



First sitting

Wednesday, 5 June 2013, 10.10 a.m.

Presidents: Mr de Robien, Chairperson of the Governing Body of the International Labour Office, and Mr Katamine

OPENING OF THE SESSION

Original French: Mr de ROBIEN (Chairperson of the Governing Body of the International Labour Office)

It is my honour and privilege, as Chairperson of the Governing Body of the International Labour Office, to declare open the 102nd Session of the International Labour Conference. I would like to take this opportunity to wish all of you a very warm welcome to Geneva.

ELECTION OF THE PRESIDENT OF THE CONFERENCE

Original French: Mr de ROBIEN (Chairperson of the Governing Body of the International Labour Office)

Our first task is to elect the President of the Conference. I will now call for nominations for the post.

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

On behalf of the Government group of the Conference, I have the honour to present the candidature of His Excellency Professor Nidal Katamine of the Hashemite Kingdom of Jordan for election as President of the 102nd Session of the International Labour Conference.

Professor Nidal Katamine is a distinguished academic and a member of the Jordanian Institute of Civil Engineering. He has also held senior administrative and academic posts at different universities in Jordan, and became Minister of Labour in 2012. He has the unanimous endorsement of the Government group to be elected as President of the Conference.

I have no doubt that Professor Nidal Katamine will unite the three groups in the work of the 102nd Session, and that under his guidance the work of the Conference will be crowned with success. With that, I formally submit his candidature for endorsement by the Conference.

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

On behalf of the Employers' group and as Chairperson of that group, it is an honour and a pleasure for me to support the candidature of Professor Nidal Katamine. He is an academic and a politician with an outstanding curriculum vitae, and that is why the Employers' group enthusiastically supports his candidature.

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

On behalf of the Workers' group, I support this candidature.

Original French: Mr de ROBIEN (Chairperson of the Governing Body of the International Labour Office)

The proposal made by Ambassador Naziri Asl of the Islamic Republic of Iran on behalf of the Government group has been made and duly seconded. In the absence of other proposals, I have the pleasure to declare His Excellency Professor Nidal Katamine, Minister of Labour and Transport of the Hashemite Kingdom of Jordan, President of the 102nd Session of the International Labour Conference. I invite him to come and take the chair.

(Mr Katamine, Minister of Labour and Transport of the Hashemite Kingdom of Jordan, is elected President of the Conference and takes the President's chair.)

PRESIDENTIAL ADDRESS

Original Arabic: The PRESIDENT

My election to the presidency of the 102nd Session of the International Labour Conference is a great honour for me and for my country, the Hashemite Kingdom of Jordan, under the leadership of His Majesty King Abdullah II ibn Al Hussein.

I would like to express my profound gratitude to the Governments of the Asia and Pacific group, which were kind enough to propose and support my candidacy.

My thanks also go to the Government group of the Conference for nominating me to this position and to the Employers' and Workers' groups, as well as the other regional groups, for supporting my candidature.

I would like to thank you all for your trust and confidence in me and in my country. I assure all of you of my commitment to live up to the trust that has been placed in me and shall assume the tasks of the presidency with humility, responsibility and determination.

My country, Jordan, greatly values and appreciates the strong and special relations it has maintained with the ILO for over half a century. We pride ourselves in our strong commitment to the principles of the ILO.

Under the leadership of His Majesty King Abdullah II ibn Al Hussein, political, social and economic

changes and reforms in Jordan are a constant ongoing process. Most recent of these were the creation of a national dialogue committee for the elections, a review of the Constitution to explore possible amendments for the institutionalization of work and pluralistic democratic parliamentary standards, in addition to the acceleration of efforts to abolish all forms of discrimination against women and using dialogue as a mechanism between youth and the State in order to ensure that their voice and views are heard.

I believe it is opportune on this occasion to quote some of the words of His Majesty when he addressed the 91st Session of the International Labour Conference in June 2003. He said: "It is up to us to create a global growth economy, one that will give people the jobs they need to support their families and to improve their lives. There must be safety nets, national and international, that can combat the social and economic imbalances of globalization; real access to the education and technologies that open the doors to tomorrow; and, perhaps most important, justice to show people, especially young people, that ours is a world of fairness and hope."

I am also proud to mention that Her Majesty Queen Rania is a prominent member of a select group of Heads of State and First Ladies who have taken an active role in the ILO's efforts to combat child labour around the world.

This session of the Conference is of particular and exceptional importance. This is the first Conference held by the ILO under the leadership of its new Director-General, Mr Guy Ryder, who was elected on a ticket promoting reform and transparency.

This Conference will be the first to apply the reforms approved by the Governing Body to improve its functioning and procedures and to allow the tripartite constituency to better discharge its governance responsibilities. This year's session is dealing specifically with employment and social protection in the new demographic context, a key issue on which the ILO will need to integrate the outcomes into its work programmes, building on the mandate already provided by the Social Protection Floors Recommendation, 2012 (No. 202), which was adopted last year.

We will hold a plenary sitting on the theme of the World of Work Summit, with the participation of a number of Heads of State and other high-level dignitaries who will address the Conference and use the ILO forum to put forward their ideas and express their opinions on major subjects of concern to the tripartite constituents in countries throughout the world.

Last, but by no means least, we have the Report of the Director-General entitled: *Towards the ILO centenary: Realities, renewal and tripartite commitment*. I would like to thank the Director-General for his Report, and to pay tribute to him for providing our esteemed Conference with a document that provides the tripartite constituents with key elements to set out a roadmap for the ILO's future action and objectives.

This session has before it the Programme and Budget proposals for 2014–15. In this regard I wish to quote the words of the Director-General in the introduction to his Report: "The ... proposals for 2014–15 ... build on the reform and establish clear priorities around which the Organization can concentrate its efforts and better service constituents." Accordingly, I hope we will have a positive and

constructive discussion on this subject, as was the case at the last session of the Governing Body.

At this juncture, I deem it my duty and obligation to appeal to the tripartite constituents to exert every possible effort to resolve the existing controversy relating to the Committee of Experts on the Application of Conventions and Recommendations. We need to find a solution to the existing problems as soon as possible through constructive dialogue.

