialist Republic of Viet Nam, I would like to send my best compliments to the Chairman, to your Excellencies, Ministers and distinguished delegates. I would like to congratulate the Director-General and all of us on this special occasion, namely the celebration of the ILO's 100th anniversary. Over the past 100 years, governments, workers and employers all over the world have come together in the ILO, based on beliefs that universal and sustainable peace depends on social justice. For Viet Nam, we also celebrate 100 years of Viet Nam ILO journey where President Hồ Chí Minh and the ILO founders have been sharing ideals of ensuring decent work and happiness for all. Distinguished participants, entering the twenty-first century, we are witnessing transformative changes in the world, driven by technological innovation, demographic shifts, climate change and globalization. As the Director-General said in his report, it brings into question the very nature and future of work and the place and dignity of people in it. Information Communication Technology and digital revolution, combined with artificial intelligence and biotechnology, promise new opportunities not only for businesses but also for most citizens through their enormous productivity enhancing potential, affecting every area of modern life. At the same time, the speed of change disrupts constantly the way we work, whether in production or services, and the way work is organized, recognized and rewarded. Some may gain enormous benefits, but there are concerns that many may be left behind the progress and potential promised by this industrial revolution 4.0. Constant upgrade of the skills of workers throughout the lifecycle is not a choice. It is a must. In addition to the challenges and opportunities of industrial revolution 4.0, we also face the challenges of ageing and climate changes which affect the livelihoods of not only the current generation but also future generations in Viet Nam and elsewhere. This is a challenge of global nature in the era of globalization, requiring global as well as national solutions in modernizing the training approach, ensuring universal social protection and green growth and green jobs. In this context, Viet Nam highly welcomes the ILO's initiative on 'Work for a brighter future', building up policy instruments in order to promote decent, sustainable work with new and innovative approaches, improving the quality of workers' lives and aiming to develop a future of economic security, equal opportunity and social justice. From Viet Nam's experience, we believe that the global megatrends create opportunities for creating more, better jobs for many but also poses threats to others as constant changes are taking place in the world of work. It is in this context that Viet Nam supports the adoption of the Centenary Declaration on this special occasion, the Centenary ILC, including effective implementation of lifelong learning and quality education for all, universal, comprehensive, sustainable social protection. Ladies and gentlemen, today I am very pleased to share with you that on 14 June 2019 the National Assembly of Viet Nam voted overwhelmingly for ratification of ILO Convention 98. The Government and social partners in Viet Nam are in the process of revising the labour code in order to adapt it to new labour market challenges while bringing it into line with the ILO Declaration on

Fundamental Principles and Rights at Work. At the same time, our Government has embarked on comprehensive reform of its social insurance, wage policy, industrial relations system. On this occasion, I would like to share my deep appreciation of effective and timely support ILO has provided, and I wish Mr Chair, Mr Director-General, Ministers and all delegates every success and very good health.

Mr Manuel Augusto Viage

Worker (Angola)

President, ladies and gentlemen, the Republic of Angola has been a member of the United Nations and in Article 12 of the Constitution of 2010 mentions that it will respect the Charters of the United Nations and of the African Union. In that light, we work with the UN, and one of the organizations of course from the agencies being the International Labour Organization, as we come forward with standards and international Conventions on questions linked with employment where the objective of trying to promote a true impact on the conditions and work rules governing work in all the countries which are this year celebrating the centenary. UNTA, our union, has existed now for 59 years. We have always considered the ILO to be a very important body, a very powerful body, well-funded. That is why we have always turned to this body and we have requested the service to help workers with their concerns throughout the four corners of the world. Now, in 1975 our country declared independence, and even before that our union turned to the hallways, the forums and the conferences promoted by the ILO to try and fight against forced labour in Angola, to combat colonialism and also to try and gain the sympathy of workers throughout the world in the area of the armed struggle we were conducting and to help our unions get the necessary political, moral, diplomatic and material support. Now in this context, it was only to be expected at the national level and internally we should enjoy harmony, solidarity, tolerance and legality. However, unfortunately none of this is yet to happen. In this context, on this matter, I would say that some historians have noted that human rights historically have never been given, never been achieved without a struggle, that there is a struggle which leads to different groups who are fighting for changes, equality and transformations and they are confronted with those who want to maintain their political power, their economic and social well-being and keep the existing order in place. The UNTA, our union, has noticed that there are serious problems affecting the work situation and decent work in the labour market in Angola. Although there are no official statistics on this scope and the mention of these shortcomings, the truth is that in the different reports which are regularly produced by the labour inspectorate and by the company union commissions, we can see that there are a number of indications that there are violations of human rights as well as labour and union organization rights and also violence and harassment in the world of work. There are fatal accidents, accidents which leave workers crippled, professional illnesses. There are careers that are sidelined. The salaries simply are not high enough to provide a living wage and paid late. We see that there is pilfered payments to the social security system. We see there is a lack of social protection and access to the health system. We see that there are problems in terms of those that are not in the formal sector. We see that there are lay offs which are unjustified. We see compensation which is laughable. We see this lack of information on the activities of companies. We also see that there is an obstruction and really there is not compliance with mandatory reports that are to be given to union representatives. We also see that there are firings of labour organizers. The employers are often arrogant, and we see that in many companies there is no true social dialogue. Now violence and harassment in the workplace does affect the quality of public services, and often it can make it very difficult for people to get their foot into the labour markets or to stay on the market or to make our career progress. That is why the Government, the employers and the workers and their union

representatives have very important roles to play. They are different roles, but they are complementary ones to try and prevent and address the issues of violence and harassment in the world of work. Angola's workers defend social dialogue and zero tolerance when it comes to violence and harassment in the world of work, and we support the approval of a Convention and the Recommendation in this historical Conference. The programme for Decent Work for 2019-2022, the DWCP, can be an excellent starting point for the social partners to show their political will to move onto practical implementation. Thank you very much for your attention.

Mr Robert Kahendaguza

Government (United Republic of Tanzania)

Mr President, Director-General of the ILO, distinguished delegates, ladies and gentlemen. I am grateful for the opportunity to address this historic Conference on behalf of the United Republic of Tanzania. Allow me to congratulate you, Mr President, and the Vice-Presidents for the trust and honour placed in them to preside over and steer the work of this Centenary Conference, and I assure you of my delegation's full support and cooperation during your tenure. Let me also take this opportunity, Mr President, to convey to you warm and fraternal greetings from His Excellency Dr John Pombe Magufuli, President of the United Republic of Tanzania, under whose leadership Tanzania is undergoing rapid socio-economic transformation with unprecedented achievements that benefit the whole country, not least the working public. Mr President, my delegation wishes to commend the Director-General and the entire ILO Secretariat for the sterling job that they continue to do. We are also appreciative of the Director-General's in-depth report that calls for decisive actions and identifies the countless opportunities in improving the quality of work. As we celebrate 100 years of the ILO, it is important to note the progress thus far made in the world of work and recognize the enormous challenges that still exist in order to achieve Goal 8 of the Sustainable Development Goals on the promotion of decent work for all. Tanzania implores all stakeholders to stay the course by continuing to make progress in improving the working environment and building a just and equitable future of work. We underscore the imperative of a human-centred agenda for the future of work as the surest way of attaining sustainable, inclusive, productive employment and poverty reduction. We should all increase investment in human skills development and strengthen institutions of work as well as harness opportunities for decent sustainable work. To this end, Tanzania has taken several measures, which include the development of the National Skills Development Programme that aims at empowering the national workforce to acquire requisite skills needed in today's labour market. Under this programme, the Government provides support to the youth to acquire skills through internships, apprenticeships and recognition of prior learning training. During the financial year 2017/18, approximately 100,000 youths were trained under this programme. The Government is also implementing policies that aim at job creation, including the implementation of several megaprojects which are currently underway and which have absorbed thousands of previously unemployed youths. Some of these projects include the construction of the standard gauge railway, construction of a crude petroleum pipeline from Uganda to the Tanga port in Tanzania, construction of a hydro power project at Stiegler's Gorge, and numerous other infrastructural and manufacturing projects being undertaken all across the country. Mr President, as we continue to deliberate on the proposed Convention on the elimination of violence and harassment in the world of work, the United Republic of Tanzania has already enacted the Employment and Labour Relations Act No. 6 of 2004 and the Employment Act No. 5 of 2005 of Zanzibar, both of which provide for ways to counter harassment and inhumane acts in places of work. The measures are in line with international conventions, international labour standards, policies and strategies. Furthermore, in the efforts to end violence against women and children, the Government of

the United Republic of Tanzania has approved the National Plan of Action to End Violence against Women and Children of 2017/2018-2021/2022 which responds to the call by the international community to end gender-based violence. The National Plan of Action includes, inter alia, strengthening planning and budgeting capacity, improving data management and evidence generation. Hence ensuring a comprehensive protective legal framework on all matters concerning the right of women and children. Mr President, in spite of these remarkable efforts, we are cognizant of the fact that the job is not yet completely done. Indeed, we recognize that more still needs to be done in improving working conditions and making certain that decent work is a reality for all working people in the country. In this context, the Government of the United Republic of Tanzania and the Revolutionary Government of Zanzibar are committed to continue working with the ILO and other development partners in addressing decent work deficits. Mr President, in conclusion, I wish to reaffirm the commitment of the Government of the United Republic of Tanzania and our tripartite partners in adhering to labour standard principles with a view to achieving decent work and ensuring that no one is left behind. Thank you for your kind attention. *Merci beaucoup. Asante sana.*

Mr Kris De Meester

Employer (Belgium)

