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High-Level Section

HL

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DRAFT MINUTES

High-level section

Strategic policy segment

First item on the agenda

Global employment and social challenges: Emerging trends and the role of the ILO (GB.323/HL/1)

1. *The Director-General* welcomed Ms Amina Mohammed, Special Adviser to the Secretary-General of the United Nations (UN) on Post-2015 Development Planning, and noted with satisfaction that the preparations for the UN post-2015 development agenda had brought wide recognition of the instrumental role that decent work would play in a truly transformative development process. The ILO was closely following the final rounds of negotiations and understood very well the significance of the exact formulations used in the final text to be adopted in September 2015. It would be interesting to have Ms Mohammed's appreciation of what the prospects were for a strong consensual text. The ILO was keen to support the Special Adviser and the Secretary-General in that regard, as far as it was able. Mentioning the reform process that was under way, he said that the ILO was already following up on the calls to the UN system to become "fit for purpose" and would like to know what more it could do to be a strong player on a strong team.
2. Welcoming also Mr Faruk Çelik, Minister of Labour and Social Security of Turkey, he noted that the Turkish presidency of the G20 had confirmed that jobs and growth remained the core challenges for the global economy. It was encouraging that Turkey had placed inclusiveness alongside investment and implementation as one of its three priorities. The ILO supported Turkey in its efforts to build consensus within the G20 on how to strengthen the still fragile and uneven economic recovery and accelerate the pace of job creation, and its efforts to engage the Business 20 (B20) and Labour 20 (L20) in the deliberations.

3. He welcomed the presidency's interest in connecting the work of the G20 economies to development especially of the low-income countries. Such a connection was not only a political and social priority; it was also essential in order to avoid a global slow-growth trap, which would threaten the sustainable development goals from the outset. It was vital to ensure a steady increase in the purchasing power of workers, so as to create a virtuous circle of increasing consumption and investment, in as many of the G20 countries as possible.
4. *The Special Adviser to the UN Secretary-General on Post-2015 Development Planning* stated her appreciation of the ILO's efforts to inform the post-2015 development agenda from the outset. After expressing condolences for the loss of Lee Kuan Yew, former Prime Minister and founding father of Singapore, she said that the current world situation posed universal challenges, calling for integrated responses. Great political courage and leadership were required to take decisions in that regard. Inequalities in both developing and developed countries extended beyond income inequalities and limited the extent of social inclusion. They were also causing lower confidence in government and social unrest, especially among young people. The global employment outlook for the next five years was gloomy, especially for women, young people and vulnerable groups, against a backdrop of environmental degradation, pressure on natural resources, demand for food, water and energy and climate change. Recently, the conflicts in Syria, Gaza, Ukraine and elsewhere, the Ebola outbreak and a series of tragic terrorist attacks had underscored the need for global responses and for development to go hand in hand with peace and human rights.
5. She noted that the post-2015 development agenda had to take over the unfinished business of the Millennium Development Goals; that six essential elements – dignity, people, prosperity, planet, justice and partnership – needed to be delivered at the country level; and that the 17 proposed sustainable development goals and their targets should be interconnected and reflect an integrated agenda to eradicate poverty and achieve dignity and sustainable development for all. For the goals to be achieved, inclusive and sustainable economies had to be created that ensured shared prosperity. Inclusive growth had to be built on decent jobs and sustainable livelihoods, and progress had to be measured beyond gross domestic product. The hallmark of economic success would be ensuring that all people had social protection, decent employment and access to financial services. The ILO should remain active in highlighting the significance of full employment and decent work in achieving sustainable development, and should pursue its research and advocacy work.
6. Referring to the need to develop a “fit for purpose” agenda, she said that expectations had to be addressed by placing emphasis on the transition from what was unfinished to a needed paradigm shift in the way in which sustainable development was seen. She welcomed the fact that the ILO had started discussions on how it was fit for purpose to address the challenges of the new agenda. Rather than revising mandates, being fit for purpose entailed remaining ahead of the game in order to provide coherent support to national stakeholders. In that connection, enhanced integration and coordination of initiatives within a UN system guided by human rights must be supported by activities at the national level. National ownership with policy alignment among ministries and coordination with regional institutions would be essential. At the global level, it was important to work with all actors, including the G20, trade unions, the private sector and civil society to galvanize support and ensure success. It was essential therefore for the ILO to make every effort to accelerate progress on the Millennium Development Goals and to remain actively engaged in the negotiations on the post-2015 development agenda.
7. Business models should be transformed from within by a responsible private sector; a monitoring framework would have to be designed; and improved data collection was needed. Analysis of labour statistics would be essential to ensure that the needs of the most

vulnerable groups were met. Noting that 2015 was a year for global action, she expressed the hope that the climate change agenda, to be adopted at the UN Climate Change Conference in Paris in September 2015, would be made legally binding.