I would also like to draw the attention to the Appendix to the Report of the Director-General on the situation of workers of the occupied Arab territories. I believe the honourable delegates would be interested in its content.

The economic and financial crisis that hit the world in 2008 and the tragedy of mass unemployment it has created in many countries highlighted the relevance of the ILO and its vital socio-economic role globally. In the words of the Director-General, "what really matters in practice is the direction that society takes with respect to social justice and, for our specific purposes, the contribution of the ILO to that dynamic throughout the world of work".

The success of this highly important session depends on each and every one of us through our commitment to work together to uphold the principles of the ILO and, in particular, its unique characteristic and driving force, that of tripartism.

Lastly, I wish to reiterate my thanks for the honour you have bestowed upon me and my country by entrusting me with the presidency of the International Labour Conference.

COMPOSITION OF THE CREDENTIALS COMMITTEE

The PRESIDENT

The Conference is called upon, in article 5 of the Standing Orders, to establish a Credentials Committee. Therefore, I turn to the Clerk to read out the names of those nominated by the groups for this body.

Original Spanish: The CLERK OF THE CONFERENCE

The nominations for the Credentials Committee are as follows: for the Government group, Mr Palai (*Botswana*); for the Employers' group, Mr Potter (*United States*); and for the Workers' group, Mr Veyrier (*France*).

The PRESIDENT

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

(The proposals are approved.)

ELECTION OF THE VICE-PRESIDENTS OF THE CONFERENCE

The PRESIDENT

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

Original Spanish: The CLERK OF THE CONFERENCE

The nominations to the posts of Vice-Presidents of the Conference are as follows: for the Government group, Mr Paulauskas (*Lithuania*); for the Employers' group, Mr Rahman (*Bangladesh*); and

for the Workers' group, Ms Familia (*Dominican Republic*).

The PRESIDENT

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

(The proposals are approved.)

NOMINATION OF THE OFFICERS OF THE GROUPS

The PRESIDENT

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

Original Spanish: The CLERK OF THE CONFERENCE

The groups have chosen their Officers as follows:

Government group:

Chairperson:

Ms Farani Azevêdo (*Brazil*)

Employers' group:

Chairperson:

Mr Funes de Rioja (*Argentina*)

Vice-Chairpersons:

Ms Goldberg (*United States*)

Ms Hornung-Draus (*Germany*)

Mr Matsui (*Japan*)

Mr Villegas (*Colombia*)

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

Secretary:

Mr Wilton (*International Organisation of Employers*)

Workers' group:

Chairperson:

Mr Cortebeek (*Belgium*)

Vice-Chairpersons:

Mr Atwoli (*Kenya*)

Ms Byers (*Canada*)

Ms Kelly (*New Zealand*)

Mr Shmakov (*Russian Federation*)

Secretary:

Ms Gonzalez (*International Trade Union Confederation*)

In addition to the Chairperson and Vice-Chairpersons, the Officers of the Workers' group are as follows: Mr Abdulla (*Bahrain*); Mr Ahmed Abd-Eaziz (*Sudan*); Mr Anthony (*Fiji*); Mr Awan (*Pakistan*); Ms Flerez (*Colombia*); Mr Guiro (*Senegal*); Ms Thapper (*Sweden*); and Ms Lynch (*Ireland*).

CONSTITUTION AND COMPOSITION OF THE CONFERENCE COMMITTEES

The PRESIDENT

The next agenda item concerns the constitution of standing committees and committees to consider items on the agenda of the Conference. The Conference may wish to establish the following committees: the Selection Committee; the Finance Committee of Government Representatives; the Committee on the Application of Standards; the Committee on the New Demographic Context; the Committee on Sustainable Development; and the Committee for the Recurrent Discussion on Social Dialogue.

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

(The proposals are approved.)

COMPOSITION OF THE SELECTION COMMITTEE

The PRESIDENT

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

Original Spanish: The CLERK OF THE CONFERENCE

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

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

The 14 regular Employer members are: Mr Allam (*Egypt*); Mr Ferrer Dufol (*Spain*); Mr Frimpong (*Ghana*); Mr Funes de Rioja (*Argentina*); Mr Furlan (*Brazil*); Ms Goldberg (*United States*); Mr Julien (*France*); Mr Mackay (*New Zealand*); Mr Matsui (*Japan*); Mr Mattar (*United Arab Emirates*); Mr Modi (*India*); Ms Päärendson (*Estonia*); Mr Savané (*Guinea*); Mr Yuma Mulimbi (*Democratic Republic of the Congo*).

The 14 deputy Employer members are: Mr Al-rayes (*Bahrain*); Mr Conzemius (*Germany*); Mr Diallo (*Côte d'Ivoire*); Mr Echavarría Saldarriaga (*Colombia*); Mr Liu (*China*); Mr Mdwaba (*South Africa*); Mr Megateli (*Algeria*); Ms Moskvina (*Russian Federation*); Ms Mugo (*Kenya*); Ms Muñoz (*Bolivarian Republic of Venezuela*); Mr Rahman (*Bangladesh*); Ms Regenbogen (*Canada*); Mr de Regil Gómez (*Mexico*); and Ms Lambert (*Australia*).

The 14 Worker members are: Mr Abdulla (*Bahrain*); Mr Ahmed Abd-Eaziz (*Sudan*); Mr Anthony (*Fiji*); Mr Atwoli (*Kenya*); Mr Awan (*Pakistan*); Ms Byers (*Canada*); Mr Cortebeek (*Belgium*); Ms Familia (*Dominican Republic*); Ms Flerez (*Colombia*); Mr Guiro (*Senegal*); Ms Kelly (*New Zealand*); Ms Lynch (*Ireland*); Mr Shmakov (*Russian Federation*); and Ms Thapper (*Sweden*).

The deputy Worker members are: Mr Leemans (*Belgium*); Ms Del Rio (*Italy*); Mr Martínez (*Argentina*); and Ms Fox (*United States*).

ADDITIONAL AGENDA ITEM

The PRESIDENT

The next item on our agenda concerns an additional item placed on the agenda of this 102nd Session of the Conference by the Governing Body this March: Further review of remaining measures previously adopted by the Conference under article 33 of the ILO Constitution to secure compliance by Myanmar with the recommendations of the Commission of Inquiry.