Dear friends, I decided to come up with my own ‘ten for the future’: my ten recommendations for working in the future. Here they are: First, the task ahead. Our joint effort is to create sustainable enterprises to achieve prosperity and decent work for all. That task did not become harder. We make progress on almost every indicator, and with technology on our side we will speed up progress. Two, genuine partnerships. We know that in this house it takes three to tango. Just being tripartite does not make it automatically a real partnership. The report rightfully advocates for ownership, no ownership without genuine partnership, and a partnership is not just a social contract. To be future-proof, or to become it, only a genuine dialogue based on trust and respect can help us to gain control. Three, agility is key. Adopt a strategy that allows you to be agile, to adapt and transform according to circumstances. Spending efforts on threats is likely to only yield a 20 per cent result. Therefore focus your resources on grasping opportunities. Four, informality: priority number one. The informal economy remains the major threat or challenge for the rights of workers, for social protection, decent working conditions, the development of sustainable enterprises, public revenues, etc. So focus on the governance capacity of those countries. Eliminate corruption, establish Social Protection Floors, improve the business environment, promote investment and other measures to facilitate the transition from the informal to the formal economy and know that employers’ organizations can and have to play an important role in that process. Five, skills. Focus on the basics. The biggest challenge is not how to reskill workers to adapt to the changing nature of jobs. From a global perspective, the challenge remains to make sure all young people are in education and stay there until they have acquired at least basic skills. Six, lifelong personal development. The skills of today will not match the jobs of tomorrow, and newly acquired skills may become quickly obsolete. That is true, and that is why we have to focus in the first place on skills that do not become obsolete, as there are basic literacy, numeracy and critical thinking, and add a layer of work ethics to that. Jobs have always been subject to change, and that is why lifelong personal development needs to be part of our strategy. This is a shared responsibility. Workers have to be encouraged to take ownership over their personal development and careers. Seven, embrace digital technology and the digital economy. We should embrace new technology, not shield form it. Technological advances will create more jobs and better working conditions. All the pessimist forecasts from a few years ago meanwhile have been proven wrong. Digital technology is more easily accessible, more inclusive, less discriminatory. It

is not so much the platform economy that could recreate nineteenth-century working practices. For that, look at the informal economy. Eight, augmented labour markets. Technology and digital tools will provide never seen before opportunities for individuals to develop their talents on the labour market and to take ownership over their careers. They will empower workers to discover jobs they never dreamed of or thought of or to start their own business. Nine, a guarantee versus pragmatic outcomes. Is a Universal Labour Guarantee the answer? Should that be one of the recommendations? With a guarantee, a new concept, you create attention for yourself. I am no fan. I know success is not guaranteed, but inaction will guarantee failure. For a lot of Convention, ratification is low, implementation behind. A guarantee will create another illusion. It is not a credible concept for a vast majority of workers and employers. We do not need high-flying statements. We have words enough. We need more action. Ten, a great place to work. The message I send out to our members, and now also to you, is go for a great place to work. That is a place where people are able and willing to do their best work, the conditions created by the employer and with engaged workers, a place that is safe, motivating and free from violence and harassment. Thank you.

Mr Pehin Haji Abu Bakar Haji Apong

Government (Brunei Darussalam)

[foreign 0:27]. A very good afternoon, Mr President, distinguished delegates, ladies and gentlemen. First and foremost, I would like to take this opportunity to convey my congratulations to Your Excellency on your election as President of the 108th Session of the International Labour Conference. I am confident that, under your guidance and leadership, this significant Centenary Session of the International Labour Conference will build upon the invaluable outcomes of past sessions of the Conference as well as provide the opportunities to exchange perspective on the future work. Therefore, Mr President, I am pleased to join fellow constituents in congratulating the International Labour Organization in celebrating its 100th centenary. It is during this momentous occasion that we also seize the opportunity to reflect on the nature, complexities and inspiration that can be garnered from the changing nature of work, its economic consequences and its potential impact on society. I would like to take this opportunity to underscore the work of the ILO Global Commission on the Future of Work and their landmark report on 'Work for a brighter future'. The Global Commission report exceptionally calls for decisive action in anticipation of a future where technological advances and the greening of supply chains within economies will see a mismatch between the skills of now to the jobs needed for tomorrow. For this, constituents are urged to advance and reaffirm their investment into approaches that enhance avenues for people development such as lifelong learning opportunities, supportive curriculum that foster active labour market participation and policies that strengthen social protection and gender equality. We must continue to reduce disparities and nurture productivity by securing the core foundations of formalized work, including the protection of fair wages, occupational safety and health, working hours and open dialogue. Mr President, I am proud to share that lifelong learning and the upskilling and reskilling of our citizens is at the very heart of Brunei Darussalam's Vision 2035. On 1 January 2019, His Majesty the Sultan and Yang Di-Pertuan of Brunei Darussalam has called for the enhancement of skills development governance to address the challenges brought about by the Fourth Industrial Revolution. Today, our national education and training institutions are actively engaging with businesses to build curriculum that meet the future demands of industry. We are adapting syllabuses through our Centre for Capacity Building to ensure jobseekers are marketable and employable. We are working to bridge graduate jobseekers to the job market through our JobCentre Brunei and the i-Ready Apprenticeship Programme. Ultimately, we are forging equitable and sustainable employment continuity through

essential engagement between policy-makers and the private sector to craft strategies that are multifaceted and purposeful. Mr President, I am pleased to note that this year's Conference will be presented with a Centenary Declaration which consolidates the long-standing tenets of the ILO, reflects on the report of the Global Commission on the Future of Work and reinforces the important role the ILO plays in the UN multilateral system in forging the future of work. In this Centenary Session of the International Labour Conference, Mr President, we would like to take this opportunity to commend the resiliency and fortitude of the organization in continuously initiating platform for discourse on global labour employment inequalities. On behalf of my delegation, I would like to applaud the ILO's tireless commitments towards the pursuit of a decent, equitable and harmonious world of work for the years to come. Thank you, Mr President.

Mr Patrick Pizzella

Government (United States)

It is a pleasure to be here on the 100th anniversary of the International Labour Organization. On behalf of the US Secretary of Labour, Alexander Acosta, I would like to thank Director-General Ryder for his stewardship of the ILO and for leading this Conference. I would also like to thank the city of Geneva for its wonderful hospitality. It is a beautiful city, especially in the summer, and I am sure I would say that even if it did not exemplify the prosperity and benefits that come from embracing personal liberty and economic freedom. And I think that is a good place to begin my remarks, because without a thriving economy there is no work, and without work there are no workers. It is no coincidence that the countries with the greatest economic freedom and opportunity also have the safest working conditions, the healthiest workers and the highest wages. Over the century since its creation, the ILO has helped many nations develop sound and consistent labour laws and standards that now serve as the basis for many legal frameworks and trade agreements around the world. Perhaps most significantly, the ILO has also been key to some of the most important multilateral work in the world: fighting human trafficking, fighting forced labour and fighting the exploitation of child labour. In this area, the ILO has, and will always have, the United States as an active partner and supporter. But none of this work would be possible without the free markets and prosperity that enable it. Indeed, without liberty there is no labour movement. One of the best things we can do to support workers across the world is to continue to advocate for greater economic freedom because the best thing for workers is a strong economy that provides family-sustaining jobs. Now allow me to abandon my modesty for a moment, but I think this is an important point. In the United States, under the leadership of President Trump, we have seen strong economic growth that has driven down unemployment to record lows. We have more than a million job openings than there are people looking for work in the United States. We are dancing on the cusp of full employment. Wages are increasing. It has never been a better time to be a worker in America. The American workplace has never been safer. Worker injuries and fatalities on a per capita basis have never been lower. And all of this against the backdrop of a slowing global economy. These labour accomplishments were achieved by enacting President Trump's agenda for economic freedom that reduced burdensome regulations and taxes and recognized that everyone, companies and workers, wins when property rights are respected, individual liberty is respected and the Government plays a modest and limited role in the economy. However, it is important to remember that free and fair markets, after all, need rules, ideally simple ones, and the United States is absolutely committed to ensuring the rules are followed. In the area of international trade, this is of paramount importance, and the ILO's work in this space is critical because labour abuses not only harm workers, they threaten nations, companies and workers who do play by the rules. This is unacceptable. Our goal is a level playing field across countries. As President Trump has forcefully stated, "The

United States and our trading partners benefit greatly from free, fair, balanced, and reciprocal trade,” and this administration has worked vigorously to make that goal a reality. On November 30, 2018, the United States, Mexico, and Canada signed the United States-Mexico-Canada Agreement, better known as USMCA to modernize the 24-year-old North American Free Trade Agreement. The agreement includes a labour chapter that brings labour obligations, obligations based on ILO principles, into the core of the agreement and makes them fully enforceable. These are the strongest labour provisions of any trade agreement and mark an important step forward in our effort to level the playing field. The labour provisions and obligations in the USMCA are drawn directly from the ILO’s body of principles and standards. The text of the agreement is unambiguous. The agreement calls on the parties to “affirm their obligations as members of the ILO,” and stipulates that all parties maintain in law, regulation, and practice, the four core components of the Declaration. The United States is proud that Director-General Ryder said the USMCA has the most comprehensive labour chapter that he has seen in any trade agreement. Once the USMCA is ratified, President Trump will be responsible for, on a global scale, the most pro-labour treaty we have seen in this century. For trade agreements to be free and fair they must also be effectively enforced. It is only through rigorous monitoring and enforcement of labour laws that we know that our commitments to workers are upheld. We will continue to look to the ILO to help provide the tools and guidance that enable effective enforcement. On many anniversaries and birthdays, we tend to look back, but to the credit of the Director-General, on this occasion I believe we are all looking forward. Thank you.