8. Outlining the challenges that lay ahead at the forthcoming series of high-level meetings to discuss the agenda, she said that it would be crucial to ensure the engagement of ministers of finance, parliaments, business and non-governmental organizations. Her own country, Nigeria, was facing unprecedented challenges caused by Boko Haram, social exclusion, desertification and environmental degradation, and was desperate for a new agenda and for international support.
9. *The Minister of Labour and Social Security of Turkey*, speaking as a representative of the Turkish presidency of the G20, highlighted the fundamental importance of generating quality jobs. Noting that unemployment led to social exclusion and social unrest, he recalled that the top three priorities listed by the 7.2 million respondents to the “My World” survey launched by the UN in 2012 were a good education, better health-care services and better job opportunities. The world’s population was now in excess of 7 billion, yet the wealth of the 85 richest individuals was equal to the total income of half that number, or 3.5 billion people. Worldwide, a billion people went to bed hungry. There were more than 232 million migrants and up to 201 million unemployed, including around 75 million young people. To restore the labour market situation that prevailed before the crisis, it would be necessary to create 280 million new jobs in the next five years. Moreover, economies were badly affected by natural disaster and climate change. Since the economic crisis, growth rates were being revised downwards. The social rights of workers were deteriorating as a result of “social dumping”. Concerted international action, such as through the Millennium Development Goals, was needed to address those conditions, now to be expanded into the post-2015 development agenda. The ILO had an important role to play in that regard.
10. In many countries, collective measures by G20 countries had alleviated the negative impact of the crisis. As the current holder of the G20 presidency in 2015, his country had defined its three priorities as inclusiveness, implementation and investment for growth. Those priorities had been identified with L20 and the B20 representatives. Throughout the year, the G20 members would discuss ways of creating inclusive growth at the G20 level and would focus on disseminating that growth to the entire world in an equitable way. He outlined some of the specific actions to be taken by the G20 labour ministers, including with regard to creating quality jobs, promoting youth employment, ensuring occupational safety and health and guaranteeing social protection. A specific target had been set for the participation of women in the labour force, and if achieved, by 2025 the existing gap would be reduced by 25 per cent. After describing some of the topics that would be discussed by a meeting of G20 labour and finance ministers, he said that a working subgroup within the framework of the G20 Employment Working Group would make recommendations to combat the decreasing share of wages in national income.
11. Through structural reforms and political stability, Turkey had maintained continuous growth over the past five years, increasing national income per capita from US\$8,667 in 2002 to \$10,807 in 2015 and reducing the percentage of the population with a daily income below \$4.30 from 30 to 2.6 per cent. The minimum wage had been increased by 415 per cent over that period, and since 2009 employment had been increased by more than 5.3 million. Turkey led the countries of the Organisation for Economic Co-operation and Development (OECD) in improving income distribution. Its legislation on trade unions had been revised, and legislation had been prepared on occupational safety and health.
12. Turkey had opened its borders to more than 1.7 million Syrians fleeing the conflict in their country. Its temporary protection legislation gave those refugees and displaced people the

right to benefit from all public services. It was regrettable to see the hesitation of the international community in offering further international solidarity.

13. Finally, he expressed his view that by taking advantage of its unique tripartite structure, the ILO could move beyond raising global labour standards to making its own contribution to the post-2015 agenda.
14. *The Employer coordinator* said that her group welcomed the opportunity to discuss global employment and social challenges and the role that the ILO could play in addressing them. However, the arguments in document GB.323/HL/1 were inconsistent and insufficient. While the analysis of the global economic outlook and unemployment situation – specifically as discussed in paragraphs 6, 12 and 13 – was pertinent and correct, the document failed to analyse the reasons underlying the differences in employment and social performance between countries. It relied on globally aggregated figures, which precluded a differentiated analysis. It did not ask, inter alia, why employment and economic growth had improved in Central and Northern, but not Southern Europe, or why the informal economy remained stubbornly high in many, but not all, developing countries. It was possible that, in some countries, inefficient and corrupt public administrations and judicial systems hampered enterprises' opportunities for employment creation and investment. It was a pity that the document did not address national regulatory frameworks, particularly because the ILO had done a lot of work in that area. For example, the length of time it took to set up a business, which had a significant impact on formal employment creation, varied enormously between countries. Nor were geopolitical factors, such as ongoing conflicts, considered, yet they made it impossible to start businesses in certain countries. Over-regulation and under-governance of labour markets and employment relations could account for some of the differences seen – Northern European countries' regulations were more conducive to employment creation than other countries', for example. Such factors did not account for all differences – macroeconomic factors did play a significant role; nevertheless, they were important. The document should have highlighted the ILO's work on enabling environments for sustainable enterprises and the recent decision to implement the Standards Review Mechanism to examine outdated or complex standards, a positive development that would facilitate decent employment creation. Those were contributions which the ILO could bring as they added value to the international debate.
15. The ILO should report back to the Governing Body on the outcome of its participation in the G20 and other economic forums, and the post-2015 development agenda discussions as well as reflect the positions of its tripartite constituents in those forums and discussions.
16. *The Worker spokesperson*, noting that the idea that debt could be serviced without growth was illusionary, said that the ILO should accede to the request made by the Greek President for support in the implementation of labour market reforms. Wage deflation and austerity were not only affecting Greece, however, but much of Europe, leading to unacceptable levels of unemployment and increased inequalities. His group welcomed, therefore, the increasing recognition that income policies usefully complemented macroeconomic policies. In particular, it agreed that minimum wages and strengthened collective bargaining were key to job recovery. Social protection and workers' rights also had a key role to play in promoting sustainable and inclusive growth.
17. The ILO had an important advocacy role, at both the national and the global levels, in stressing the role of labour standards in recovery. Social dialogue should be strengthened and social partners consulted on policies for a job-rich recovery. At the European level, the short-term test would be three-tiered and hinge on setting Greece on a growth path, ensuring that Mr Juncker's plans for investment were delivered and guaranteeing wage-led growth across the eurozone. Referring to the G20, he said that, in view of the differences in