At its session last year, the Conference adopted a resolution concerning the measures on the subject of Myanmar adopted under article 33 of the ILO Constitution.

The Governing Body, in light of the 2012 Conference resolution, recommended that the 102nd Session of the Conference should suspend, on its opening day, the measure set out in paragraph 1(a) of its resolution of 2000, that is the decision to discuss the question of the implementation of the Commission of Inquiry's recommendations and of the application of the Forced Labour Convention, 1930 (No. 29), by Myanmar at sessions of the Conference, at a sitting of the Committee on the Application of Standards specially set aside for the purpose. At the same time, the Governing Body recommended that the discussion on the remaining measures adopted under article 33 of the ILO Constitution, as found in paragraph 1(a) and (b) of the resolution that the Conference adopted on Myanmar in 2000, be discussed by the Selection Committee. More detailed information on these proposals can be found in *Provisional Record* No. 2-1, which was made available a few weeks ago.

May I take it that the Conference approves the proposal to suspend the application of the measures set out in paragraph 1(a) of its resolution of 2000 at this session of the Conference?

(The proposal is approved.)

May I also take it that the Conference approves the proposal to entrust the Selection Committee with the task of considering the agenda item: Further review of remaining measures previously adopted by the Conference under article 33 of the ILO Constitution to secure compliance by Myanmar with recommendations of the Commission of Inquiry? The Selection Committee will report on its deliberations to the Conference at a future sitting. If there are no objections, may I take it that the Conference approves this proposal regarding item VII on its agenda?

(The proposal is approved.)

The Director-General's Report prepared with a view to assisting the Conference's consideration of this item on the agenda is contained in *Provisional Record* No. 2-2.

PROPOSALS CONCERNING THE PUBLICATION OF THE *PROVISIONAL RECORD* AT THE 102ND SESSION OF THE CONFERENCE

The PRESIDENT

At its 317th Session, the Governing Body decided to propose to the present session of the Conference that it defer, on a trial basis and subject to necessary derogations of its Standing Orders, the translation and production of the *Provisional Record* of speeches made during the plenary discussion of the Reports of the Chairperson of the Governing Body and of the Director-General (agenda item I) until after the Conference. All other interventions in the plenary, including those by high-level guests, and reports on the proceedings of the Conference, will continue to be produced in writing in English, French and Spanish as usual. The Office has taken steps to ensure that fast access to a record of all that is said in plenary is made available to delegates who require such access – for example should a delegate

wish to reply to a statement made by another delegate and thus require rapid access to a written text of the intervention in question.

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

Original Spanish: The CLERK OF THE CONFERENCE

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

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

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

The *Provisional Record* of speeches will be posted on the website on 22 July 2013. Delegates who wish to have corrections made to the printed text of their speeches must communicate these corrections in writing to the International Labour Office (Conference Record Service) by 5 August 2013. The final *Record of Proceedings* will be produced by September as usual. This requires the suspension of the relevant deadline in article 23, paragraph 3, of the Standing Orders.

Once again, subject to the decision of the Conference, all these details will be set out clearly in the *Daily Bulletin*.

SUSPENSION OF CERTAIN PROVISIONS OF THE STANDING ORDERS OF THE CONFERENCE

The PRESIDENT

The next agenda item concerns further suspensions of certain provisions of the Standing Orders of the Conference. As I mentioned earlier, under article 76 of the Standing Orders, the Conference cannot take a decision to suspend a provision of the Standing Orders until the sitting following that at which the proposal was made. Given that the next plenary sitting is scheduled for 12 June, we need to hold two consecutive plenary sittings today. In this first sitting, we shall propose the suspension of certain provisions of the Standing Orders. We shall then close the sitting and, after a very brief interval, open a second plenary sitting at which the Conference will take a decision on the proposed suspensions.

The purpose of these suspensions, which are recommended by myself and by my fellow Officers, is to accommodate the various changes that are pro-

posed to the format of the Conference to improve its functioning. Some of the suspensions relate to the work in plenary, and others to the work of the Committees.

If you will bear with me, I shall enumerate the provisions presented for suspension by the Conference, as follows:

- for the consideration of the Programme and Budget proposals for 2014–15, article 11bis in order to allow the Finance Committee of Government Representatives to consider and approve the programme and budget without a preliminary debate in the plenary;
- for the ILO World of Work Summit, which, as you are aware, is to be held on Monday, 17 June, to the extent necessary to enable interventions of Heads of State and Government, Prime Ministers and Vice-Presidents, and panel-style sessions, it is proposed to suspend: the limitation concerning the number of statements by each member State in plenary and, to that extent, article 12, paragraph 3; the provisions regarding time limits of speeches and, to that extent, article 14, paragraph 6; the sequence in which the speakers are given the floor, in order

to facilitate an exchange of views and, to that extent, the provisions of article 14, paragraph 2; and the rules on moving the closure of the discussion provided in article 16.

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

Given the importance of the discussion on Myanmar in the Selection Committee, it is proposed that in addition to the members of the Committee, any delegate from other delegations can be given the floor to participate in the discussion. It is therefore proposed to suspend the relevant part of article 55, paragraph 2(a), to allow the application of article 56, paragraph 6, for this discussion in the Selection Committee.

May I take it that the Conference accepts these proposals for approval at its next plenary sitting?

(The proposals are accepted.)

(The Conference adjourned at 11 a.m.)

Second sitting

Wednesday, 5 June 2013, 11 a.m.

President: Mr Katamine

SUSPENSION OF CERTAIN PROVISIONS OF THE STANDING ORDERS OF THE CONFERENCE

The PRESIDENT

We shall now take up the proposals to suspend certain provisions of the Standing Orders of the Conference presented at the first sitting. If there are no objections, may I take it that these proposals are approved?

(The proposals are approved.)

DELEGATION OF AUTHORITY TO THE OFFICERS OF THE CONFERENCE

The PRESIDENT

We shall now deal with the question of the delegation of authority to the Officers of the Conference. As you are aware, the Conference will not meet again in plenary until Wednesday, 12 June. Therefore, if the Conference so agrees, the daily tasks relating to the organization of the Conference during the intervening period will be carried out by its Officers. I now call on the Clerk of the Conference to read out the delegation of authority.