Mr Mohammed Zahoor Awan

Worker (Pakistan)

[foreign 0:30]. Brother President, brothers and sisters, fellow delegates. Let me join also with the previous speakers on the happy birthday of 100 to this great institution of International Labour Organization which started its work at the time of the working times, the first Convention which was adopted together with the journey of taking along with fundamental ILO Conventions, ILO core Conventions, ILO governance Conventions, all together now in hundred years 189. Much of it prohibition of forced labour, child labour, better working environments, ending discriminations and proper compensation based on the production of the enterprises. For unions also, these Conventions with freedom of association and right of collective bargaining puts workers’ organization, equipping them to educate for proper workers’ and workplace rights. Brother and sisters, now we have to see in next hundred years and this Global Commission report for the Future of Work on a brighter future for the working people and for the countries and member States. Ayuba Wabba, my colleague earlier from Nigeria, has put a lot of emphasis from the worker side, and I endorse him that workers globally support reinvigorating the social contract that gives working people a just share of economic progress. Investment in the people and institutions of work, more particularly that of the labour inspection, Social Protection Floors, as well as instead of individual contracts to collective bargaining and collective contracts, establishment of universal labour guarantee, strong social dialogue involving most representative organization of workers and employers. Management of technology, but based on with and not without the Decent Work Agenda. Strong relationship also it is needed to build up after International Labour Organization with the other UN agencies, but more particularly with the financial institution, IMF, World Bank and World Trade Organization because where ILO should become a focal point for social dialogue, brother and sisters, in fact we still have that dream of Philadelphia Declaration on the basis of which it was declared that labour it not a commodity, poverty anywhere constitutes danger to prosperity everywhere. But we still face in this world where Global Commission report for the Future of Work has to focus how slavery and poverty wages they still encompass with many of the

working people and lives of the working families, because he who pay less to his workers not only commit a sin that it deprives its poor worker from their right to enjoy life but also strikes for the very basis of prosperity because all production or distribution effort is made for consumer [vgr INAUDIBLE 4:49] market and consequently the production and distribution itself. A national and international rethinking is therefore necessary to determine the extent to which workers in the developing nations has to sacrifice basic human rights, rights of unionism and of collective bargaining through [vgr INAUDIBLE 5:10] economic gains that follows by way of protecting any foreign investment without fixing the priority of the quality of life of workers. Brother and sisters, we must see it [vgr INAUDIBLE 5:24] years, and this institution, great institutions, International Labour Organization has to think still for the time to come that despite spectacular rise in the global income, one fifth of the population of this world still goes to their bed hungry every night, one fourth is still subject to abject living and working condition, even worse than those they were prevailing more than a century ago which prompted the workers of Chicago to come out to claim their workplace right but that also sacrificed basic human sacrifice with that result. Thank you very much.

Mr Van Thinh Nguyen

Employer (Viet Nam)

Distinguished Mr Guy Ryder, Director-General of the ILO, distinguished delegates, ladies and gentlemen. Today, I am greatly honoured to attend and speak at the ILC 108 as a representative of the Employers' delegates in Viet Nam, and I would like to wish all of you good health and a successful Conference. I fully agree with the Report of the Director-General of the ILO and the reports of the Governing Body and the committees of the ILO. The theme of this year focuses on the Future of Work and especially the 100th centenary anniversary of the ILO highlighting the great contribution of the ILO in generating decent work. Viet Nam's Cooperative Alliance is one of the tripartite constituents of Viet Nam. It is an employers' organization, actively participating in government, related ministries and branches and consulting on Conventions that Viet Nam has approved. At the same time it is also an actor in the implementation of the Programme on Decent Work for 2016-2020 with the ILO in Viet Nam. Delegates, I would like to make some comments about the cooperative movement and its role in promoting decent work for workers in Viet Nam. Until June 2019, there were 23,000 cooperatives, of which 60 per cent are agricultural cooperatives, namely 13,799 agricultural cooperatives, 2,676 small industry and handicraft cooperatives, 1,929 consumer and services cooperatives, 1,419 transportation cooperatives, 874 construction cooperatives, 1,182 credit cooperatives and 572 other housing, healthcare and school. Every year, the number of the cooperatives increases by about 6,000-7,000 newly established cooperatives. In 2018, the cooperative sector contributed to 8 per cent of GDP, 5 per cent of exports and represented 10 per cent of the State's budget. There are 6.5 million members, 2.5 million regular workers, of which 55 per cent are rural workers. The cooperative sector provided 100,000 jobs for workers in rural areas in Viet Nam each year. The average income per capita is US\$200 per person per month and additional income is \$350 per person per month. The objectives for 2020. There are 250,000 pre-cooperatives, of which 5 per cent will register as cooperatives, 38,000-45,000 cooperatives, 100,000 communes have set up cooperatives, 2,000 cooperatives and federations of cooperatives involved in the value-added chain production on a large scale. The rate of managerial staff reaching bachelor status stands at 40 per cent and the intermediate level is 50-55 per cent. The average income per capita of the workers in the cooperatives increases by a factor of two compared to the year 2015. One hundred per cent of the provinces and cities of Viet Nam will set up funds for the development of cooperatives with the total legal capital of over VND20 billion to VND100 billion. 15,000 agricultural cooperatives operate effectively, and 300 models of cooperatives

produce in line with a large scale value-added production chain supported through the budget of the Viet Nam Cooperative Alliance. We have increasing investment in human potential. We are continuing to organize training, refresher courses for workers. The Viet Nam Cooperative Alliance provided training for over 20,000 persons a year. The cooperatives themselves conduct training for 500 million members a year. We have active participation in preparing the institutions, policies, strategies on developing decent work, minimum wage, labour market, public work services, enhancing the gender equality in work assignments, salary growth, promotion, protecting the basic rights of the workers, paying social insurance, healthcare insurance, unemployment insurance for workers fully and on time. There are 516,000 workers who are paid social insurance through the cooperatives, and those remaining join the voluntarily health scheme insurance. Number two, increasing investment in working institutions, ensuring minimum wages for workers in the cooperatives. At present, the average salary level in the cooperative sector is 15-20 per cent higher than the regulated minimum salaries by the Government, ensuring working time, working conditions, rewards, allowances for workers at basic levels. Workers have a right to participate in collective bargaining, and the members in the cooperatives attend the annual general meeting. The Viet Nam Cooperative Alliance continues to affirm its position as an employers' organization and is actively involved in decent industrial relations in Viet Nam. Number three, increasing investment in decent sustainable work. In 2018, Viet Nam's Cooperative Alliance implemented 77 models of cooperatives in line with value-added production chains of main agricultural products. Thank you so much for your kind attention.

Mr Saúl Méndez

Worker (Panama)

Director-General of the ILO, Guy Ryder, Presidents of the Conference, delegates. For the workers of Panama, it is an historic privilege to be here at this 108th Session of the International Labour Conference 2019 at the centenary meeting. Panama is one of the founder members of the International Labour Organization, and so it is a double reason to be proud. It is particularly important that we look at the subject of the future of work, which for us must always be directed with meeting the objectives of social justice and which represents a guarantee to achieve decent and sustainable work for all. If the work of the future is not centred on the dignity of people, we will be following the wrong path. Freedom of association and the right to collective bargaining are the basis on which we should place decent work, but any route that aims to achieve the Sustainable Development Goals can only be done through public policy which guarantees the full respect of those rights which recognize the dignity of human beings and which bring an end to economic and social inequalities which our countries and people suffer from. If the new technologies do not guarantee that we continue to generate employment, the response must be collective on a global level and to try to achieve a minimization of the upheaval that these phenomenon will bring about in the world of work. Any change which in the future brings an effect cannot compromise the efforts of the global community to ensure that the economy be more just, fair and inclusive. Panama has suffered 40 years of the imposition of neoliberal policies, and the result is a major economic growth which benefits only a small part of society and excludes the majority. And from there, according to figures, we hold the dishonourable sixth place on the global level in terms of distribution of wealth. And this reality impacts the social indicators where one third of the population is poor, and in indigenous areas the percentage increases to 80 per cent of poverty. Unemployment has increased to 7.5 per cent with an alarming percentage of 45 per cent of workers in the informal sector. This, along with inequality and wage discrimination for women, allows us to have an idea of the impact that the adoption of neoliberal measures has on the most vulnerable sectors of society. In terms of labour, we are going through serious violations of fundamental rights, and we have in the

past denounced to this house these cases. And today we have to recognize that, despite the existence of tripartite dialogue, the most important consensus agreements have not been able to be made real. And that is the case of the non-approval by the National Assembly of the law which recognizes the collective rights of public sector workers. However, we can say that during trade union and legal action taken on a national and international level and on the basis of the freedom of association doctrine of the ILO, the recognition and approval of more than nine legally standing trade unions have been set up in the public sector. In the Panama Canal, workers do not have a right to exercise the right to strike and the Government has not complied with the recognitions, and we also have serious abuse by employers against collective bargaining and freedom of association. In ports and airports, outsourcing of labour aims to prevent freedom of association and collective bargaining. Workers have also denounced on a national and international level the open-cast mining operation carried out by the transnational company First Quantum Minerals, and this violates the elements of fundamental rights, including those covered by the Constitution. And we would also like to say that from 1 July 2019 there will be a change of government in Panama, and this new stage says that there will be a promotion of new neoliberal measures which will continue to affect the working class and deepen social inequality. Thank you.

