



Twelfth sitting

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President: Mr Manzi

REPORT OF THE COMMITTEE OF THE WHOLE FOR THE EVALUATION OF THE IMPACT OF THE ILO DECLARATION ON SOCIAL JUSTICE FOR A FAIR GLOBALIZATION, 2008: SUBMISSION, DISCUSSION AND APPROVAL

Original French: The PRESIDENT

We will now move on to the submission, discussion and approval of the report of the Committee of the Whole for the Evaluation of the Impact of the ILO Declaration on Social Justice for a Fair Globalization, 2008. The report, which is contained in *Provisional Record* No. 13-2, has been produced in electronic form only; it is therefore available on the Conference website.

I would like to remind you of the fact that the report has been approved by the officers of the Committee of the Whole so as to avoid having to call a plenary meeting of the Committee simply for this purpose.

May I now ask the officers of this Committee to join me here. That is: Mr Candia Ibarra, Chairperson of the Committee; Ms Hornung-Draus, Employer Vice-Chairperson of the Committee; Mr Norddahl, Worker Vice-Chairperson; and Mr Bonilla García, Reporter of this Committee.

I would like to begin, first of all, by giving the floor to Mr Bonilla and ask him to submit the report.

Original Spanish: Mr BONILLA GARCÍA (Reporter of the Committee for the Social Justice Declaration)

I have the pleasure of submitting to you the report of the Committee for the Social Justice Declaration, as well as the accompanying resolution.

A thread running through my address will be a work by a Mexican writer, Carlos Fuentes, entitled *The Orange Tree or The Circles of Time*, which shows how decisive moments from our past find a way to return in the present and open a door into the future.

My inevitable starting point will be the first line of the preamble to the ILO Constitution, which states: "... universal and lasting peace can be established only if it is based upon social justice". This places the ILO clearly and unequivocally at the front of the global stage in building peace and social justice.

Another outstanding moment in the history of this Organization was its receipt of the Nobel Peace Prize in 1969. I am sure all of you have read the speech that was delivered when that prize was awarded. There is a paragraph in it which seems to me to take on new life here in this hall this afternoon: "There are few organizations that have succeeded to the extent

that the ILO has in translating into action the fundamental moral idea on which it is based."

For me, it is clear that this Organization now has the enormous responsibility of continuing to translate the moral idea on which it was founded into action in an increasingly complex and changing world where economic and human development have great difficulty in making headway and, at times, appear to be moving backward. To paraphrase one of my favourite poets, the Uruguayan Mario Benedetti, whenever we think we have all the answers, the world changes the questions.

In meeting its responsibilities, this Organization also has another challenge to meet, that of urgency. The longer we take to act, the greater and more complex our problems will be. At the same time, new and emerging problems are endangering peace, social justice and human and economic development.

Despite the tireless efforts of the Organization and the undoubted progress that it has made over the years, there is still an urgent need to do more. Even now, somewhere in the world, adults, older persons and children are dying from lack of food, clean water or access to the most fundamental health and medical services and a social protection floor; children and adults are trapped in forced labour or falling victim to trafficking; migrants are dying in the search for a better life; people are working in unhealthy and unsafe conditions, losing their jobs or wallowing in the despair of unemployment; domestic workers are being exploited; companies are closing down, leaving more people jobless; and people are losing opportunities or seeing their rights restricted because of the colour of their skin, their religion or the fact that they are disabled, seropositive, of the "wrong" sexual orientation or the wrong age, or simply because they are women.

Fortunately, Fuentes' description of time reminds us that there is hope; there are always opportunities. In 2008, the tripartite constituents of the ILO adopted a declaration which was, in its way, as historic as the Declaration of Philadelphia: the Declaration on Social Justice for a Fair Globalization. After the Millennium Development Goals (MDGs), the closest of which are only vaguely linked to the ILO's goals and objectives, we now have the 2030 Sustainable Development Agenda, which acknowledges decent work as one of the foundations on which we can build economic wealth and human development.

Defining the new Sustainable Development Goals (SDGs) and committing ourselves to achieving them is a good start, but we still have to translate them into action, as stated in the speech made when the ILO

was awarded the Nobel Prize, which I mentioned earlier. The work of this Committee, and particularly the draft resolution submitted to the Conference, lays a strong foundation that the Organization can use to translate the moral idea on which it was founded into action and results.