policy in Europe and in North America, policy coordination should be improved across countries and coordinated action should be undertaken to ensure recovery from the financial and employment crises. Furthermore, there was a need to see comprehensive measures to boost aggregate demand and reduce inequality. The ILO should provide support for the country-level implementation of strategies to reduce precarious employment, and action to reverse the decline of the share of wages in national incomes, by strengthening collective bargaining systems and raising minimum living wages across G20 countries. More progress on the agreed G20 financial reform and a more comprehensive approach to tax and finance were needed, as were long-term responsible investment, and transparency and structural reform in the banking sector. Investment to combat climate change and increase green jobs was also required – the latter implied meeting pledges to the Green Climate Fund.

18. The existing global development model was unsustainable, and the post-2015 development agenda offered an opportunity to change course. The 17 proposed sustainable development goals were welcome – especially goal 8, on decent work, and the references to social protection in several indicators. It was important that data for monitoring progress against indicators should come from internationally recognized sources within the UN system. Targets should not be arbitrarily limited to having two indicators each. The indicators for decent work should be developed by the International Conference of Labour Statisticians. None of the proposed list of indicators referenced social dialogue, one of the four decent work pillars, which was essential to measuring progress on decent work. Challenges to implementation and a follow-up mechanism were both financial and non-financial. Official development assistance must continue to play a major role, complemented by new sources of funding. National and global accountability frameworks for reporting on the non-financial commitments, which should be binding and based on internationally recognized standards, were needed.
19. *Speaking on behalf of the Africa group*, a Government representative of Algeria said that, as access to decent work was the most effective means of poverty reduction, the entire international community must take action to promote productive employment and decent work. He noted with satisfaction that the ILO's work had led to a recognition of the importance of both for the three pillars of sustainable development. The Organization should take advantage of the post-2015 development agenda to strengthen and consolidate its founding principles within the UN system. The multiple crises of recent years meant that North–South development cooperation was needed urgently. The countries which suffered the most negative effects of globalization, including the African countries, needed the development support of the ILO and the international community. The ILO Declaration on Social Justice for a Fair Globalization and the Resolution on strengthening the ILO's capacity to assist its Members' efforts to reach its objectives in the context of globalization were important contributions in that connection. Crucially, international cooperation should seek to make the economy benefit people, to ensure social justice and to guarantee that vulnerable countries received greater financial support for their employment and social protection policies. The ILO's involvement in creating greater balance in North–South cooperation, and increasing its impact on the development of countries in the South, was welcome.
20. He proposed the following addition to paragraph 49(i), after “post-2015 sustainable development agenda”: “the third International Conference on Financing for Development and the 21st Session of the Conference of the Parties to the United Nations Framework Convention on Climate Change”.
21. *Speaking on behalf of the Community of Latin American and Caribbean States (CELAC)*, a Government representative of Cuba said that Heads of State and Government had agreed, at the third CELAC summit, to coordinate action in the various forums considering the

post-2015 development agenda, on the basis of regional priorities, including decent work for all. Furthermore, a CELAC labour and social forum, with a focus on promoting the creation of decent and productive employment and social inclusion, had been proposed and approved at the ILO's 18th American Regional Meeting, in October 2014. CELAC was working to promote equality, and specifically gender equality, particularly in relation to access to decent work, as central and cross-cutting elements of its members' policies. South-South cooperation was important and should complement North-South cooperation, contribute to national well-being and facilitate the achievement of nationally and internationally set development goals. At the CELAC summit, Heads of State had adopted a declaration with a view to ensuring that the post-2015 development agenda took into consideration the specific challenges faced by all developing countries and gave developed countries a leading role, and took account of principle 7 of the Rio Declaration on Environment and Development of common but differentiated responsibilities. CELAC members would work together to ensure that developing countries had the means of implementation to enable them to achieve the development goals that were agreed. CELAC supported the commitment to continuing to engage actively and constructively in the subsequent phases of the post-2015 development agenda.