Ms Ellen Nygren

Worker (Sweden)

Chair, I am very honoured to speak on behalf of the workers of Sweden at the occasion of the ILO celebrating 100 years. During these 100 years, a lot has changed in the world of work. The report 'Work for a brighter future', submitted to the International Labour Conference by the Director-General, is a welcome contribution. Poverty anywhere is a threat to prosperity everywhere, as stated in the Philadelphia declaration from 1944. Still, poverty exists in all countries. According to the report, the gap between the wealthy and everyone else is widening. Many people are forced to accept work with conditions below decent standards just to earn something for their living. Here we have challenges to pursue our joint efforts so that the concept of decent work becomes reality to all. The first ILO Convention is about limiting the working time to eight hours a day. According to statistics in the report, 36 per cent of the global workforce works excessive hours, which is defined as more than 48 hours per week. To a large extent, that can be explained by too low wages. Thus the need to work many hours in order to make ends meet. This is a striking example of how the subject of the very first Convention is still relevant today, 100 years later, in countries all over the world. According to ILO figures quoted in the report, 300 million workers live in extreme poverty and 2 billion people make their living in the informal sector. Those statistics clearly point at the fact that our labour markets are unequal. Many people are forced to accept work in the more shady layers of the labour market, often below the radar of labour inspections. As we speak, people are experiencing forced labour and even modern slavery. Poor people are exploited ruthlessly. All workers should enjoy fundamental workers' rights, an adequate living wage, access to social protection, maximum limits on working hours and protection of safety and health at work. All stakeholders must take responsibility for building a just future of work. We have possibilities to affect the development, and we are responsible for our actions. We have to clearly stand up for respect for human dignity, for everybody's right to decent work and to act accordingly. We, as workers, are proud that our country, Sweden, is one of the top 20 contributors to the ILO development cooperation funding. Sweden strongly supports the ILO's efforts to provide decent work and better living standards for women and men in developing countries. This is a good example of acting for human dignity and decent work in practice. Regarding the situation for workers in the occupied Arab territories, in his report this year, the Director-General points out that there is a long list of suffering, deficits and failures, most of which are in one way or the other derived from the

absence of peace and of a process leading towards peace. Continued conflict and tension will not serve the long-term needs of any side. Economic decline and high unemployment in the area should be possible to resolve with political will. Therefore, it is encouraging that the report states that the ILO stands ready to support dialogue, coordination and cooperation, with a view to increasing Palestinian workers' welfare and protection and the peace and stability for all. Chair, as we now look back over 100 years, we see that those who started developing international labour standards believed in the power in trying to find solutions that can be accepted by all and that lead to better situations for workers and societies. We have the responsibility to do our best out of our possibilities to promote a better world, based on social justice and decent work. Thank you.

Mr Joseph Bugeja

Worker (Malta)

Mr Chair, Vice-Chairs, distinguished delegates. I am honoured and privileged to take the floor of the 108th International Labour Conference as representative of all Maltese workers. Imagine a world of work where the working day was endless, there was no weekends, there was no labour rights and no freedom of association. That is the workplace you might have faced if the International Labour Organization did not exist. Through its standard-setting functions, the ILO provided and continues to provide a strong mandate as enshrined in its Constitution which states universal and lasting peace can be established only if it is based upon social justice. As the only tripartite organization in the United Nations multilateral system, the ILO played a central role in promoting tripartism and social dialogue. This year's Conference marks the centenary anniversary of its creation. It is not only an opportunity to celebrate its history and achievements but also to look forward to the next centenary. We, together, have a unique opportunity to reaffirm the relevance of the ILO global social contract and to adopt the Centenary Declaration for the Future of Work. This is a challenging time for workers and trade unions. Despite huge advances, income inequality continues to rise and millions of people are forced into modern day slavery or work in appalling working conditions without any type of protection or rights. The global Fourth Industrial Revolution is fundamentally changing the organization of work and production on an unprecedented scale. Digitalization have led to the large-scale platform employment, making it increasingly difficult for trade unions to organize workers or to distinguish the employer to bargain with. These developments are threatening the traditional model of industrial relations and will be a challenge for trade unions. The overall erosion of the formal employment relationship is an issue which poses a lot of questions regarding the governance of work. How do we enforce labour laws? How can we provide a basic level of social security and social protection to employees regardless of their employment status? Social partners have an obligation that the full human rights, human dignity and decent work must remain the central point of the Fourth Industrial Revolution. Let us not forget that the promotion of decent work through sustained, inclusive and sustainable economic growth, full and productive employment is the heart of the social development agenda. These challenges and others are addressed in the Global Commission report on the Future of Work. This report undertake an in-depth examination of the future of work and provide us with an analytical basis for the delivery of social justice, decent work and basic human rights in the twenty-first century. On the Maltese local scene, our impressive economic growth has led to a scenario of full employment. In addition, to sustain this economic growth, we now have an additional 55,000 registered foreign employees. I attribute this unprecedented economic growth to a strong social dialogue, dynamic collective bargaining and the implementation of several national policies that make work pay. All pensions have been constantly increased on yearly basis and now no employee remain on the minimum wage for more than one year. We have been ranked first in the European Union for civil liberties. We have also made huge

steps to eradicate poverty. We are also pleased with the idea of introducing a European minimum wage, as this will see a fairer distribution of wealth and a more social Europe. Of course, this unprecedented economic growth also brought new major challenges in the shape of traffic, rents, and housing prices. This success is the result of policies funded on our unwavering principles of social justice, social inclusion and social mobility. In our pursuit to attain better working conditions, the General Workers' Union, as one of the main social partners, is constantly engaged in the development of collective agreements and national policies. On the issue of precarious employment, while we acknowledge that a lot have been done, we have not yet reached our objective to widen the principal of equal pay for a job of equal value to cover employees performing the same job in the same workplace but paid differently because one is directly employed and the other is employed by sub-contracting.

In an additional effort to address precarious work, abuse and exploitation of employees by some employers, we put forward a proposal to introduce compulsory trade union membership. This proposal will address the plight of the most vulnerable categories of workers, especially those in lower income brackets or in small enterprises. Many of these workers are not unionized, not because they don't want to join forces collectively but because they are afraid of losing their job. Finally, this is the time to come together. It is our duty and obligation to create a world where everyone has equal access to education, basic human rights and decent, well-paid jobs. We need a human-centred agenda and a Universal Labour Guarantee. All this can be achieved only through a strong tripartite cooperation and social dialogue. Thank you.

Ms Magdalena Valerio Cordero

Government (Spain)

Good afternoon to each and all. It is an honour for me to participate in the International Labour Conference on behalf of Spain, particularly in this the celebration of the centenary of the ILO. I would like to congratulate the Director-General and to his staff who are part of this tripartite organization and who work for the most noble of causes: social justice. If you desire peace, cultivate justice. That is what we will find at the Conference of Washington founding document in 1919. We bring together the different workers here, the employers and the governments. They have been working for a hundred years now so that progress leaves no one behind. The history of work in Spain is tied to the hundred years of this organization, to its principles refounded in Philadelphia in 1944 which inspired the Universal Declaration of Human Rights. That is why Spain is one of the founding members which has signed the most international Conventions: 133 of these of the existing 189 to be exact. These are the principles which guide us as we meet the challenges of the future as we aim for economic and social progress to make true progress on the true revolution which is that of decent work. We are convinced of this, and that is why the Government of Spain has begun its progressive agenda, but we are also aware of the fact that in a world which is interconnected, trying to find a future for work will require a shared commitment, comprehensive policies both at the national and international levels. We confront new challenges, and difficult ones at that. We see that the technological revolution which is ongoing is changing things very quickly. We also see globalization and environmental challenges, and we have very fluid and ever-changing labour markets which are increasing inequality and polarization, leading to social fragmentation and giving rise to populism. But these challenges are not greater than what the ILO has faced before back in its foundation, for example right after World War I and with working conditions which were deplorable and very difficult to sustain. The compromise of member States to tripartite discussions have guided our way for a hundred years now and has led to 189 international Conventions and over 200 Recommendations. This has made it possible to improve the working conditions

throughout the world under the idea that we needed to try and increase social justice. The past of this organization shows that collective work will allow us to address the changes and take advantage of opportunities and meet those challenges. The tripartite commitment of this body is more important than ever. That is why we also want to have the Centenary Declaration on the Future of Work be one that is very strong and one that will be sustainable, that it does renew the mandate of the organization in its tripartite approach and also that it takes on board the 2030 Agenda and espouses in particular at its heart decent work. We want to take advantage of technological changes so that each worker can fully develop and take advantage of the fact that work is not just a commodity. No, but it is an essential right. This ties back to peace, equality and social justice which are the basis for the welfare state and are intrinsic conditions for human dignity. We want to support those who are going through these changes. We want to have the principles of solidarity respected. We want to have an increase of social protection in light of the new forms of work. We also recognize the importance of lifelong learning. This is something that should be guaranteed by a collective effort. We want to invest in the capacities of people and help them in the transitions through their life, particularly those caused by the transition to the low-carbon economy. To do that we have got to have sustainable firms and more and better jobs. I would also like to underline that without gender equality, there will not be a future which is characterized by just inclusiveness. There just simply will not be a future. Spain has set gender equality as one of its guiding principles. We also are keeping very close eyes on what has been discussed in the Committee on ending violence and harassment in the world of work, and we would support the Convention which will come out of this. We want these to be definitive tools which can end with this social [vgr INAUDIBLE 4:55]. Ladies and gentlemen, the future of work is not written ahead of time. It will depend upon the policies that we enact and it will depend on us trying to have the next hundred years be more characterized by social justice. As Cervantes said, it is not what you were, it is what you want to be that matters. And at this point in time, this centenary, we should consolidate the path we undertook a hundred years ago in our search for social justice, and in this fight you can count on Spain's unshakeable support as the ILO moves into a second century which will be stronger and will be renewed. Thank you.