The success of the Committee's work stems from three essential factors.

The first is the quality of the report submitted by the Office, which was prepared on the basis of responses from 104 member States, a questionnaire, contributions from 45 workers' and employers' organizations, interviews with high-level officials from international organizations and documentary sources. Its exhaustive analysis, which includes self-criticism, facilitated the discussions in the Committee, which were brief and focused on key issues.

The second and perhaps the most important factor is the extraordinary climate of social dialogue that prevailed in the Committee. Once again, the Conference has shown us that tripartism and its fundamental role in helping the Organization and its constituents to reach relevant, practical conclusions that have a sustainable impact on the economy and on individual lives cannot be underestimated. The dialogue in the Committee proved that workers' organizations, employers' organizations and Government representatives understand that, in order to legitimately defend their interests, they need to reach agreements which help us to work together in international settings such as this one, and on a day-to-day basis in our own countries.

Another element that had a positive impact on the Committee's work was the potential for dialogue on this issue with colleagues from other organizations. Professor Iain Begg's views on the scope and future of globalization and the interaction between the Decent Work Agenda and the 2030 Sustainable Development Agenda, presented during an interactive exchange with high-level representatives of the United Nations Institute for Training and Research (UNITAR), the United Nations Development Programme (UNDP), the Food and Agriculture Organization of the United Nations (FAO), the World Trade Organization (WTO) and the World Bank, helped us to reconsider, put in context and reiterate our convictions while exploring efficient ways of cooperating on the basis of our principles and values and promoting decent work.

Let me now make brief reference to the resolution before you. It is the product of a process that included: (i) preparation of a draft by the Office, based on discussions held by the members of the Committee during the first four days; (ii) 15 hours of intense, informed, committed, responsible and productive social dialogue in the tripartite Drafting Group, in which I had the honour of cooperating as Reporter; and (iii) constructive dialogue on the 59 draft amendments submitted in plenary. The document which emerged from this process contains conclusions whose importance for ILO activities cannot be overestimated. It also provides clear guidance for the future. If that were not enough, the report of the Committee's activities appears to have set a new record for brevity, being less than 60 pages long, confirming the saying "less is more".

I should now like to briefly present the conclusions of the resolution.

The first conclusion emphasizes the continuing importance of social justice in the modern world; the four strategic objectives and cross-cutting issues that

make up the Decent Work Agenda are as important now as they were in 2008. The Declaration served as a reference during the recent global financial crisis through the Global Jobs Pact, and it now provides guidance to ILO members in their efforts to address new social, economic and environmental changes at work.

As I said earlier, this is particularly relevant in positioning the Organization and its members in the new circumstances of our focus on decent work based on the 2030 Agenda.

In the resolution, the ILO constituents reiterate their commitment to the inseparable, interrelated and mutually reinforcing challenges of employment, social protection, social dialogue and tripartism, and fundamental principles and rights at work, bearing in mind at all times the need for gender equality and non-discrimination.

The resolution also stresses the need for more specific measures to fully develop the potential of the Declaration, taking the circumstances and needs of individual countries and their constituents into account. We must step up our policy coordination, continue and strengthen the reform of the ILO and build alliances with other national, regional, and international organizations. We also need to have better tools for taking consistent action in countries, especially within the framework of national sustainable development strategies. This conclusion has made it easier to identify priority areas for action by member States and, above all, by the ILO. The resolution includes proposals for action concerning the standards system as part of the ILO Standards Initiative, the reform of recurrent discussions at this Conference, stepping up and strengthening the results-based framework and Decent Work Country Programmes, policy research based on knowledge, and alliances so that the ILO can promote understanding and recognition of its values, mandate and standards. Discussion of the alliances associated with SDG 8 highlighted the importance of encouraging private sector participation in the ILO Enterprises Initiative. Of course, we should not forget that businesses and enterprises are made up of employers and workers; the principle of tripartism will help us to decide how this Initiative will operate. The social economy is a concept that includes both businesses and organizations, and the latter include cooperatives, mutual associations, foundations and social enterprises that produce goods, services and knowledge while seeking to promote economic and social goals and strengthen solidarity.

The ambitious but realistic resolution concludes with an invitation for the Governing Body to determine appropriate modalities for implementing and following up on this action programme.