22. *A representative of the European Union and its Member States* said that Turkey, Montenegro, Iceland, Serbia, Albania, Republic of Moldova and Armenia aligned themselves with the statement. He highlighted four elements of the EU's response to the challenges of restoring smart, sustainable and inclusive growth. First, it was investing in the real economy through a plan to unlock long-term financing and facilitate access to finance for businesses, in particular small and medium-sized enterprises (SMEs). Second, it had taken initiatives to strengthen social dialogue as an essential component of governance. Third, it was stepping up efforts to restore socio-economic convergence through close coordination of economic and social policies. Lastly, it was committed to coordinated responses and action at the global level.
23. The ILO had a key role to play in the G20 and other international forums and in the setting of the post-2015 development agenda. That agenda was an opportunity to address some of the most pressing global issues in a transformative manner. The report of the Intergovernmental Committee of Experts on Sustainable Development Financing and the proposals of the Open Working Group on Sustainable Development Goals should provide the basis for integrating sustainable development goals into the post-2015 development agenda. The Group of Friends of Decent Work for Sustainable Development provided a useful platform for informal policy discussions, but the Office should engage all actors, public and private, in the mobilization and effective use of resources. The ILO had an important role to play in the establishment of well-defined indicators that would measure progress according to a comprehensive idea of sustainable livelihoods and well-being. Effective implementation and ownership, which mainly occurred at the country level, were the most vital elements of the post-2015 development agenda. The Office should look at the development framework through the lens of the ministries that would be implementing it, particularly those of the least-developed countries, and should keep the Governing Body informed on progress. He supported the draft decision.
24. *Speaking on behalf of the BRICS countries (Brazil, Russia, India, China and South Africa)*, a Government representative of Brazil said that, as a group, the BRICS countries had overcome the initial aftermath of the crisis while preserving and expanding jobs. Their experience had shown that social inclusion policies contributed to fostering jobs and reducing poverty and inequality. Furthermore, long-term sustainable and inclusive development was not possible without decent work. She called for strengthened macroeconomic coordination between all major economies, and reaffirmed the BRICS countries' commitment to working with the G20 and the global community to that end. The need to promote inclusive macroeconomic and social policies in order to achieve

growth and development had been agreed at the sixth BRICS summit. The group reaffirmed its commitment to engage with other countries and international organizations, including the ILO, with a view to fostering solidarity and inclusiveness. As a group and individually, the BRICS countries were fully engaged in the discussions on the post-2015 development agenda. The outcome document had to contain a consensus-based and ambitious proposal that was fully consistent with the Rio Declaration on Environment and Development, including the principle of common but differentiated responsibilities. There was a need for an effective sustainable development financing strategy to facilitate the mobilization of resources in supporting developing countries, with overseas development assistance as a major source of financing. The ILO should play a leading role in setting goals, targets and indicators related to decent work.

25. *Speaking on behalf of the Nordic countries (Denmark, Finland, Iceland, Norway and Sweden) and the Netherlands*, a Government representative of Norway said that there was a need to create positive pathways with specific policy interventions to overcome the negative economic, social and political consequences of the global employment and social challenges. Their experiences had shown that it was possible to combine economic growth with a comprehensive fiscal policy and welfare system, low unemployment and high labour market participation, particularly of women, and equitable income distribution. Social protection and active labour market policies increased labour market flexibility and economic robustness, facilitating structural change and risk-taking. The social partners' role was crucial in promoting wage restraint and active measures to combat unemployment. Further recognition was needed of the central role played by decent work in economic, social and environmental development, and the ILO should maintain its efforts in the different UN organizations and within the G20. It was important that the ILO should be able to deliver the necessary statistics for evaluating the effects of goals relating to decent work in the post-2015 framework. A greater focus on research and development and the development of knowledge-based research would be required in the years to come. The ILO should be the primary source of advice on the world of work, and should strengthen its work, in close collaboration with other relevant organizations, on the links between trade, investment and labour.
26. *The Special Adviser of the UN Secretary-General on Post-2015 Development Planning* appreciated the Employers' focus on the need to identify the reasons behind differences in countries' employment and social performance that would require different responses, skill sets and types of investments. She emphasized the need to avoid leaving anyone behind, to see results in people's lives, and to make investments embracing the development agenda. She welcomed the contribution by the Workers on social dialogue and the indicators needed to measure progress towards sustainable development goals at the country, regional and global levels. More thought should be given to the indicators to be produced as part of the post-2015 agenda, as global indicators could not reflect variations between countries; countries should be allowed to produce appropriate indicators and other targets. On financing for development, targeting overseas development assistance to the countries most in need and unlocking resources through political commitment would be crucial. She agreed that positive pathways with specific policy solutions must be identified before the UN Conference on Financing for Development, as otherwise the expectations outlined in the report by the post-2015 working group would not be met. She welcomed the common Africa position on the post-2015 development agenda. The UN was attempting to move away from development as understood traditionally towards sustainable development in accordance with the Rio Declaration. Enormous efforts would be required of member States in securing the necessary funding for, and subsequently implementing, such a large and complex agenda.
27. *A Government representative of Romania* said that her Government's national employment strategy focused on employment creation, alongside a competitive, knowledge-based

economy to promote social cohesion and sustainable development. Tackling youth unemployment, increasing women's labour market participation and reducing the loss of skilled labour through migration were of particular concern. Her Government was in favour of a more efficient mechanism for implementing and assessing the impact of labour market policies, and social dialogue was essential to that process. She supported the draft decision.