Original Spanish: The CLERK OF THE CONFERENCE

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

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

The PRESIDENT

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

(The delegation of authority is accepted.)

PRESENTATION OF THE REPORT OF THE DIRECTOR-GENERAL

The PRESIDENT

With these necessary administrative and procedural tasks behind us, we can move on to questions of substance. It is therefore my honour to call on the

Director-General of the International Labour Office, Mr Guy Ryder, to present his vision and perspective of the work to be achieved by this session of the Conference, and also to present his Report to the Conference, *Towards the ILO centenary: Realities, renewal and tripartite commitment*.

The SECRETARY-GENERAL OF THE CONFERENCE

Allow me to add my words of very warm welcome to you all and to this 102nd Session of the International Labour Conference.

Let me also congratulate the President on his election. With that election, the Conference has placed itself in very good hands and my colleagues in the Office and I will exert all of our efforts to facilitate his work and the participation of all actors to ensure the success of our work.

Indeed, reaching together for success is all the more important – our common responsibility – because we have an agenda for our Conference that meets the criteria of relevance, topicality and impact that we insist on for our work.

We will be discussing issues at the Conference which truly matter.

Transiting to a low carbon economy as the motor of a sustainable development path is, and will remain, a central challenge for the world of work and for the ILO. It must find its place as an integral part of a decent work objective in the post-2015 development agenda.

And as we move ahead with the task of rolling out social protection floors across our member States, we need to examine now the impact of demographics on the future of our protection systems and on jobs.

Equally, with social dialogue at a premium to manage change and to find ways forward from crisis, our recurrent discussion this year must help define how the ILO can better serve its constituents and at the same time refine and advance the value that our Organization can and must extract from follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization.

These, the technical matters on our agenda, are matters that it is worth your time coming to Geneva and to the ILO to discuss. We also look forward to hearing from a number of very high-level guests and Heads of State and Government over the course of the Conference.

Let me say also: my Report on the conditions of workers of the occupied Arab territories points to a situation of continuing international concern which it is the responsibility of the ILO in accordance with

its mandate to address practically and constructively.

It is also my privilege now to present to the Conference my first Report as Director-General. It is entitled *Towards the ILO centenary: Realities, renewal and tripartite commitment*. The Report seeks to add value to our work and to engage delegates in substantive debate, which can and should have real consequences for the future of the ILO. In it, I have sought to place before you issues which, while sometimes difficult or even controversial, are better addressed than ignored. I have sought to make it concise, clear and accessible. There are challenges in it to which I invite you to respond, an appeal for guidance which I ask you to provide.

We know that the ILO stands today six years from its centenary. A quite distant horizon, but one which should encourage us to examine now the major drivers transforming the world of work. They will define the challenges that the ILO must address in the years ahead. We know already that the ILO will be called upon to pursue its mandate for social justice in radically changed circumstances. That we know. But we have only begun to consider together precisely what those circumstances consist of, and what their implications for us really are.

As we meet in Conference, the ILO is some nine months into a process of reform which responds to the clearly expressed demands of constituents during the process of electing a new Director-General, a process of reform that is designed to equip the Organization better to respond effectively to their demands of it. That process will produce an ILO which will be a centre of excellence in research and policy analysis, a provider of quality services to all of you and an ILO giving the best value for money. From increased relevance, usefulness and proximity to those it must serve, the ILO will gain in influence at the national level and in the international arena.

These are no small challenges. But there are, nonetheless, real limits to the scope of the reform process as it has been defined and as it is being implemented. I should be clear that we are advancing well with the reform. Indeed, the fact that the Governing Body in March was ready to recommend to this Conference a “zero real growth” programme and budget in these times of serious financial constraints for many countries was, I believe, a vote of confidence in the reform. At the same time, it is a reminder to me and my colleagues of our responsibilities to carry it forward to a successful completion. I hope the Conference will echo those sentiments by adopting the programme and budget proposals before it.

With all of the importance that it has, the reform is a static process. Static in the sense that it is aimed at putting the ILO in a position to do its job better in the conditions that exist today. That is necessary, but it is not enough. We need also to understand the dynamics of change in the world of work and to get to grips with rapidly evolving realities that will necessarily set any relevant agenda for the ILO’s future.

The mega drivers of demography and technology, the new processes of rebalancing a global economy still recovering hesitantly, unevenly or not at all from a half decade of crisis, the transformation of the nature and location of production systems, the new contours of poverty and prosperity around the world and the alarming levels and growth of inequality in and between our societies are all acting

and interacting on the world of work, transforming it more quickly and more deeply than ever before in the history of our Organization. And these pose questions for the achievement of the Decent Work Agenda, questions which, frankly, we are still not adequately equipped to answer. And the most important question, the one asked everywhere, the one asked with growing urgency and sometimes with alarm is “where are the jobs coming from?” It is most frequently a question addressed to the situation of our young people. I wonder if there is anybody in the room for whom this is not the key issue.

In the proposals made at the end of my Report to the Conference for a series of ILO centenary initiatives, I try to point to some avenues for a forward-looking, strategic response that, combined with ongoing reform in the Organization, would help the ILO get to its centenary renewed, in phase with what is really happening to people at work and in a position to make a difference to it in the ways that are required by our mandate.

The initiatives which I have tabled for your comments differ in character. The governance initiative would continue the start made with the reform – successful in my judgement – of the Governing Body. And that means completion of the reform process of this Conference and includes Regional Meetings as well. It also includes an evaluation of the impact of the 2008 Social Justice Declaration which is mandated in its follow-up provisions, together with implementation of findings.

Similarly, the standards initiative that I suggest would involve the completion of tasks which the ILO has already set itself but which we are still struggling to advance with. As our Conference gets started, what is most on the minds of many of us here is getting an agreed list of cases for the Committee on the Application of Standards. Let me tell you, it is on my mind as well. But with the goodwill and effort of all concerned I feel sure that we will have that list and that the Committee will be able to do its work as we would all wish.

That would be good news for our Conference, but it will not, and it must not, distract us from the underlying and crucial tasks of consolidating full tripartite consensus and support for our supervisory system – something that the ILO simply cannot do without – and, also, of establishing and operating a standards review mechanism whose mandate it will be to update and enhance the relevance of our body of international labour standards. This is a fundamental challenge to each and every one of us.