Mr Carlos Larrazábal Gonzalez

Employer (Venezuela (Bolivarian Republic of))

On behalf of FEDECAMARAS, we would like to congratulate the ILO and the Director-General on the celebration of the centenary. We would also like to thank the Global Commission on the Future of Work for the presentation of the report 'Work for a brighter future'. Referring to the changes imposed by the future of work, we would have liked to have seen a better reflection of the importance of the private sector for economic development. We should also include recommendations aimed at stimulating business stability as a key factor for the future of work. This becomes more relevant in countries such as Venezuela which do not have the minimum conditions to face up to these challenges at the moment. Indeed, Venezuela shows a dramatic reality with a destruction of the fabric of businesses, of decent employment and the quality of life of its inhabitants. Today, Venezuela presents the greatest economic collapse of global contemporary history, without having gone through a war. Just a few days ago, the Central Bank of Venezuela published indicators which show a reduction of the economy accumulated between 2013 and 2018 of 55 per cent. In the construction centre, the main employer, the fall was of 95 per cent, in manufacturing 75 per cent, in trade 81 per cent. The oil GDP fell by 48 per cent, reducing oil production, according to OPEC, from 2.5 million barrels a day in 2013 to 700,000 barrels in April this year: the lowest production figure in the last 70 years. The International Monetary Fund estimates that for 2019 an additional fall of GDP of 25 per cent, inflation of 10 million per

cent and an unemployment rate of 44 per cent. The survey on the industrial sector of CONINDUSTRIA, affiliated to FEDECAMARAS, reports that since 1999 10,000 businesses have closed, going from 12,700 to 2,500 businesses. In the first quarter of 2019, industries and businesses operated on average at only 80 per cent of their capability, and only 13 per cent say they can continue under current conditions. Employment was reduced by 84 per cent in the businesses surveyed with a loss of 27 per cent of skilled employees. According to the chamber for the food industry, the reduction in consumption of food has been reduced in the last year by 65 per cent. This collapse started a lot earlier than the sanctions imposed by some countries. The current minimum wage is \$6.50 a month. Hyperinflation has generated a loss of purchasing power of more than 80 per cent over the last two years. Therefore, it is no wonder there is extremely high migration of Venezuelans. The High Commissioner for Refugees of the United Nations reported a few days ago that there is a migration of more than 4 million Venezuelans, and it could reach 5 million by the end of 2019. This is the largest exodus of Latin America in the last 50 years. The social indicators explain these figures. In 2018, the survey on living conditions, ENCOVI, reflected a multidimensional poverty rate of 51 per cent of the population. 80 per cent of homes present a risk of food insecurity. Only half of children regularly attend school. Between 2017 and 2019 it is estimated that there have been 20,000 infant deaths because of the crisis, with a reduction in life expectancy at birth by 3.5 years. In this context, the business sector must play a fundamental role in the recovery of Venezuela and the generation of the jobs of the future. That is why we urgently need to rescue true social dialogue so that we have policies which allow a context which is favourable to investment and business sustainable. The survey of the ILO is a real hope for the starting up again of social dialogue in Venezuela and so that we can solve this very grave political, economic, social and humanitarian crisis which affects the population of Venezuela and so that we can step once more onto the path of progress and well-being and a new economic model for all Venezuelans. Thank you.

Mr E Gulay Woldeyesus

Government (Eritrea)

Thank you, Mr Chair. Distinguished delegates, ladies and gentlemen, as 2019 is the year that marks the centenary of the ILO, I would like to congratulate the ILO and its constituents, and I wish to express my gratitude to deliver a speech on behalf of my Government in this Centenary Conference, and my delegation welcomes the Report of the ILO Director-General, Mr Guy Ryder, the ILO Governing Body report and report submitted by the Global Commission on the Future of Work. Government for the state of Eritrea, capitalizing on the opportunities granted in the Eritrea-Ethiopia peace accord, engaged in reconstruction and rehabilitation of the nation, embarking on the knowledge-based work to achieve sustainable decent work for all. The action taken in the Government of Eritrea is in harmony with the future of work principles that call for genuine action to the transformations taking place in the world of work. Thus the Global Commission's report, along with the recommendations, is well acknowledged as ILO working instrument to the future of work. Ladies and gentlemen, in this new era of peace, Government for the State of Eritrea attaches great importance to the fundamental principles of nation building, which consists of creating and expanding national wealth through knowledge-based hard work, well-organized productive work and ensuring equitable distribution of resources and opportunities. The above indicated major tasks are not new. The detailed programmes are revised to be implemented within the framework of the new era of peace. Proper implementation on the major tasks shall open wider chance of job and employment opportunities to its people, and their accomplishment will depend fully on the full participation of our people and their relentless toil and resilience. Ladies and gentlemen, in connection with the new era of peace, Eritrea has held three tripartite meetings nationwide on the Centenary Initiative conversation

and reached consensus at events after identifying its opportunities and challenges. Consequently, Eritrea ratified the Convention 182, the Worst Forms of Child Labour, so as to celebrate its universal ratification. Let me conclude by expressing my delegation's appreciation to the efforts of the Secretary-General towards the future of work and wish to assure Eritrea's full support and cooperation to the Future of Work in achieving its stated objectives. Eritrea commits to cooperate with all mechanisms and special procedures in the interest of employment creation and poverty eradication. The Government of Eritrea recommends the Centenary Declaration to contribute its part to bring a lasting peace and enjoy social justice sustainably. I thank you for your attention.

Mr Rodolfo Antonio Parra Rojas

Employer (Cuba)

President, distinguished delegates. We are very happy to be here to celebrate the hundredth anniversary of the International Labour Organization which was born after World War I as a reflection of the concerns for peace and social justice of humanity. We take advantage of this time to take a look at the past, the present and also to imagine what should be the future of this organization, and we are very favourable to the Global Commission's report on the Future of Work. Their report has been presented for debate to this Conference. Unfortunately, the problems which led to the creation of the ILO have not been eradicated. We have made advances, and yet there are unacceptable situations which are reflected in the report itself, and here I quote: "Unemployment remains unacceptably high and billions of workers are in informal employment. A staggering 300 million workers live in extreme poverty. Millions of men and women and children are victims of modern slavery. Too many still work excessively long hours and millions still die of work-related accidents every year. What is more, stress at the workplace has exacerbated mental health risks. The gap between the wealthy and everyone else is widening. Women still earn around 20 per cent less than men." With this background, we see other phenomena coming to the fore with the aggression on the environment, climate change, the lack of potable water, and also we see new armed conflicts between nations, but also within nations, and also the phenomenon of terrorism comes to mind. This situation means that we have to view the future of work in this context of technological change, and we see risks coming from these problems that have yet to be solved. We think that this is an opportunity to take advantage of computers as we apply them to our productive processes and to services. We see automization and we see taking advantage of renewable energy sources, the creation of green jobs. We believe that all of this is compatible with a reduction of unemployment, the creation of decent work and the improvement of lives and social progress. We generally agree with the content of the report. It is focussed on individuals. It has three pillars of action, and we would hope that at the end of this Conference that we will prove a Declaration which will be the fruit of frank, respectful discussions with a spirit of cooperation. This is the way it should be under tripartism. That was what our founders had envisaged in 1919. This document should be very useful to guide the work of the ILO and the world of work in the coming years and something that all members of the ILO and the Office should contribute to and do that with a great sense of responsibility. As we see things, a central pillar for progress is to see social justice and economic growth need to go together in an ever more interconnected and globalized world. If this is not the case, then peace will be at stake as will be stability. Tripartite, social dialogue is a pillar which is of the utmost importance and is necessary to make progress. The hundred years of the International Labour Organization have shown this and have made it possible for us to affirm that it should continue to use this tool in the future. We would call the attention to the need to create a favourable context for businesses so that they can have an increase in productivity. This is essential for progress as is lifelong learning for workers, the development of new skills which will allow workers to adapt to new situations in terms of

the economy and production methods, changes which are happening ever faster. Mr President, we are very proud, and rightly so, to be one of the founding members of this organization, and we have been exemplary in terms of compliance with international labour Conventions. One of the challenges that we have identified is the ageing of our populations, which is linked to the reductions in the births in our countries and longer lives. All of this means that we have got to do something which can try to mitigate the downside of this and at the same time take advantage of the possibilities from new technologies. The employers of Cuba would like to mention the iron blockade's impact on our country, the blockade imposed by the Government of the United States. It makes things very difficult for our economy and also for our state firms, our mixed firms and also private employers. As part of the actions as we attempted to deal with these obstacles, our entire country is involved in updating our economic model. We were working together as workers, employers and society in general. We are doing everything that we can to try and strengthen our efforts and trying to make sure that external factors are not overly damaging. We have social dialogue in this process as we try to identify the problems and try to identify the solutions at our societal level. Thank you very much.

Mr Antoine Robinson

Worker (Seychelles)

President of the Conference, Vice-President of the Conference, ILO Director-General, Ministers and head of delegation present, invited guests, ladies and gentlemen, good afternoon. First let me, on behalf of the trade union movement in the Seychelles, congratulate all of us with the achievements of the ILO in its first centenary. On behalf of the Seychelles Federation of Workers' Unions, and on my own behalf, I take this opportunity to congratulate the Director-General for giving us this special report. Special because it could not have come at a better time when the whole world desperately needs to reconcile an approach to address this consultation on decent work and social justice. Focusing on the Future of work, 'Work for a brighter future' initiative is timely and indispensable. Needless to say, but worth remembering, the ILO has achieved great strides and is still doing a lot in regards to the combat against poverty, promoting women's rights and gender equality in the world of work since its creation in 1919. However, injustice and inequality is still visible in all parts of the world, and over the past decades we have seen inequality on the rise. As stated in the Philadelphia Declaration, poverty anywhere constitutes a danger to prosperity everywhere. However, what should worry all of us is that the fight for social justice is still necessary. We are far from having exhausted our tasks. It is widely agreed that the whole business of the ILC would have been impossible without the application of the ILO critically important decent work strategic pillars of social dialogue and tripartism. No debates ongoing on our agenda items of this Conference would have produced a united vision had they not been based on the effective application of the principles of social dialogue and tripartism. Social dialogue and collective bargaining has proven to be the strongest tools to achieve prosperity and social justice. A strong commitment to social dialogue can prove that labour is not a commodity. This has to remain, as we know it, the ILO DNA. The Seychelles Federation of Workers' Unions welcomes the Governing Body decision to include as agenda items for discussion violence and harassment in the world of work and other thematic debates and events connected to the Future of Work, including various Centenary Initiatives. Mr President, whilst trying to put the workers' perspectives, let us not forget that United Nations has found it necessary to include the Decent Work Agenda in its millennium goals. What stronger truth do we need to be convinced that the Decent Work Agenda is the solution to this world dilemma? The Government of Seychelles joined the ILO because of the ideals of social justice, the protection of workers enshrined in its constitution and sustainable economic growth it engenders. The Seychelles Federation of Workers' Unions firmly

believes in this principle, and this is why we have expressed our motto as ‘Championing Rights and Responsibilities of Workers’. Seychelles has ratified all eight core conventions of the ILO, all geared towards decent work for all, for peace and social justice to prevail in the world of work. The Seychelles labour laws make provision for the protection of all workers’ rights, including women and migrant workers. To commemorate Labour Day 2019, this year the Seychelles Government has legislated an increase in maternity leave from 16 weeks to 18 weeks and paternity leave from five days to ten days, among other increment in workers’ remuneration packages, including increment in the national minimum wage and introduction of a long-service allowance for the public service workers. Seychelles is trying to increase its gender equity at all levels of the society. To conclude, the Seychelles Federation of Workers’ Unions joins its voice in solidarity to the extremely difficult situation of our brothers and sisters of the occupied Arab territories. Mr President, I cannot end my speech without commending the ILO and ACTRAV in the extremely good work they are doing in assisting in the empowerment of our member States and social partners to apply the principle of social dialogue and tripartism. In Seychelles, the Seychelles Federation of Workers’ Unions, the Ministry of Labour and social partners live and work in this spirit of fruitful cooperation amongst others. I thank you for your attention. May God bless us all.