- 28.** *A Government representative of Zimbabwe* said that the ILO should continue to support member States in the creation of decent jobs, especially for marginalized groups, young people and women. She supported continued engagement with multilateral organizations, including the other UN agencies, particularly as the draft sustainable development goals were being finalized. Beyond ensuring the adoption of draft goal 8 on productive employment and decent work, the ILO needed to work on measures to implement it. It should work towards a second global jobs pact complementing the post-2015 development agenda or specifically giving effect to draft goal 8. Without clear global measures promoting productive employment for poverty reduction, the post-2015 development agenda and its social development goals could not provide a basis for tackling unemployment and poverty. Furthermore, enterprise development should be mainstreamed within macroeconomic policy frameworks in order to generate additional employment opportunities, preserve existing jobs and reduce decent work deficits. The Office should cooperate with governments and social partners to promote enterprise development for poverty reduction.
- 29.** *A Government representative of Ghana* proposed that the creation of decent jobs and amelioration of working poverty should be an integral part of any future development goals and not subsumed under economic goals.
- 30.** *A Government representative of the Dominican Republic* said that the post-2015 development agenda and the sustainable development goals were an opportunity to create conditions to ensure the well-being of everyone and eradicate poverty. It had to address global challenges while taking account of regional, national and local circumstances. The ILO would play a crucial role in proposing a strategy for full and productive employment and decent work as an explicit goal of the post-2015 development agenda.
- 31.** *A Government representative of Bangladesh* underscored the need for job-inclusive recovery and recommended that the ILO should build a stronger network with international organizations to ensure coherent socio-economic policies conducive to employment generation that took account of differences between countries and regions. The ILO should conduct studies on the interactions between employment and climate in climate-vulnerable countries. It should research and disseminate policies and best practices to ensure job-rich recovery and sustainable growth, particularly in emerging and fast-growing areas of employment. An effective approach to assisting vulnerable groups, particularly migrants, would require greater integration, cooperation, and incorporation of specific components in the ILO's programme and budget and strategic policies to suit developing countries.
- 32.** *A Government representative of Ethiopia* pointed out that young people, especially women, continued to be disproportionately affected by unemployment, particularly in Africa. In sub-Saharan Africa, poverty was the highest in the world. The inclusion of productive employment and decent work should therefore be one of the goals of the post-2015 development agenda, as it would offer a means of responding proactively to youth unemployment. The ILO was doing valuable work in promoting the Decent Work Agenda. The Director-General's participation in the G20 Summit had enabled him to highlight the challenges and opportunities in the context of reducing global unemployment. The ILO had a key role to play in supporting developing countries' efforts to reduce poverty and promote the empowerment of the poor. The ILO should likewise advocate

support for the developing countries in the intergovernmental negotiations of the post-2015 development agenda. It could also play a crucial role in further promoting the enhancement of international cooperation at the Third International Conference on Financing for Development. His Government encouraged the ILO to take part in the 21st Session of the Conference of the Parties to the United Nations Framework Convention on Climate Change. He therefore supported the Africa group's amendments to subparagraph (i) of the draft decision.

- 33.** *A Government representative of the United Republic of Tanzania* said that employment and social protection should be included among the 17 potential sustainable development goals. A critical examination of the rise in youth unemployment was required in view of growing social instability and conflict around the world. Unemployment was not a problem faced by a single country, subregion or region. Countries must strive to create more productive, decent employment opportunities for youth through cooperation, partnership and tripartism. The Office should continue with its good work in that respect and should demonstrate leadership on employment issues in the multilateral system. His Government thanked the ILO for its help in tackling youth unemployment by promoting entrepreneurship and enhancing the employability skills of young people. He urged the ILO to support member States in ensuring the sustained participation of young people in their labour markets. He endorsed the draft decision, as amended by the Africa group.
- 34.** *A Government representative of the Russian Federation* said that the ILO played a crucial role in fostering faster economic growth and boosting employment, and it should support efforts to that end in the G20 and other international forums. She recalled the commitments undertaken by the leaders of the G20 to reduce poverty and inequality by overcoming the gender gap in the labour-force participation rate and to lower youth unemployment by ensuring that young people had access to high-quality education. The programme of action of the leaders of the G20 should form the basis of the ILO's endeavours to promote employment and economic growth. The ILO should address the issues where it was a leader. It could play a key role in ensuring interaction between the social partners and with the G20 in matters of labour and employment. Inequality on the global labour market was not diminishing. Urbanization, technological change and demographic transition reflected in the ageing of the population and the quality of jobs presented a social challenge. Recommendations should be formulated on stimulating economic growth through improved employment policies. Such measures, if undertaken by various countries with different economic conditions, might have a variety of results. The ILO could help with monitoring them and could recommend ways of harmonizing that monitoring. The ILO should continue its work on vocational training with a view to ensuring comparable qualifications within the G20 countries. The ILO could work together with other international organizations to take stock of labour resources worldwide and to forecast the qualifications required in the medium and long term. As from 1 April 2015, the Russian Federation would chair the BRICS group. Her Government invited the ILO to take part in preparations for the meeting of ministers of labour and employment of that group and in other events concerned with labour and employment in 2015 and 2016. Since the Millennium Development Goals had not encompassed employment goals, the ILO should endeavour to ensure that employment was included in the new development agenda of the UN. A comprehensive analysis was needed in order to achieve decent work in the existing value-added chain.
- 35.** *A Government representative of Argentina* said that her country had been playing an active role in the post-2015 development agenda discussions and the G20 in promoting decent work and employment growth and a fair distribution of income. It was, however, essential to ensure fundamental rights for all without exception, throughout the world. That required a commitment by all governments and social partners.