As I am sure you will understand and recognize, the Committee has done good work, but that would not have been possible without the contribution and involvement of all its members, who deserve to be recognized.

I would particularly like to thank the Chairperson of the Committee, Mr Candia Ibarra, the first Secretary of the Permanent Mission of Paraguay to the UN in Geneva, who created an excellent climate for tripartite dialogue and who did so with perspicacity, tact, respect and good humour at the right time, ensuring that we scrupulously abided by our schedule.

The dialogue was also possible thanks to excellent work by the Vice-Chairpersons, Ms Hornung-Draus, from the Confederation of Employers' Associations

of Germany and Mr Norddahl from the Icelandic Confederation of Labour. Their work as spokespersons of their groups was impeccable and always constructive. All representatives of Governments, Workers and Employers in the Committee, and especially those who worked on the drafting group, deserve my warmest thanks.

Last but not least I must mention the effective, friendly, tireless and patient support of all the members of the secretariat; sometimes they were visible, sometimes they were not, but it was they who made our work possible, led by the Secretary-General's representative, Mr Vines, and the Secretary-General's deputy representative, Mr Jiang. The Committee coordinators, Ms Müller and Ms Pinoargote, were very charming and efficient and always professional in making sure our work went ahead smoothly and on time. A special mention to our translators, interpreters and technicians who made it possible for us to understand each other and do our work more effectively.

With that, I have the honour of submitting for the consideration of the Conference the proposed resolution on the promotion of social justice through decent work, evaluation of the impact of the ILO Declaration on Social Justice for a Fair Globalization and conclusions on future action.

As my very final point, may I thank all the members of the Committee for choosing Mexico, a member of the energetic and enthusiastic Group of Latin American and Caribbean Countries (GRULAC), as Rapporteur of this Committee. It was an honour and a privilege to hold this post.

Ms HORNUNG-DRAUS (*Employer Vice-Chairperson of the Committee for the Social Justice Declaration*)

I have the honour to present the statement of the Employers' group and its support for the adoption of the resolution. The evaluation of the Social Justice Declaration in this year's Committee demonstrated that the objectives of the Declaration are as valid today as they were when it was adopted; indeed, the parallel that the Reporter has just made with the importance of the Declaration of Philadelphia is absolutely relevant.

However, the implementation of this Declaration must adapt to change: the world of work has moved on since 2008, when the Declaration was adopted, and we are at the beginning of a major transformation. Both members and the ILO need to address these changes and anticipate future challenges when they implement the principles of the Declaration. Achieving all of its objectives requires continuous review and adaptation of implementation measures to ensure that they are grounded in reality.

There have been notable positive outcomes of follow-up to the Declaration; our evaluation has highlighted the adoption of the social protection floors, mobilization of the Standards Review Mechanism and improved functioning of the Governing Body and the Conference. However, it has also shown that there is significant room for improvement. Our analytical eye has allowed us to identify gaps in follow-up to the Social Justice Declaration so that we can build a real understanding of the ILO's action, learn from our experience and attempt to improve outcomes as we move forward. In that regard, the resolution serves as a basis for improving the effectiveness of the ILO's action in order to be more responsive to the diverse realities and needs of its members.

An important part of the resolution focuses on improving the recurrent discussions. Our plea that these discussions be improved in order to meet the intended purpose of the Declaration, which is to better understand and respond to the needs of the Organization's members, was well received and echoed by many. The draft resolution provides the Governing Body with guidelines to improve the modalities of the recurrent discussions and ensure that they differ from general discussions and meet their intended purpose. It is suggested that the Governing Body consider a shorter cycle of discussions and better align them with consideration of the programme and budget and the Strategic Policy Framework. In this context, it is important to consider the need to deal separately with social security and labour protection in the recurrent discussions, given the depth of the two subjects. We look forward to receiving and contributing to detailed proposals on this matter at the November 2016 Session of the Governing Body.

The resolution further affirms the importance of working more closely not only with constituents but also with other national, regional and international organizations in order to make progress towards the objectives of the Declaration. The 2030 Sustainable Development Agenda presents an excellent opportunity for the ILO to play a full and active role in the implementation of the decent work provisions of the Declaration and help constituents to participate properly in national sustainable development strategies. We look forward to receiving from the ILO concrete proposals on how it will contribute effectively to implementation of the Agenda.