And although those tasks are easily stated, it will take considerable and political and technical effort to achieve them. Yet achieve them we must. They will weigh very heavily on the credibility and the authority of the ILO as it heads into its second century of activity.

A third initiative, which I know from past exchanges can raise concerns but which I am entirely convinced is crucial to the ILO’s relevance and effectiveness in the future, relates to ILO engagements with enterprises. It seems to me a little less than self-evident, but not much, that an Organization that needs to connect better with the realities of modern business and respond better to business needs and realities should be making efforts to engage directly with enterprises. I have been left in absolutely no doubt that there is considerable interest from enterprises in bringing this about.

But it is my impression that obstacles to progress in this area arise from worries, which are understandable, that engagement with enterprises may undermine established, necessary and valued representational functions in our Organization and that they may be insufficiently clearly aligned with ILO objectives. Now, if that is the case, the challenge is and will be to define the terms and the goals of engagement. There seems little reason to me why we should not be able to do that and very considerable gains are to be had from doing it. Frankly, we come to this task very late and we should not delay further in setting about it.

There are three further initiatives proposed, which in contrast to those that I have just referred to go directly to specific policy issues which, I want to suggest to you, are so fundamental to the future of work that they merit your particular attention and our combined tripartite commitment.

The green initiative would insert the ILO strategically in the international community's quest for action to do nothing less than ensure the long-term future of our planet. Whether we like it or not in this room, production and consumption systems are crucial determinants of environmental sustainability and the world of work is going to have to make unprecedented efforts to reconcile its future with that of the planet. And the ILO needs to be centre stage in that historic process of transition, the proposed initiative can help put us just there.

In similar terms, the end to poverty initiative will not only allow the ILO to play, as I believe it must, its fullest role in the emerging global commitment to put an end to extreme poverty in the world by 2030, but also, with echoes of our Constitution, to eliminate the danger that poverty anywhere constitutes to prosperity everywhere and so conclude with victory one battle in our unrelenting war on want. We have the mandate to do that. We have the opportunity to do it, in the post-2015 development agenda. What further invitation could we possibly require?

And the women at work initiative would provide us with corresponding opportunity to build on the ILO's excellent record, I believe, of advocacy and achievement on gender issues, to launch a new stage of our work, focusing sharply and practically on the place and conditions of women in the world of work and the policies that really make a difference in correcting persisting and profound disadvantage. This is necessary for social policy and good economic policy and let me say that I feel sure that many of us here who attended the recent European Regional Meeting of the ILO in Oslo were struck, as I was, by Prime Minister Stoltenberg's remark that Norway's prosperity today owes more to the integration of women into its labour force than it does to all of its fossil fuel riches. So, by our initiative, we can help unleash this potential. It is a potential that exists in every one of our societies, and, at the same time, live up to our obligations for, and towards, equality.

I hope that you will consider these ideas and that you will provide your guidance on them frankly and substantively. This debate should be, if it is to have value, one which brings consequences for the ILO, for your countries and for the world of work. If the approach outlined in my Report were to find favour with you, then I believe that we should come together in a seventh and final initiative which, under the title of the "future of work initiative", would

involve the establishment of a high-level advisory panel on the future of work, which would draw up a report for discussion at our centenary Conference in 2019. Let us combine history with utility.

Of course, such initiatives as that one need to be used sparingly. They should be prepared well, and their purpose defined with care and with precision. We are in a position to do all of that and to draw from the exercise results of the quality and the visibility appropriate to such a historic occasion.

Let me say in conclusion that I came to the post of Director-General with real ambition for the future of the ILO and genuine optimism for its future as well. The fact that conditions of crisis do prevail in much of the world of work does not mean that those sentiments of optimism and ambition are misplaced, any more than the dynamism in other parts provide automatic justification of them.

The real point is a different point. The real point is that here at the ILO we have the mandate. We have the right actors – you – and we are equipping ourselves with the means to make the world of work a better, more humane, kinder and fairer one, in which all have a place, where all can have equal opportunity to realize their potential, where the rights of all are protected and respected and the basis of a decent life provided. We can all work for this, and, if we do work for it, we can achieve it.

But, as the ILO's fifth Director-General, David Morse, reminded us decades ago, and I quote, "the ILO can only be as effective an instrument for progress as its member States and its other constituents want it to be". So I conclude, logically, with the hope – and the conviction – that your ambition, your enthusiasm for the ILO, will be the same as my own. Without that tripartite commitment, we will not get as far as we should. But with it, we can look forward to our centenary and well beyond with the confidence and the vision of the ILO that the world needs.

The PRESIDENT

Thank you, Director-General, for that very clear overview of the work before us, and for the presentation of your Report, which will certainly provide us with very useful guidance.

**PRESENTATION OF THE REPORT OF THE
CHAIRPERSON OF THE GOVERNING BODY**

The PRESIDENT

The first item on the agenda of our Conference is the discussion of the Reports of the Chairperson of the Governing Body and of the Director-General. It is now my honour to call on the Chairperson of the Governing Body for 2012–13, Mr Gilles de Robien, to ask him to present his report on the activities of the Governing Body for the period of his tenure, which is contained in *Provisional Record* No. 1.

Original French: Mr de ROBIEN (Chairperson of the Governing Body of the International Labour Office)

I think it was Frederick II who said "His Majesty King Chance does three-quarters of the business". Assuming that you believe in chance; some might call it coincidence or conjunction and others destiny or providence. Whichever it is, His Majesty King Chance has done well, as I have had not only the good fortune, but also the pleasure, to chair the Governing Body in what has been a very special

year, the first year of the term of office of the new Director-General, Guy Ryder.

In a way, we have served our apprenticeships together. What is more, I feel that we fairly quickly – and I would say almost naturally – found a way of working together in a spirit of mutual confidence and even complicity. We soon realized that we usually always agreed on fundamental issues; and this is not purely by chance.

As I have the unfortunate habit of saying what I think, I would also like to tell you something that others might not dare to say, which is important for you to know, especially those of you who do not come to the ILO in Geneva every day.