- 36.** *A Government representative of Panama* said that the ideal of sustainable development advocated by the ILO called for a new era of social justice, underpinned by policies based on people's needs, the environment and fairness. The benefits of globalization must be shared equitably; young people must be given hope; creativity must be encouraged in every society; public and private institutions and policies must be credible; and decent work must be promoted, to allow everyone to prosper, express themselves and experience true democracy. A link must be maintained between social progress and the safeguarding of the fundamental principles and rights at work. Panama was in favour of the post-2015 development agenda, including goal 8 of the Open Working Group on Sustainable Development Goals, and it supported the draft decision.
- 37.** *A Government representative of Colombia* thanked the ILO for its technical assistance, which had enabled all parties to make progress towards decent work, towards a social dialogue where the rights of freedom of association and collective bargaining were respected, and towards peace. The ILO should support the recovery of employment on the basis of its tripartism, which made it possible for both sides of industry to participate in decision-making and gave the Organization special ethical and political legitimacy. All member States should incorporate the idea of employment as a public service in their legislation. The formulation of policies on decent work would be facilitated by research into changes in world markets that had had an adverse impact on labour conditions and by the identification of mechanisms to extend the right of occupational safety and health to persons in the informal sector and those with no employment link. Research was also needed into rural employment and the best way to provide rural workers with social protection and to include persons working in family farms in the formal economy.
- 38.** *A Government representative of France* said that he had six main messages. First, the economic recovery after the crisis was fragile and everyone should work together to consolidate it. Second, in all countries sustainable economic growth was inconceivable without respect for the environment, combating climate change and a reasonable use of natural resources. The ILO should make its voice heard at the crucial 21st Session of the Conference of the Parties to the United Nations Framework Convention on Climate Change. Third, decent work was more than ever the main means of improving economic growth in a sustainable manner and promoting social cohesion. Fourth, the challenge of unemployment, particularly youth unemployment, concerned all regions of the world and therefore required a coordinated global solution. Fifth, efforts must focus on vulnerable sectors, that is women and young people. National or regional experiences might provide useful input when looking for solutions. Sixth, the ILO must continue to play an active role in the various international forums in order to inform them and to participate in the devising of common solutions. He welcomed the ILO's formulation of indicators with tripartite recognition. It must turn its analysis capacity to good account. He welcomed the establishment of the unified ILO research centre capable of strategic analysis, which would support active ILO participation in work on the post-2015 development agenda. He was pleased that the UN agencies were genuinely coordinating their work in the Open Working Group on Sustainable Development Goals and could thus pool their experiences. The social dimension was indeed a vital component of an integrated approach to inclusive, sustainable growth. The current debate was fully in line with the thinking of the Economic and Social Council on the means of achieving sustainable growth through employment and decent work for all. The ILO's specific approach was essential in the international debate on employment and the organization of society. He fully supported the draft decision.
- 39.** *A Government representative of Bulgaria* agreed that there was a need for coordinated and comprehensive action in response to the common challenges of poverty, education and sustainable development. The post-2015 development agenda should be global and universal, and should preserve the political balance to be found in the proposal of the Open Working Group on Sustainable Development Goals. The ILO could play an active role in

the post-2015 development agenda and had succeeded in developing stable partnerships and in becoming a leader in endeavours to reach the common goal of a world where fair globalization, social progress and decent work reigned. He encouraged the ILO to pursue its efforts to obtain decent and productive working conditions. The Decent Work Country Programmes (DWCPs) reflected the strategic planning of ILO activities in cooperation with the individual member States and would contribute to the achievement of sustainable results.