Of particular importance is the role of the ILO in measuring members' progress with regard to decent work. We are pleased to note that the decent work indicators will be duly discussed in a tripartite manner by the Governing Body, and we believe that the ILO will seek to contribute to the UN process on the Sustainable Development Goals on the basis of the Governing Body's guidelines.

In closing, let me finish by expressing my appreciation to all the members of the Committee for helping to achieve a successful outcome built on a strong consensus. I would like to thank the Chairperson of the Committee, Mr Candia Ibarra, for his inclusiveness and diplomacy and my counterpart, the Worker Vice-Chairperson, Mr Norddahl, for his constructive and always positive attitude in striving to reach consensus with the Employers even when we had differing opinions at the outset. I am also thankful to my own group, especially my colleagues in the drafting group, and to the teams from the International Organisation of Employers and the Bureau for Employers' Activities for providing me with valuable insights into their priorities and concerns. Last but not least, I would like to thank the many colleagues from the Office, especially Mr Vines, Mr Jiang, Ms Müller, Ms Pinoargote and all their colleagues who have worked very hard to ensure that the Committee's work went well. We are pleased with the evaluation and we look forward to its follow-up.

Mr NORDDAHL (*Worker Vice-Chairperson of the Committee for the Social Justice Declaration*)

This year, once again, the Members of the ILO reaffirm their commitment from 1919, after the First World War, revisited in 1944 after yet another world war. We confirmed and strengthened that commitment in 1998 with the Declaration on Fundamental Principles and Rights at Work, and again in 2008

with the ILO Declaration on Social Justice for a Fair Globalization, in order to equip the ILO and its constituents with tools to meet new challenges in a rapidly changing and ever more integrated and globalized world.

At this 105th International Labour Conference, we have evaluated the impact of this landmark Declaration and our conclusions confirm that it has been a reference for governance and policy, for example through the conclusions of the recurrent discussions which have fed into the standard-setting activities and other actions of the Organization. In follow-up to the Declaration on Social Justice, the recent International Labour Conferences adopted, among other things, the Social Protection Floors Recommendation, 2012 (No. 202), the Protocol of 2014 to the Forced Labour Convention, 1930, and last but not least, the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). The Declaration also inspired the Global Jobs Pact in 2009. We conclude that the Declaration has promoted decent work and helped to increase policy coherence.

But there is a long way to go, and international financial organizations need to learn from their mistakes, which became evident in the wake of the crisis in 2008. Let us take Greece and my home country, Iceland, as examples. In Greece, the European Commission, the European Central Bank and the International Monetary Fund imposed a new mechanism for the Government to set minimum wages, instead of the social partners, downgraded social bargaining and abolished the extension mechanism, for example. In Iceland, the International Monetary Fund wanted to try the same method after the country almost became insolvent. However, they were met by a Government that had decided to defend social security, tripartism and the collective bargaining system, including extension mechanisms, and strong social partners that were negotiating income security for longer periods of unemployment, incentives for unemployed people to return to school or enrol in training, and a temporary distribution of the work that was available, among other anti-crisis measures.

While Iceland has recovered economically and socially, though some challenges remain, Greece continues to struggle. One of the building blocks of the outcome in Iceland, I believe, is a deep-rooted tradition of tripartism that is supported by 80 per cent trade union density and 70 per cent employer density. Minimum wages are negotiated in collective agreements which are automatically extended to all workers, are a valuable part of workers' social security, and are managed either by the trade unions or by the unions and employers' organizations jointly.

When comparing the impact of the policy advice given by the international financial institutions to Greece and Iceland, it is evident that even though the ILO and its constituents have committed to the objectives of the Social Justice Declaration, that commitment is not always in line with partnerships with other organizations such as the international financial institutions.

But there is hope. In this resolution, the Members reaffirm their commitment to the Social Justice Declaration. They acknowledge the need for coherence at national level and the importance of the universal ratification of all the core labour standards, as well as the governance standards. Our proposed resolution pushes the ILO to promote its standards among eco-

nomical and financial institutions and international organizations. It calls for the Decent Work Agenda to be given a prominent role in the new 2030 Agenda for Sustainable Development and for the ILO to ensure its leadership with regard to Goal 8 and other employment-related outcomes, goals and indicators.