Mr Jesús Gallego García

Worker (Spain)

Thank you, President. Ladies and gentlemen, delegates, colleagues, the 100 years of the ILO are 100 years of development of social dialogue, the promotion of labour rights, equality and social justice, but also, and above all, they are 100 years of the progress of democracy, human rights and peace in almost all countries of the world. However, these major achievements must not make us believe that trade union organizations and other constituents of the ILO can forget about the gaps and the shadows that attack the capacity to progress. The social, labour and economic transformation that is taking place as a consequence of technological and digital evolution mean that we must not forget the Philadelphia Declaration: the common good, the development of people in conditions of freedom and dignity, full employment, the fair distribution of the fruits of progress and the recognition of the effective right to collective bargaining and others. And so the trade unions’ proposals which will contribute without any doubt to these ends will be made reality in the coming years. The trade union organizations, based on the experience of recent years and the policy that has been set, are looking with uncertainty and mistrust at the transformation that is taking place and the worsening of labour conditions for many people through the world. And that is why we are particularly concerned about the certainty that the massive automation of production will lead to the loss of millions of jobs in the short term, and we are also concerned that jobs will lose its centrality in labour relations and that precarious employment and atypical work will become the standards of recruitment or that in justifying progress and the increase of competitiveness, we devalue the collective rights of the working class. The trade union organizations of Spain, represented at the Washington Conference, defend the fact that the ILO should be the institution that will provide solutions to these concerns. The challenges we are seeing in Spain as a consequence of the labour reform of 2012 has led to a devaluation of wages of workers, the loss and destruction of collective bargaining, and we have forgotten about training as part of a key to competitiveness. Dear delegates, in my country, in Spain, we can face the challenges of the future with greater improvements and guarantees, and we have an unemployment rate which is growing, and we hope that the future socialist government will take social justice as a flagship and a priority. The ILO is faced with a magnificent opportunity to supervise and lead in a future which is more satisfactory and just for all people. The proposals and recommendations of the Global Commission in their ‘Work for a brighter future’ report is a good starting point

but it is not going to be enough. We need an ILO which is stronger, more committed, more modern and more relevant. We will need an ILO which sets more standards, Conventions and Recommendations that are more energetic and adjusted to reality and a supervisory system that is more rapid and efficient. We need to ensure that we have a progress which is social, economic, fair, inclusive and sustainable. We want an ILO which works and fights for full employment and decent work, working to improve the quality of life for millions of people and that in its Centenary Declaration it recognizes the need for a new social contract which guarantees fair treatment for all workers and a future where digitalization contributes and achieves the so desired sharing of wealth, work and social justice. We want an ILO which is braver and for equality and will fight all forms of discrimination, in particular that suffered by the most vulnerable such as migrants, people with functional diversity, LGBTI and also the gender gap that is suffered by women in the labour market to ensure equality which is effective between men and women and discrimination that affects no person in their workplace. So an ILO which definitively is faithful to its founding principles, and the centring of work and social justice are the best ingredients for achievement of peace and prosperity.

Mr Claudio Cominardi

Government (Italy)

Good afternoon everyone. It is an honour for me to make the Italian contribution to this extremely important debate. The central issue of the future of work must include supervision of the dignity of work. Transformations underway through the technological revolution and the digital evolution will mean, indeed already mean, that there is going to be an exponential increase in productivity, and that in turn means an increase in global wealth. This is a positive factor indeed. It is positive because this wealth is distributed. Today, we live in an era of abundance, but it is poorly distributed. The Oxfam report measuring inequality in the world tells us every year that this planet is witnessing more and more inequality. We are seeing greater and greater disparities. In the future, I do not want the Oxfam report to tell us anymore that the eight most wealthy persons in the world have the equivalent wealth of half of the world's population, the poorest half. So the Italian Government fully supports the Centenary Declaration of the International Labour Organization, and we reaffirm the importance of tripartism, which of course is one of the foundational values of the ILO. The Italian Government is taking measures which we feel respond to the recommendations on the future of work made by the ILO. We are fighting against precarious work. We are revising limited contracts. We are encouraging stable employment, and we have had very good results. We are attempting to introduce protection for workers in the so-called gig economy, the digital platforms. We are introducing social protection, health protection and safety at work. Now, we were one of the few countries in Europe which did not yet have this type of social protection, that is guaranteed minimum wage, which in Italy affects 5 million people who live in absolute poverty. In an era of abundance such as the one we see today where we can produce well-being, we must begin to think about universal income which would not be subject to any conditions. Some countries are already experimenting with this, and I think it is right, for the economically strong countries, the more industrialized countries which have more potential for this type of experimentation, should go ahead and carry out these experiments, and organizations such as this one can provide them with policy guidance in this regard. Amongst the important themes we find investment in active labour policies which are human-centred. That means more training and it means lifelong education. And that I say because nowadays work is evolving at the speed of light because of all of the technological transformations underway. Moreover, we are introducing a minimum timetable, a minimum wage. This is part of the collective bargaining efforts which are at the centre of these issues for all sectors. Now the minimum work time is fundamental because we want to overcome the phenomenon of working poor. In Italy, we have some 3 million workers who are paid less than €9 gross per hour, so it is on the Italian Government's agenda

to fight this type of work and also to fight informal, irregular work with coordination of many different institutions, and the law enforcement organizations are participating in this effort. The Italian Government will try to improve its supervision by intervening to support families to provide women with better work and career possibilities. I would also like to take this opportunity to offer praise and support from the Italian Government on the agreement concerning the Convention on the elimination of violence and harassment at work. Italy has supported this initiative from the outset, the beginnings of the discussions in 2015, and we hope that it will be adopted on Friday. I would like to conclude by saying that the Italian Government hopes that the ILO, on the basis of its constitutional mandate, will play an ever greater role as a partner and a leader in the multilateral system, strengthening cooperation and developing our institutional agreements with other organizations in order to develop trade, financial, social policies which are coherent so that at the end of the day we have sustainable employment and a human-centred future. Thank you.

Ms Maria Joaquina Veiga de Almeida

Worker (Cabo Verde)

Presidency, Excellencies, distinguished delegates and observers, dear governmental representatives, trade union representatives and employer representatives, and ladies and gentlemen. May I start by greeting everyone here in the hall, and may I congratulate the ILO on its 100th anniversary. Indeed, that is why this Conference is a very special one. We hold the firm conviction that everyone here feels that we are sharing a common mission, which is work. Whether we are holders of capital or whether we are part of the workforce, tripartism prevails in this hall. Many have passed through these halls over the last 100 years, and they have all shared the concern that the world of work relies on the pooling of strengths between capital on the one hand and the physical and intellectual efforts of individual human beings. Now we have achieved an elevated technological level. Nonetheless, it is individual human beings who create, coordinate and carry out the work that needs to be done. Now robotics is advancing quickly. That is certain. But it cannot replace the human factor. It must be seen as a supplement to our labour forces which will help us to meet on time the needs of the labour market. Although Cabo Verde is a small country, we are following technological developments, and we have been implementing the best technologies available. What we need to improve in our country now is placing the worker at the centre of development. We have a rather high level of youth unemployment. It is about 43 per cent in the age group 15 to 34 years. So the reason for this is that employment policies are still inefficient. We have a great rural exodus, and this means that people are moving to the big city and abandoning the countryside and the peripheral areas. We need to stop this trend. The Government has this responsibility and needs to attack this problem with practical programmes and efficient solutions which will help keep young people in their home towns and involve them in actions so that they can carry out local development. We welcome the youth apprenticeship programme launched by our Government this year. We have seen loss of purchasing power amongst workers since 2011, which was the last time we had an increase in wages for civil servants in the public administration. But now, in order to calm public opinion, the Government gave a 2.2 per cent pay rise to only a very small group of civil servants whilst continuing to discriminate against everyone else. Violations of labour rights continue and are having a major impact on the tourism sector in trade and in industry. Mistreatment happens frequently in multinational companies and sustainable development is still a mirage. Ladies and gentlemen, I would not like to complete my comments without alerting the international authorities to the fact that there are international NGOs in our country, they are supposedly non-profits, and in the name of charity and welfare they come into our countries and set up business partnerships. These organizations interfere with the internal affairs of the Cabo Verde institutions. They do not follow the national rules on associations or on

external investment because, in fact, they have different aims. To conclude, I would like to wish everyone a successful working session, and I hope that the ILO will continue to live and prosper for another 100 years. Given its multiple areas of intervention, it helps keep tripartism alive in the world of work. Thank you very much.