The Director-General has succeeded in instilling an attitude, an atmosphere of respect and courtesy that has made itself felt among staff and among others as well, which is in itself a step forward and gives reason for hope.

That is why I can affirm that, on 28 May 2012, the Governing Body chose well in electing Guy Ryder as Director-General. I would like to hope that the same Governing Body does not have too many regrets about having chosen me to be its Chairperson for this exceptional year.

In all seriousness, I think it is absolutely essential, if our Organization is to perform to its full potential, for the Director-General and the Chairperson of the Governing Body to be more than a chance partnership, but a real duo, a real team in which both partners fully assume their responsibilities. Our Organization has everything to gain by strengthening the role of the Governing Body.

As essential as it may be, there is more to it than the Director-General–Chairperson of the Governing Body duo. There is a real quartet – and I am not talking about chamber music – with the two Officers of the Governing Body. Because the Chairperson of the Governing Body does not work alone, but in constant liaison with both the Employer and the Worker Vice-Chairpersons.

Again, I have been fortunate to work with some outstanding individuals – each member of the Governing Body, as well as a real team of colleagues who have become friends: Luc Cortebecq and Daniel Funes de Rioja.

I must not forget the fifth musician with whom we form, on some occasions, a quintet, namely the distinguished Chairperson of the Government group, Ambassador Maria Farani Azevêdo. I would like to convey to all of them my sincere gratitude. It goes without saying that my thanks extend also to the secretariat and to all those who work in the orchestra pit, making sure that we have the means to do our work in the best possible conditions.

Without wishing to belabour the musical metaphor, it goes without saying that you expect us to properly set to music the tasks that you entrust to the Governing Body.

I will mention the key issues of the year, which, in many ways, was not an easy one; it was a difficult year but an exciting one – firstly because critical periods, periods of transition, are never a matter of routine, as transition is a challenge; secondly, because it was a budget year; and lastly because we found ourselves in a somewhat unprecedented situation following the crisis that arose in June last year in the Committee on the Application of Standards.

I will begin with the last point, which is a first challenge: the standards crisis. You will recall that at the 2012 session of the Conference, you entrusted

the Governing Body with the task of taking appropriate measures to seek to resolve this crisis. The Governing Body then asked its Chairperson and two Vice-Chairpersons to hold informal tripartite consultations to that end.

That task has been accomplished. Serious in-depth consultations were held on 19 September 2012 and on 19 and 20 February 2013 in Geneva. Without going into the details, which you will find in the documents of the November and March sessions, and in my more detailed report to this Conference, I think I can say that these consultations were useful, beneficial and promising, first of all because dialogue – the very essence of the ILO approach – is never useless. As long as we are talking, we have every chance of success. The bond between the social partners, despite having been frankly weakened by the crisis, has been maintained. Moreover, for the first time, we had the opportunity to listen to and exchange views with a delegation from the Committee of Experts. They told us about their work, their methods and sometimes the constraints they faced.

These consultations also gave everyone an opportunity to clear the air and to explain and share their concerns, until at last some common ground was found – not without difficulty, not without hesitation, and a certain amount of to-ing and fro-ing, but still the common ground was found, through trust and an eye to the common interest, that is to say, in the long term, the interest of the ILO. And ultimately because these consultations helped restore the “normal” procedure of the Committee on the Application of Standards as of this session, based on a list developed by the social partners. The social partners were committed to that, and we have no doubt that they will keep their word.

Of course, and this is a good thing, dialogue is still ongoing in various forms, as we are all aware that there is still some way to go until we agree on lasting solutions in the longer term to ensure a sound supervisory system, which is nothing less than the pulsing heart of our Organization. I have no doubt that a solution will be found. The supervisory system will emerge all the stronger. Our Organization will have grown as a result and will have even greater legitimacy. That is all I will say about standards.

The second challenge relates to the budget. This past year was also the one where the Governing Body agreed in March on the content and amount of the programme and budget for the next biennium. This is the proposal that has been submitted to the Conference for approval in the coming days. Again, it was an important step for the ILO, for its new Director-General, who has engaged the ILO in a number of long-term reforms. His excellent Report attests to this.

The Director-General has kept the Officers and the Governing Body regularly informed of his plans and the progress made. It goes without saying, under the circumstances, just how timely the budget discussions were for the Director-General, whose proposals received the unequivocal support of the Governing Body. This, again, is a vote of confidence in his projects, in his efforts to refocus the Office’s priorities and to strengthen its means. This is another challenge we face in this year of transition.

There is one aspect I would like to mention here, to which most if not all of us here attach a great deal

of importance, and that is the redeployment of resources proposed to the Governing Body in order to establish a real centre of research, analysis and expertise within the ILO, which I see as very promising for the future.

This is how we will build the ILO of tomorrow, an ILO with real intellectual clout, that is respected, that is heard, that is credible, and that is more effective with regard to its constituents. We are on track to meet that third challenge.

Now, I am aware that this overview may seem very far from people's day-to-day concerns. That is certainly not my intention, and it would mean failing in our mission. Each member of our Governing Body is acutely aware of the context, a tragic context at times, in which we work. I am referring to the crisis, or rather crises, which continue to have a devastating impact on countries, despite the efforts made by so many governments, social partners and international bodies to remedy the situation. We have not yet found the way out, the antidote.

Apart from social protection issues – and, thank goodness, there has been some progress on that front in the world – I am thinking particularly of the employment situation, youth unemployment, which is reaching alarming proportions. Some 201 million people are unemployed throughout the world – per cent of the economically active population, and that is only an average. Estimates put that figure at 205 million by 2014, and 208 million by 2015. As for young people, almost 75 million are unemployed today. These are not just figures – we are talking about individual human situations, or rather inhuman situations. These issues come up again and again in the course of discussions in the Governing Body and statements by the Director-General, here and everywhere in the world.

During this important year as Chairperson, I was fortunate to participate in two important conferences on these issues. Firstly the excellent Conference held in Moscow, at the invitation of the Russian Federation, last December. Then, in April this year, there was the European Regional Meeting in Oslo – in my view one of the best Regional Meetings I have ever attended, not because it was in Europe, but because it was innovative in terms of interactive debate and the conclusions adopted, both in their form and their substance. The Oslo Declaration, short and to the point, is one that I would encourage you to read again to find inspiration for the future. It is a foretaste of more realistic activities that are closer to the real economy, and it formulates specific recommendations.