The resolution improves the Decent Work Country Programmes by promoting national ownership and ensuring tripartite governance and action on all of the strategic objectives, including gender equality and non-discrimination as cross-cutting issues.

The member States are called upon to strive for policy coherence at national level, including through consultations among the ministries concerned, and with workers' and employers' organizations. Our Committee has reached an agreement on a new tool – voluntary peer reviews – which we believe can help member States to learn from each other and to share knowledge and lessons learned.

The ILO is called upon to better streamline its work. In the future, there will be a better connection between the reporting under article 19, the General Survey discussions in the Committee on the Application of Standards, and the recurrent discussions as a follow-up to the Social Justice Declaration.

In conclusion, we have to learn from the past but embrace the present and act for a better future. Let us recognize that a lot of work has to be done in order to secure peace, defuse conflicts and keep all of us on the path to social justice. The Decent Work Agenda is the vehicle that is best equipped to take us down that road, and the ILO, with its constitutional mandate and values enshrined in the Social Justice Declaration, which embraces freedom of association, collective bargaining and social dialogue, is well placed in the driver's seat of that vehicle.

Original Spanish: Mr CANDIA IBARRA (Chairperson of the Committee for the Social Justice Declaration)

It has been a genuine honour for me to chair this Committee as a representative of the Republic of Paraguay. This is a new experience for me which will mark both my personal and professional life. It has enabled me to experience even more deeply the principles enshrined in the ILO, that is, tripartite dialogue, social justice and decent work (although, on some occasions, the Committee needed to question the international Conventions on working hours!).

The task of our Committee was to evaluate the impact of the ILO Declaration on Social Justice for a Fair Globalization, which was adopted in 2008, and to produce proposals for concrete action through the development of consistent policies, which would make it possible for the Declaration to be fully implemented.

In accordance with the Declaration, which enshrines the values, principles and strategic objectives of the ILO based on the Constitution, the Declaration of Philadelphia, and the principles and fundamental rights of workers, as well as gender equality and non-discrimination, we have carried out our task in a way that included everyone and left no one behind. During the debates in the Committee, it was stated quite clearly that the Declaration on Social Justice is vital for understanding the mandate of the ILO, and it is this mandate which will, without a doubt, explain the relevance of the ILO's role in the new international arena. The 2030 Agenda for Sustainable Development and the 2015 Paris Agreement provide us with the framework. The ILO Decent Work Agenda and

its four strategic objectives, described in the Declaration, together with Sustainable Development Goal 8 on the 2030 Agenda, are indispensable tools to promote patterns of fair development around the world.

In this resolution, we reconfirm the commitment of the tripartite constituents to the ILO Declaration as we approach the centenary of the Organization. We hope that it will provide a roadmap for further progress on the road to sustainable development, and enable us to establish the alliances needed to achieve our objectives which, with ambition and hope, we have established in order to benefit humanity.

The work of the Committee has been intensive but effective. We believe that we have met our objective and we have submitted to you a comprehensive resolution on how to move forward in the promotion of social justice through decent work, providing guidance for workers' and employers' organizations, and in particular for the ILO. The proposals in the resolution will no doubt help the Organization to improve its capacity and effectiveness in providing services to the constituents.

The need to achieve universal ratification of the ILO fundamental Conventions, review and harmonize the work of the governance bodies, and look at the impact on the programme and budget and the upcoming review of the Declaration, are matters which have been present throughout our deliberations.

It is commendable to see, during the debates and the work of the drafting group, the spirit and fair practice of social dialogue within our Committee. This is the product of commitment and the determination of the three groups. The work of the Vice-Chairpersons, Ms Hornung-Draus for the Employers and Mr Norddahl for the Workers, has been exemplary. I would like to offer my sincere gratitude to both of them. May I also congratulate the Reporter, Mr Bonilla García from Mexico, for his excellent report and for his presentation today. I would like to thank the Office, especially the secretariat of the Committee, represented by Mr Vines, and the translators, interpreters and the staff of the central services who made it possible for us to meet, communicate and also facilitated the debate.

Finally, I would like to say that we have worked while standing on the shoulders of the giants who adopted the Declaration on Social Justice in 2008, knowing what this represents for the future. The resolution is intended to provide new momentum to the Declaration, so that we can all work together to make progress towards decent work around the world.

Original French: The PRESIDENT

I would now like to open the discussion on the report of the Committee for the Social Justice Declaration.