40. *A Government representative of the United States* said that it was important to recall that, despite significant recovery in trade, finance and in some corporate profits, global employment remained deeply scarred by the crisis of 2008. He supported the excellent programme for the G20 process outlined by the Turkish presidency, which balanced a continuing focus on ongoing issues such as youth unemployment, the relationship between labour and finance, female participation in the labour force, and occupational safety and health, while introducing an important new emphasis on inequality and stimulating global growth. Turkey's programme wisely recognized that some remedies must be developed at national level while others required concerted international collaboration. Since the inception of the G20 labour track, the ILO, through its participation in the Sherpa group and the Employment Working Group had played an important role in shaping the G20's agenda. He strongly urged the Director-General to maintain and strengthen the ILO's participation in the G20 process, since the ILO's research expertise was exceptionally well suited to the needs of the G20. The Director-General should continue his efforts to engage with the UN, especially in the context of the post-2015 development agenda, the international financial institutions and other international institutions to ensure better integration of the Decent Work Agenda into global policy processes. He supported the draft decision.
41. *A Government representative of Trinidad and Tobago* said that the aftermath of the economic crisis had been compounded by other global challenges and countries found themselves planning for a sustainable future while seeking to remedy an unpredictable and frequently turbulent present. With those challenges in mind, she agreed that coordinated policy initiatives were essential to tackle the emerging trends. Trinidad and Tobago reaffirmed its commitment to working with the ILO and its development partners to meet the challenges that lay ahead. She expressed full support for the call for stronger action to tackle climate change, which must of necessity include the effects of climate change on labour markets. That issue was particularly important for small island developing States such as those in the Caribbean. As discussions continued on the post-2015 development agenda, her Government was optimistic that the importance of sustainable employment and decent work would become more entrenched in the psyche of many colleagues in other organizations who spoke of poverty eradication, reducing inequalities, social and economic policies, jobs and employment. She urged the ILO to continue its outreach efforts in the multilateral system and to build on the platform it had already established for the promotion of decent work and labour issues. She supported the draft decision.
42. *A Government representative of China* said that the global economic outlook was not bright. The recovery process in most advanced economies was not robust, while in the emerging economies development was slowing down. That situation was causing social problems in many countries. Consequently the ILO should strengthen the coordination of the relevant UN organizations in order to further promote pro-employment economic development and implement the Decent Work Agenda. At the same time, the ILO should draw up a more practical and feasible plan to help member States to address employment problems and promote equality. He welcomed the fact that the ILO had played an important role in the G20 working groups. It was to be hoped that the ILO and China, the next chair of the G20, could cooperate further and that the ILO could analyse the general trends in global employment and summarize policies and practices that had successfully

dealt with unemployment and social challenges, and present its findings to the G20 and other international forums.

43. *A Government representative of the Republic of Korea* said that all ILO constituents needed to do their part to enhance the visibility of the Decent Work Agenda at international forums. She encouraged the ILO to continue to engage actively in the G20 and highlighted that the joint Korea–ILO research on income inequality would provide an analytical input for the G20 Employment Working Group. Referring to the post-2015 agenda, she emphasized that it was more important to attain goals than to set them. To that end, the Office should use the experience and expertise it had gained from implementing DWCPs to support constituents in achieving the goals in the post-2015 agenda. She supported the draft decision.
44. *A Government representative of Thailand* said that the best way of supporting global action was through the early implementation of DWCPs. In that regard, his country was working towards ratification of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Maritime Labour Convention, 2006 (MLC, 2006). Sustainable development could be achieved through employment creation and decent work for all. ILO research in strengthening the labour market was therefore urgently needed. He supported the draft decision.
45. *A Government representative of Mexico* highlighted the importance of setting and implementing a post-2015 development agenda to enable the sustainable recovery of employment. The ILO had a major role to play in ensuring that economic growth was achieved in conjunction with decent work. Carrying through its reform agenda was one of the main ways in which the ILO could support global action on employment and usher in regional change to meet constituents' needs. Within the G20, the Office should continue to contribute to the Employment Working Group. It should also continue to promote social dialogue in international forums and to support its constituents in adopting comprehensive and inclusive reforms. It could support the post-2015 development agenda by preparing the ground for its implementation through an analysis of the capacities and resources of both the ILO and its constituents. The ILO had an important role to play in research that would help constituents strengthen public policies on employment and social protection, focusing on the inclusion of young people in the job market.
46. *A Government representative of India* said that the ILO must take the leadership role in interactions between UN organizations and other international forums to ensure that decent work was integrated in policies for economic recovery and growth across various sustainable development goals. The goals of employment and employability had to be in tune with those of industrial development and growth. Self-employment, SMEs and migration were the new faces of the labour market, while informality remained a problem. Within the G20 discussions, attention should be focused on developing a labour-intensive industrial sector, providing support for SMEs and tackling income inequalities. Meanwhile, vulnerability of the labour force should be countered through demand-responsive skills development and enhanced social protection. In that regard, the ILO should promote labour mobility with skills portability. Integrated policy interventions were required to translate rural economic growth into employment. The ILO should play a leadership role in defining a global economic agenda which focused on enhanced job opportunities and decent work.
47. *A Worker member from Senegal* said that he was concerned about the lack of targets or indicators on social dialogue, which was essential for promoting decent work and equitable development. Social dialogue should be central to negotiation of the post-2015 sustainable development goals. Goal 8 should include gender-disaggregated indicators on the working poor and rates of informal employment; with a view to reducing inequality, goal 10 should

include indicators on decent work in relation to wages; and goal 16 should include freedom of association under the definition of rights. Lastly, the Office should continue to promote the decent work indicators established by the International Conference of Labour Statisticians.