Ms Anastasia Oceretnii

Government (Republic of Moldova)

Honourable Chairperson, Excellencies, distinguished delegates. The International Labour Organization, for more than 100 years, has been the centre of multilateral diplomacy and has played a leading role in managing global processes for the implementation of decent work standards. On this occasion, on behalf of the Government of Republic of Moldova, I express sincere congratulations for the celebration of the ILO centenary. Since 1995, being a part of ILO large family, the Republic of Moldova is working to implement the ILO standards by adjusting its national policies. Labour standards and values promoted by the ILO are indispensable for ensuring a better future for all workers in a permanently changing world of work. The Republic of Moldova has recently defined the sustainable development objectives in the National Development Strategy “Moldova 2030”, through which we commit to ensure decent living and work condition for all, as well as income from sustainable sources. These commitments are aligned to the objectives of Decent Work Country Programme for Moldova which aims at a better labour force employment, a favourable environment for sustainable development of enterprises, better social protection, responsible state institutions and effective social dialogue, which is not an easy task in a world of work affected by globalization, new technologies, demographic and migration processes and non-standard forms of employment. This calls for increased attention to new employment reforms and policies, development of human capital through new skills and competencies, including the contribution of business environment, review of labour inspection, health and occupational safety systems, not the least, modernization of public employment system and promotion of inclusion in the labour market. We very well understand that the social role of the labour market, ensuring people's well-being and quality of their life, should be revised. Our country is undertaking concrete steps to create a labour market for all, young people, women, persons with disabilities, by adopting and implementing the National Employment Strategy and the new law on employment. Also, we are in the process of implementing the principles of active ageing by motivating the elderly to work, including after establishing the right to pension, developing a system of lifelong learning and guarantee of competencies. Distinguished delegates, the digitalization processes and modernization of labour equipment, as well of the need to capitalize on their positive impact on the future labour market, which I consider extremely important in a changing world of work, facilitate the development of national educational system in order to develop IT skills, starting with the primary cycle. Being focused on ensuring a steady increase of employees' income, the Government has reformed the public wage system by ensuring formation of a transparent, fair and attractive wage system capable to remunerate the professional performance of employees in each field of activity. Transformation of challenges we face in opportunities is possible if all partners engage in active cooperation to promote decent work. As ILO Director-General Guy Ryder mentioned, the future of work will be the result of our decisions, our choices, our capacity to follow up on them, our willingness to cooperate together and to make it the future of work we want. I would like to assure you that the Republic of Moldova is fully committed and determined to continue to promote international labour standards through policies and, being in a permanent dialogue with the social partners in order to ensure decent work, better conditions at work and in achieving the objectives of proposed agenda, relies a lot on the ILO support. I thank you for your attention.

Mr Vance Amory**Government (Saint Kitts and Nevis)**

Thank you, Mr Chair. Mr Chairman, allow me to take this opportunity to extend congratulations on behalf of the Government and people of Saint Kitts and Nevis to the ILO on this its centennial anniversary. The work of the ILO over these 100 years is worthy of celebration. We commend the ILO on all of its accomplishments and pray its continued success as we chart the way forward for the next 100 years. In Saint Kitts and Nevis, we are mindful of the fact that the nature of work is undergoing major transformation impacted by demography, technological development and climate change and the development of artificial intelligence and robotics. In Saint Kitts and Nevis, we have begun the process of encouraging our people to prepare for the inevitable change in the structure of work by developing programmes of training and retraining our people to equip them for the future of work. In addition, the Ministry of Labour and the Ministry of Education, in conjunction with the National Tripartite Committee, has established a new structure to upgrade all workers and prepare them to meet the challenges which confront them in the respect of the future of work. The future of work is about people. It is about families, and this transformation is about changing the attitude and the culture of people to accept the change and equip themselves to adapt to the new environment in the world of work. The future of work is about the improvement of the quality of life of our people even as they face the challenges posed by the changing socio-economic and political environment. The discussions we have had at the national level has been inclusive of all stakeholders, representative of workers, representative employers and civil society generally to ensure the broad consensus of tripartism to maximize the benefits of the workers in the changing world of work. In this process, Mr Chair, Saint Kitts and Nevis recognizes the importance of ensuring that the institutions of learning are geared towards lifelong learning to strengthen this new strategy to prepare the workforce to adapt to the new opportunities which will be created in the future. In this context as well, it is imperative that the private sector becomes a leading partner in investing in the creation of new jobs for the future. It is also necessary that all workers are accorded the dignity and the social protection which is necessary for them to, one, enjoy a good quality of life, earn a living wage, be able to provide the basic needs for a decent standard of living for their families and to have some savings for the future. This is a challenge for the future of work that workers must feel that their participation in the economic activity in their country and the world is valued and they are able to share equitably in the economic benefits generated by their skills and by their labour. Mr Chairman, the future of work must also focus on our young people and seek to identify their talents and their skills and entrepreneurial capacities to become self-employed using the technology which already exists, and we, as governments, to provide the support with resources to develop their new avenues of employment for the future. In addressing the future of work, Saint Kitts and Nevis is in the process of reviewing the ILO Conventions with a view to ratifying those outstanding issues. In closing, Mr Chair, I must take this opportunity to express our deep appreciation to the ILO for the invaluable assistance provided to enable Saint Kitts and Nevis to develop a new labour code which will ensure that we have the protection of workers' rights in the emerging labour markets. We are adapting new regulations and policies to ensure decent work and prosperity for all. Again, congratulations to the ILO on its 100th anniversary. Thank you, Mr Chair, and God bless.

Worker (Kenya)

The President of the 108th Session of the Conference, Vice-Presidents of the Conference, the International Labour Organization Director-General, head of delegations and Ministers present, invited guests, ladies and gentlemen. On behalf of the Central Organization of Trade Unions, and on my own behalf and on behalf of the African workers, we welcome the report of the Global Commission on the Future of Work entitled 'Work for a brighter future'. The report, whose discussion coincides with the International Labour Organization's centenary celebrations, could not have come at a better time. It presents us with an opportunity to take stock of the organization's achievements and challenges in the last century and ways of overcoming them as we transition into the next century. We are also called upon to examine the elements of desired vision of future of work if the organization has to meet its constitutional mandate of attaining universal peace and social justice. Mr President, in its century of existence, the International Labour Organization ideals remain as relevant as they were in 1919. While a lot has been achieved, much more remains to be done. The evidence shows that significant challenges threaten to impair universal stability if urgent and decisive action is not taken. The transformation in the world of work, driven by technological advances, green economy initiatives, demographic changes, have brought economic growth and prosperity while leaving many in poverty, exacerbating income inequality and widening the gender gap. Mr President, we at the Central Organization of Trade Unions in Kenya, and the workers' fraternity in general, are gratified to note that the report has upheld our long-standing position that the well-being of people should be the central objective of development policies at all levels and with fair and equitable outcomes which are also measurable. In other words, Mr President, a human-centred agenda. Mr President, we concur that the success of the agenda rests on the commitment of the International Labour Organization constituents to the ideals of tripartism and social dialogue. And this calls for the reinvigoration of the social contract that gives working people a just share of economic progress and respect for their rights and protection against risk in return for their continued contribution to the economy. Fellow delegates, a bright future envisioned by the Commission report would be a mirage without an empowered people, strong institutions of work and an investment in decent and sustainable policies. These are three inseparable pillars of the agenda that guarantee growth, equity and sustainability for the present and the future generations. As experience has taught us, reaching a consensus on noble ideals like this proposed by the Commission is easy. However, translating them into real and concrete action at both national and international levels has been a challenge. And speaking from our national experience, there are concerns regarding the Government's genuine commitment in supporting free and independently functioning labour market institutions and social dialogue through tripartism arrangements. Mr President, the unilateral attempts to amend labour laws and the introduction of the new curriculum in teaching profession without prior consultations with social partners, as required under our Constitution and the International Labour Organization Convention 144, does not augur well for the achievement of a human-centred agenda as practised by the Kenya Government and should be discouraged. Mr President, we also want to see a coherent and coordinated policy-making process between the Ministries of Labour, Trade and Finance at the national level so that promotion of investments and trade is not done without due regard to economic and social impact of workers. In this regard, we call for stronger regulations and possible stoppage of outsourcing and subcontracting business models with a view of mainstreaming decent working practices in their operations. Lastly, Mr President, in the same vein, and as we support stronger investments in the institutions of work, we strongly recommend for the proper funding of the Ministries of Labour and Employment which are the central institutions in the governance and operations of the key social dialogue institutions in many countries. We also endorse the view that, due its tripartite nature and rights-based normative

mandate, the International Labour Organization remains the best placed UN agency to provide a moral compass in the implementation of the agenda of the bright future of work. I thank you.

Mr Guy Parmelin

Government (Switzerland)

President, Director-General, Excellencies, ladies and gentlemen. The discussion in plenary is based on the report of the Global Commission on the Future of Work, a report which Switzerland commends. It contains many principles and recommendations, two of which, I believe, deserve particular attention. The first consists in a renewed commitment on the part of States, the main players in the economy and on the part of the ILO all working within a human-centred action programme. This places work carried out by men and women at the focus of economic and social policies and of business practice. This renewal of the mandate and mission of the ILO is developed around an investment in human capacity, in labour institutions and in decent, sustainable work. In 1919, the founding fathers of the ILO wished to promote peace worldwide through social justice by establishing the sole multilateral tripartite institution in the world. Thus they brought together States and the social partners to work together to create and promote decent jobs which are a source for wealth and prosperity. Thus it is essential to recall and reaffirm this commitment for respect of men and women at work, setting the seal on solidarity around labour standards and development cooperation, a commitment which remains topical when you look at the future of the world of work. Ladies and gentlemen, the second principle is investing in training to manage the opportunities and risks inherent in the introduction of new technologies and new forms of work. Switzerland believes that stress needs to be placed on action to promote sustainable enterprises which create decent jobs and on the establishment of active labour market and training policies, actions which need to try to ensure jobs for the younger generation and to keep open the existing jobs. Lifelong apprenticeship in order to acquire skills, to bring them up to date, to further qualify or to change job is essential if you are going to prepare the future. First of all, we need to see individual responsibility which should be promoted and helped by employers. It is also the task of governments to introduce the framework conditions to ensure high levels of training and professional upskilling. I would also like to note the contribution which can be made by collective labour conventions to find innovative, inclusive solutions and thus meet the needs of structural adjustment deriving from the digitalization of the economy. We in Switzerland do have a number of examples of new types of collective agreements which provide for measures relating to continuous training. This type of agreement is to be welcomed because, together, social partners can define future training needs. And finally, let me recall once again the invitation of the Director-General to commemorate the centenary of the ILO and to prepare the future of work. This did not fall on deaf ears in Switzerland. On 18 October last year, together with the social partners in Switzerland, we signed a tripartite declaration on the future of work and social partnership in the era of digitalization. This was attended by Director-General Guy Ryder. The national declaration anticipated the main elements contained in the Global Commission's report. Thus by signing the declaration, the tripartite constituents of the world of work renewed their confidence in social partnerships to face tomorrow's challenges. They wished to ensure competitiveness and success for the Swiss economy whilst adapting social and labour conditions to maintain and create decent, highly qualified jobs. The parties who signed the declaration undertook to continue an open, pragmatic tripartite dialogue. Through this national declaration, Switzerland confirms its commitment to international labour standards and the fundamental goals of the ILO, namely social justice, social dialogue and the promotion of decent jobs. And in this spirit, I can confirm Switzerland's full commitment to assist the ILO in its tasks tomorrow. I am referring to risk management, taking up the

opportunities inherent in digitalization, broaching adaptations which derive from digitalization and technological developments in the world of work and in society, and finally making partnerships with multilateral players and the new economic players. I thank you for your attention.