But problems remain. The ILO has an enormous amount to do. The challenges are huge. In his Report to the Conference, the Director-General aptly quotes an extract from a speech delivered in Oslo by David Morse, Director-General of the ILO from 1948 to 1970, when he accepted the Nobel Peace Prize awarded to the ILO in 1969, warning of “dangerous explosives” that still remained “in the hidden depths of the community – the national community and the world community”.

Well, 45 years later, the explosives are still there. It is my hope, dear colleagues, that together we will succeed in defusing at least one or two of these explosives during this Conference, to make the world a more human place, as the Director-General said. That in itself would be a grand achievement, and that is my wish for this Conference as I present my report for your consideration.

The PRESIDENT

Many thanks, Mr de Robien, for this presentation. Your report and your words have shown the very impressive extent of the work undertaken by the Governing Body during your time as Chairperson.

In that connection, may I just take a few moments to express gratitude to you in my role as President of the 102nd Session of the International Labour Conference and on behalf of my fellow Officers of the Conference itself.

Your presence on the Governing Body of the Office over the past years, your role as a previous President of the Conference and, naturally, the very strong impact that you have made on the Organization as the Chairperson of the Governing Body all bear witness to your profound dedication to the values and principles of the ILO.

You deserve the sincere thanks of the tripartite delegations present in this room today.

REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION

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

First of all, I would like to say that at the appropriate time, we will comment, in general terms and in particular, on the Report of the Director-General which he has introduced today. I think this is a key element, a very important contribution, which opens a frame for dialogue – a very constructive dialogue – among ourselves, even with differences, points of view that we need to discuss, to build consensus, bearing in mind that this Conference needs to guide the Governing Body and the Office.

(The speaker continues in French.)

I would also like to thank Mr Gilles de Robien, Chairperson of the Governing Body, as the President of the Conference himself has so aptly done, for his experience, for his spirit of dialogue during all these years on the Governing Body and also as President of the Conference. He is not only an excellent professional but also – as he said – a friend. I feel that personally, just as I value the contribution of my colleague and friend, Mr Luc Cortebecq, who has an excellent capacity for dialogue to resolve conflicts. It is natural to have conflicts and differences of opinion, but it is also essential to build dialogue, and he has borne witness to this today.

(The speaker continues in English.)

Let me turn to the issues that we need to address now. The Conference has to adopt the Programme and Budget for 2014–15 and it provides us with a significant opportunity to make some comments and contributions. It is essential in this debate to increase the added value of the ILO, to make it more relevant to its constituents and to ensure that it achieves more impact in the real world of work.

The programme and budget proposals of the Office, which were extensively discussed in the last Governing Body sessions in November and March, are a fresh start. The Employers appreciate the reforms set out in the proposals and support the intention to focus the work of the Organization on key areas of critical importance in order to increase its impact, especially in the light of the global em-

ployment crisis. However, we believe that the Office should focus in its work on employment more on an enabling environment for job creation. It is enterprises and free initiative which create jobs. The Office has to reflect this much more in its work by promoting an environment friendly to free initiative to create companies to employ as many people and as quickly as possible. I often say, if you want decent work, you need to have decent companies, sustainable companies. That is our message.

The Employers also strongly support the goal to increase cooperation between departments and to dismantle the silos within the Office through the key areas of critical importance. Much will depend in this regard on the concrete implementation of the programme and budget and the workplans for the areas of critical importance. The workplans must now ensure that this really happens and we Employers are ready to cooperate with the Director-General on this.

The Employers acknowledge that the ambition to take a new approach in the programme and budget is constrained through the need to implement the provisions of the current Strategic Policy Framework. We have discussed on many occasions the weakness of the current Strategic Policy Framework. We appreciate very much the Office's intention to start work on the next Strategic Policy Framework already at the October session of the Governing Body.

We welcome the announcement that the Office will introduce more detailed reporting on the achievement of expected results under each of the 19 outcomes. This announced additional information will give the constituents the possibility to better assess ILO action and its impact on the ground – and the impact on the ground is essential for the future of this Organization and the relevance of its outcomes.

Let me say also here that the Employers very much support the reform process regarding the governance of the Organization and internal management in the Office. We have started with the reform of the Governing Body. We have put in place part of the reform for the Conference, but we need to do more concretely at the level of the reform of the Conference, and to do it by consensus. Consensus building is essential in this tripartite house. We are very impressed by the reform activities which have already been undertaken so far by the Office. The Employers strongly encourage the Director-General to continue his work in this regard and wish him the best of luck and support.

To conclude, we support the programme and budget proposals and we are committed to closely cooperating with the Office and the new leadership in the implementation of this programme and budget. We want to have full success for the programme and budget and also for the Organization. We need the capacity to do so. Capacity building of the Organization is essential, but at the same time, capacity building of the social partners is crucial to ensure proper implementation in a tripartite manner.

We know that during this Conference we will face, as usual, problems, differences, some conflicts, tensions, but on the other hand we have common challenges that we need to face together. We strongly believe in this tripartite Organization and in this Conference. We are absolutely sure that at the end of the Conference, we will have results, positive results that can further our common objec-

tives. What is clear is that we Employers want to see private sector investment, business creation and, of course, we want to see jobs, jobs and more jobs.

Mr CORTEBEECK (*Worker Vice-Chairperson of the Governing Body of the International Labour Office*)

I would like to take this opportunity to thank the Chairperson of the Governing Body, Mr de Robien, and my colleague, Mr Funes de Rioja, for their excellent cooperation.

It is a pleasure to address this august assembly on behalf of the Workers' group. Let me start by congratulating the President and the three Vice-Presidents for their election and also the Director-General, Secretary-General of the Conference, for this first Conference in his new role.

As tripartite actors of the world of work, we gather in Geneva for this 102nd Session of the International Labour Conference under the motto of "Building a future with decent work". A goal to which we are fully committed, but that regrettably remains a distant dream for millions of workers and their families around the world.