48. *A Worker member from Bulgaria* said that austerity measures in Greece and other parts of Europe had led to growing social discontent, uncertainty and fear. Promising solutions lay in putting an end to unnecessarily severe austerity measures, negotiating debt restructuring, opening more fiscal space and attracting investment to address urgent social needs. Such solutions were in line with the ILO's policy mix recommendation to Greece in 2014. He urged the Director-General to give an affirmative answer to the Greek Government's request for ILO expertise in helping to elaborate the policy mix and promote social dialogue at all levels.
49. *The Minister of Labour and Social Security of Turkey* said that participants in the discussion had highlighted the same problems and challenges: unfavourable investment conditions, slow rates of growth, unemployment, informality and abuse of labour. International institutions could provide new and dynamic solutions to those problems. For their part, participants should share the information and lessons learned when they returned home. The tripartite structure of the ILO was of great importance in providing a forum for compromise, but the current situation called for new structures and new mindsets in the relations between employers and workers. Under Turkey's presidency of the G20, the Employment Working Group would seek to establish links between labour and finance ministers to work towards a coherent growth strategy. The new challenges in industrial relations called for the development of new solutions, and the ILO had an important role to play in the G20. His country's presidency would focus on action, to give hope to the poor, the unemployed and disadvantaged groups in the world.
50. *The Employer coordinator* said that her group looked forward to being consulted on the positions to be taken in the G20 and discussions on the post-2015 development agenda.
51. *The Worker Vice-Chairperson* said that the overall global framework of indicators was of crucial importance and should reflect the four dimensions of decent work, including social dialogue. Although circumstances varied from country to country, slow economic growth was rooted in low global demand. Emphasis should therefore be placed on the global need for income policies, in particular minimum wage measures, and the promotion of collective bargaining. Achieving policy coherence and coordination was crucial for boosting national and global economies. Regarding individual country approaches, the group had repeatedly voiced its criticisms of the World Bank's *Doing Business* reports. Rapid business registration, while useful, was not a panacea. Instead, there was a need for inclusive macroeconomic policies, complemented by income policies to boost demand at national level. His group welcomed ILO involvement in the G20 but would have liked to receive more information on the ILO's contributions.
52. *The Director-General* noted that the discussion had highlighted the importance that the tripartite constituents attached to the ILO's engagement in the G20 and in discussion of the post-2015 development agenda; the Governing Body had rightly recognized their complementarity and common purpose. One message underlying the comments made was a real concern at the state of the world economy and the consequences on jobs, growth, inequality, and societies at large. Another message was that a number of upcoming international meetings would provide the opportunity for global action, in which the constituents had asked the ILO take a lead role. So far, the ILO had achieved positive results in the G20 and in the post-2015 development agenda process, but the story was unfinished. The focus should remain on implementation rather than design: the purpose was to change the trajectory of the global economy and to make an impact on unacceptable

levels of global unemployment, sluggish growth and widening inequalities. The ILO would bring its research and statistical capacity as well as its tripartite strength to bear in international forums, demonstrating its authority, legitimacy and stability. The Office would take heed of the call for a coherent policy response, combining both the labour and financial streams. The challenge facing the ILO was to make permanent its capacity to contribute to international policy-making processes and to graduate to a new level of qualitative inputs, which would entail continued strengthening of its analytical and research capacity and its outreach to other international organizations. While the Employers considered that analysis on different experiences in terms of growth and jobs was lacking in the report, the ILO was carrying out relevant work in that regard, which had not been detailed due to length constraints. National and regional experiences did vary, and the Office understood the need to research and analyse the reasons for such differences. For its part, the new Greek Government was aware of the ILO's readiness to respond to any request for technical cooperation. In terms of reporting back, the B20 and L20 gave good opportunities to consult on inputs to the G20. Furthermore, the Governing Body would be consulted on the ILO's involvement in the G20 and the post-2015 development agenda discussions, possibly at its November 2015 session.

Decision

53. The Governing Body requested:

- (i) *the Director-General to maintain and strengthen the ILO's engagement in the G20 process, other international economic policy forums, the post-2015 sustainable development agenda, the Third International Conference on Financing for Development and the 21st Session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP21), taking into account the views expressed during the discussion;***
- (ii) *the constituents to engage in national policy-making discussions on reinforced international action to promote decent work, urgent recovery policies and the longer term UN sustainable development framework as set out in the ILO Declaration on Social Justice for a Fair Globalization.***

(Document GB.323/HL/1, paragraph 49, as amended.)