Mr Sandagran Solomon Joseph Pitchay

Worker (Malaysia)

Respected Chairman and delegates, as we celebrate the Centenary International Labour Conference here in Geneva, we have many reasons to celebrate the successes of the International Labour Organization. It is right and proper that we take the time to reflect on our successes. It is also a time where we would need to conduct an honest appraisal of ourselves and ask as to whether we have done enough to achieve the goals of the ILO. What is evident is that we live in a world where a small minority are extremely wealthy and control not just the means of production but also the political and economic system. Whilst some time ago this was confined within national boundaries, it now stretches across the globe and the problem has become more acute. Income and wealth inequality has only grown, dislocating people, growing informal economy, cultures, societies and economies. The reason that this malaise has grown is that we have a system that allows the wealthy and rich to write the rules that enrich themselves further and at the expense of the 99 per cent. For all the advances that we have made globally, there is still widespread global hunger, unemployment, underemployment and the exploitation of the labour class. This cannot be allowed to continue, and the political changes that we are seeing all over the world is telling us that the common people are unhappy and disenfranchised with the status quo. We need global standards of labour to complement and even rival the rules of trade. That way, the benefits of increasing global trade can be enjoyed by all and not just a small minority. The right of workers to be represented by an independent and free trade union has been challenged continuously by the capitalist machinery. This has caused a growing divide within the larger society and can only be corrected if there is a genuine effort by all parties, including governments and employers, to ensure that workers have a right of proper representation by trade union. Many a time, platitudes are exchanged during a conference such as this only for the reality on the ground to be something very different. The time has come where we move towards decent living, and that extends to beyond just a decent wage. It cannot be seen as merely an aspiration but as a basic human right that must be accorded to all human beings. In Malaysia, the social partners will be signing the Decent Work Country Programme tomorrow. Though it is historical and we welcome it, but it is unfortunate that the very organization which preaches about social dialogue did not execute the same when the document was finalized. The programme ought to prioritize the needs of the constituents and of all workers. The emphasis should be on all workers and on integration between migrant and Malaysian workers, not separation and discrimination. Discrimination such as, out of six projects in Malaysia, five involving migrants allocated amount is US\$50million, and one project involving both local and migrant workers the allocated amount is merely around US\$1.5 million. The ILO need to integrate migrant and local workers in Malaysia, not otherwise, and the Office should not compromise its principles over the donors' imposition which may at times be a disadvantage to the workers in Malaysia and the growth of the nation. MTUC is full of praise for the Malaysian Government in embarking on labour law reforms but it must be executed genuinely with the constituents. It is unfortunate that Convention 87 is not ratified as much as MTUC was hoping that the Malaysian Government will ratify it at this Centenary. Nevertheless, MTUC will continue to promote the ratification, and we are confident the Government ratifies the 87 in the very near future. Mr Chairman and delegates, I would conclude here by stating that we need to

work on tangible measures to make a real difference and achieve the goals of the ILO so that the wealth of the world, given by God freely, is equitably shared by all humans. Thank you.

Ms Gabriella Rigg Herzog

Employer (United States)

Thank you, Chair. Director-General, President of the Conference, Conference Vice-Presidents, delegates and colleagues. On behalf of the United States Council for International Business, it is my great honour to address this house as the International Labour Organization celebrates its centenary anniversary. USCIB is a proud member of the International Organisation of Employers, and within that important network we collaborate with employer peers from around the globe to engage meaningfully together here at the ILO. The ILO, founded in 1919, is part of the Treaty of Versailles, which was envisioned as a unique and necessary institution that would bring together the three key tripartite social partners, government, workers and employers, whose cooperation and collaboration would be essential for post-war reconstruction and development. Driven by a desire to return to peace time and growth after war, the ILO's founders believed that universal peace could only come about if it were based on social justice. They understood the importance of creating a permanent organization where tripartite social partners from around the world could jointly discuss, agree, recognize and promote international labour standards. Many milestones have been reached over the last 100 years, and over time the economies of the ILO's member States have drawn closer and have prospered through investment and trade. Nevertheless, as was rightly stated in the ILO's 1944 Declaration of Philadelphia, poverty anywhere constitutes a danger to prosperity everywhere. For that reason, it should be no surprise that the very same topics that were the ones first to be tackled by the ILO standard-setting, including hours of work, health and safety, child labour, social protection systems and training and skills development remain just as relevant for us today as they were when first considered and relevant for us today as we look ahead towards the ILO's next century. The Director-General's Report focuses on the future of work and provides suggestions for responses to the rapid technological changes, greening economies and demographic shifts that are contributing to this transformation in the world of work. Decisive action is needed, and the ILO's tripartite constituents must be part of these important policy dialogues in their own national settings. Particular attention should be paid to issues such as skilling, upskilling, reskilling, establishing inclusive labour markets and narrowing the digital divide. Governments must invest in quality education, and access should be provided for all. We lose out if meaningful efforts are not taken to incorporate all people into our workplaces, and this especially includes women, and it especially includes members of the Lesbian, Gay, Bisexual, Transgender and Intersex community. Education and training will be most effective if it is aligned with the needs of employers and relevant to job opportunities. Lifelong learning opportunities for current workers is also an imperative, especially as skills requirements change over time. Governments must also meaningfully address the informal sector. According to the ILO, more than 60 per cent of the world's employed population are in the informal economy. These workers are more vulnerable to exploitation and unacceptable practices like forced labour or the worst forms of child labour. Bringing workers into the formal economy can bring overall benefits to society, provide enterprises with greater access to finance and increase workers' access to social protection, rights at work and decent working conditions. Chair, social protection system reform will also be critical for the future and should take note of, and align with, new business models and digital technologies. Finally, and fittingly to be noted here at the ILO, we must all continue to respect and value social dialogue and other labour relations systems. As the ILO's founders wisely understood 100 years ago, open and honest tripartite dialogue based on trust and

political will can be an important tool for finding shared solutions and facilitating the implementation of reforms geared towards our shared future. Thank you.

Mr George Mavrikos

World Federation of Trade Unions

Mr Chairman, dear friends, colleagues, ladies and gentlemen. Hundred years since the founding of the ILO have been completed this year, and this is an opportunity to make an objective evaluation from the perspective of the world working class, to draw the true conclusions from the side of the militant trade union movement, to assess the results. We believe that the ILO history is divided into two main periods. From its foundation until 1990 and from 1990 until today. In the first period, it played a positive role in general and often worked as a mechanism of protection of workers' rights. The international correlations benefited and supported the role of the ILO with the positive role of the Soviet Union, of the People's Republic of China, of many other socialist countries and of the Non-Aligned countries movement. Those favourable correlations had an important ally by their side, the militant trade union movement, with the leading role at that time of the World Federation of Trade Unions. They had by their side the great class struggles of all workers. The successes in establishing remarkable achievements, such as collective bargaining agreements, social security, improved salaries and working conditions of the working women, working time, wage increase, progress of democratic and trade union freedoms, was the results of these circumstances. Trade unions were established in every corner of the planet. No matter how much ink is being spilled by modern slanderers, the truth will always shine. Following the 1989-1991 overthrows and the changes that took place, the situation and role of the ILO, as well as of all international organizations, also changed. These days here, in the annual Conference, Ministers, Prime Ministers, arrived, they used big words, empty promises and tried to present a picture of virtual reality. Before 1990, employers did not want to hear about the ILO. Now they consider it their ally and friend. Why? But whatever words some people say, the truth is at the workplaces, where workers suffer from the state violence and authoritarianism, from unemployment and lay-offs, from black labour, from privatizations, from poverty and capitalist barbarity. The truth lies in the Mediterranean, for example in Mediterranean Sea, where mothers and children are being drowned in their efforts of escape imperialist aggressions. This picture is also a result of the role played by the ILO and of the current situation within the leaderships of the trade union movement. From 1960, for example, the blockade against Cuba continues again and again. What did the international organization do? In the Rana Plaza, for example, in Bangladesh on 24 April, 2013, 1,132 girls and women were murdered. What the result from the international organizations? In Colombia over the last three years, 600 trade union militants have been murdered. Who was punished for these crimes? In Chile, for example, the Government undermines with anti-democratic methods the independent functioning of the CAT. What did the responsible office from the regional ILO office? What have the international organizations done to protect the workers of Palestine, Syria, Iraq, Yemen, etc? Finally I will conclude with the next, for example, one very important example. Mr Macron was here and speak from this podium. At the same time, he was attack the protesters who fire 1,000 workers from Centrale à charbon de Gardanne, who also, Minister of Mr Macron Member of Parliament, who his party, Mr Mohamed Laqhila, threatens the close the functioning of the Trade Union Centre of UD CGT 13. Finally, we believe that the picture only by today's workers can and must be changed with the united class-oriented struggles by strengthening the unions at the base, by enhancing trade union democracy. The hope for us lies in our struggles. Thank you very much.