As we approach the ILO centenary and acknowledge the many achievements of the ILO since its creation in 1919, we must look at the present and the future and recognize that the commendable goals enshrined in the 1944 Declaration of Philadelphia, and more recently in the 2008 ILO Declaration on Social Justice for a Fair Globalization, of fighting poverty and realizing social justice are far from being achieved in today's globalized world.

Despite the many references to the importance of decent work and workers' rights in the conclusions and recommendations of global and regional bodies beyond the ILO, improvements in reality remain to be seen.

The economic crisis that started more than five years ago, and that was caused by inadequate financial market regulation, excessive speculation and widening income inequalities, has had devastating consequences on employment and social progress. Millions of workers have lost their jobs, living standards have fallen dramatically, rights are under attack, and precarious and informal work is on the increase.

In the last two years, we have moved to a new and dangerous phase of the crisis. Economic growth is now slowing rapidly in the emerging and developing economies that have been the engines of growth since 2008. The latest figures from the International Monetary Fund (IMF) and other regional organizations confirm that the outlook for global growth continues to deteriorate. The summary of the *World of Work Report 2013: Repairing the economic and social fabric* recently released by the ILO confirms these trends when it stresses that, and I quote, "the social fabric has been affected by growing or persistent income gaps between rich and poor. Progress has been made in many emerging and developing countries but more efforts are needed to consolidate the gains. Meanwhile, income inequalities are widening in advanced economies, Central and Eastern Europe and in a number of Arab countries."

We are now entering a truly global crisis which will create further obstacles to poverty reduction and the realization of decent work. The race to the bottom in respect of workers' rights, which we are currently experiencing in several countries, is an extremely worrying trend.

The Workers' group believes that the ILO has a crucial role to play in reversing these trends and in putting decent work, rights and social justice at the centre of economic and social policies, as well as recovery measures. I will have an opportunity to come back to these issues on 12 June when we will debate the proposals set out in the Report of the Director-General on the ILO's role in the twenty-first century.

Let me now touch on the other items on this year's Conference agenda, and some of the workers' priorities.

The recurrent discussion on social dialogue under the follow-up to the 2008 ILO Declaration on Social Justice for a Fair Globalization provides the opportunity to reaffirm the key relevance of social dialogue in promoting social justice, fair workplace relations and decent work. Key in this respect is the importance of the ratification and implementation of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and also of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), without which there cannot be any meaningful social dialogue. The conclusions of the discussion need to reassert the role of the ILO in addressing more forcefully than in the past the severe attacks on collective bargaining that took place in several countries as part of crisis responses. Strong messages should also be conveyed that, particularly during economic downturns, social dialogue institutions need to be strengthened rather than undermined.

To use the words of the Director-General in his Report, the ILO has a constitutional obligation to promote collective bargaining. Our group, therefore, believes that the ILO should engage in the comprehensive programme of work on the promotion of collective bargaining, including the promotion of relevant standards, the strengthening of the knowledge base, technical assistance and capacity building. The discussion will also have to address the growth of precarious forms of employment in the private and public sectors that undermine the capacity of unions to organize and bargain collectively. Strategies to promote respect for the right to organize and bargaining collectively in export processing zones and global supply chains should also be addressed.

The general discussion on sustainable development, decent work and green jobs offers the opportunity to identify the challenges that environmental degradation pose to the world of work, and how to anchor the promotion of decent work and a rights-based approach as essential elements of a just transition towards an environmentally sustainable world of work. The conclusions need to stress that ILO tripartite constituents do not want to be passive victims of environmental degradation, but drivers of change towards sustainable development. The move towards green jobs has a huge job potential. However, such transformation should not merely be about more jobs, but also about more quality jobs. The discussion should therefore make it possible to identify those standards that can ensure that green jobs are also decent jobs and to enhance their promotion.

Importantly, our group believes that, in the light of the significant transformation that the greening of the economy will entail for the world of work, the ILO is best placed to provide consistent and needed

guidance to its constituents through an instrument with a view to ensure that just transition arrangements are put in place. Issues like sustainable investment in green and decent jobs, the greening of the economy, social dialogue, economic diversification, workplace action, skills and training, and social security could be possible issues included in such an instrument.

The general discussion on employment and social protection in the new demographic context will address the challenges of demographic change and its impact on employment and social protection. Increased life expectancy and the growing share of older people is a very positive trend. Ageing is not a problem. What is a problem is that millions of people die too early due to bad working conditions or are left with no or insufficient pensions in old age. Extending social security to all in its vertical and horizontal dimensions should therefore be a priority in line with the Social Security (Minimum Standards) Convention, 1952 (No. 102), and the Social Protection Floors Recommendation, 2012 (No. 202). It will be equally important that any strategy aimed at tackling demographic change should recognize the urgent need to create many more decent and productive jobs in the economy. The fact that millions of young people around the world are without a job or are in informal and precarious working conditions reflects the urgent need to bring them into the labour market and to give them decent and well-paid jobs which, in turn, will contribute to the financing of pension systems. The Committee on the New Demographic Context also provides an opportunity, for the first time, to discuss the growing care economy. Respecting the dignity of those in need of care and ensuring decent work for caregivers requires a multilevel policy response. Member States surely could greatly benefit from ILO policy guidance in this respect.

When it comes to the Committee on the Application of Standards, I am confident that Workers and Employers will be able to agree on a list of cases, and that, this year, the Committee will be able to fulfil its essential mandate of supervising the application of standards.

This year, the Conference will be called upon to adopt the proposed Programme and Budget for 2014–15. After the good debate we had at the March session of the Governing Body, I am confident that the programme and budget will be adopted. Our group supported the proposals put forward by the Director-General, which set out an ambitious reform agenda to enable the ILO to play a key role in rebalancing the global economy for strong and sustained growth and in advancing its mission of global social justice. To do so, the ILO will rely on the Decent Work Agenda and the Social Justice Declaration, while identifying a limited number of areas of critical importance where collaboration across sectors and with the regions will be enhanced with a view to improving the impact of the ILO, rebuilding expertise, and, in some key areas of its mandate, breaking down the current silos.

Let me conclude by saying that the Workers' group looks forward to engaging with Governments and Employers in the coming weeks in order to address the important topics on this year's Conference agenda. I wish you all a fruitful Conference and let us be ambitious in the results we will achieve.

(The Conference adjourned at 12.15 p.m.)

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