Mr HOBBY (*Government, New Zealand*)

New Zealand was very pleased to be part of the drafting of the original 2008 Declaration. It has been a long time since then. At that time, we thought that it was a valuable and useful tool, which effectively expressed the role of the ILO and gave a clear strategic focus to the Organization. The Declaration made it easy to explain to people who knew nothing about the ILO what the whole point of the Organization was, in terms of the decent work objectives. When we went away from that Committee, we thought that it had a clear focus and good follow-up procedures, and that we would be able to track the achievement of decent work over time.

The initial recurrent discussions gave us some hope that this would be the case, but I think it is fair to say – and I do not think there is much disagreement – that the relevance of those recurrent discussions was starting to be increasingly questioned.

Some of those discussions led to several valuable policy outcomes, as have been mentioned by the Vice-Chairpersons, but some were much less valuable, and I think that if things had been left to go any further, we may well have questioned the point of the whole exercise.

Therefore, it was clearly timely to review things this year. And I am very glad we did. There is a prominent politician of the twentieth century, who may be familiar to some of those on the Workers' benches, and who once published a pamphlet called *What is to be done?*. And I think, in the drafting group, despite the different priorities we all had, the clear common focus was on what should be done to rejuvenate the Declaration and the mechanisms to make it real in today's world. In that regard, we had a very able Chairperson and very good Vice-Chairpersons, who were able to talk to each other. Furthermore, in this process of social dialogue, we should not forget the role of governments, because at the end of the day it is governments to whom the social partners and the ILO often turn to in order to make these objectives real, and it is governments, of course, who have responsibilities in terms of the relevant Conventions and those that they ratify. We therefore had a clear and vested interest in the success of this process.

Speaking as someone who was on this drafting committee in 2008, I am very happy with the outcome. I think that what we have put together focuses on what was needed, both by governments and the social partners, as well as the Office, to ensure that the Social Justice Declaration actually delivers decent work over time. But more importantly, it enables us to tell whether or not the objectives are being met. The Employer Vice-Chairperson has mentioned, in particular, the work on paragraph 15 of the resolution, which I recommend you all to read, concerning what will happen to operationalize the Declaration and the work of the Office with regard to the responsibilities of governments and the social partners. Because, when you are speaking on behalf of a Government, it is often quite easy to have a view of the Organization, and we all express our views, we all come to this house and participate in drafting various pieces of paper, and then we walk away and say that we have done a good job. But they are just pieces of paper and they remain pieces of paper until we actually commit to making them more than just words on a flat surface.

This is why the follow-up to the work of the Committee is going to be so important, and we will be following with a keen interest how it operates – the work that the Office does to ensure that the recommendations in our report are implemented – but I think we have also got to remember that, as partners in this house, that is our responsibility. We cannot just dump it on the Organization. It is for governments, it is for employers, it is for workers, to represent their points of view.

From the governments' perspective, governance, tracking performance and assessing progress are key issues. We think that this is particularly relevant, given the changing nature of work and employment. The future of work is a big topic that is going to change the dynamics in relationships, and what we

mean by decent work and how we achieve it in a changing environment. Today is not what yesterday was. There are new challenges. In this context, it is extremely important for us to be able to define what we mean by decent work and to realize whether or not we are achieving the objectives set not only by the Organization but also at national level.

I think if we can do that, when we reach 2030, we will all be in a very happy space. With that in mind, I commend the report of the Committee to you all. I think that, as a Government, we are very happy with the outcome and I am really looking forward to seeing it work in practice.

Mr MOLOBE (*Employer, Botswana*)

It gives me great pleasure to congratulate the Committee, on behalf of the Employers, on the successful work that it has done, allowing us to adopt this resolution today. The Employers have always supported the 2008 Social Justice Declaration and we are pleased to note, during this evaluation, the positive elements of the follow-up and the identified gaps for improved ILO action. In particular, we acknowledge the reinforcement provided by this resolution to the bottom-up approach, whereby the work of the ILO should be informed by the needs and priorities of constituents.

In this regard, we believe that the ILO will implement our recommendations to improve support to Members through capacity building and technical assistance, for instance, in the Decent Work Country Programmes. Let me take this opportunity to thank the Committee for a focused and concise resolution to follow up on the Declaration.

Ms MOORE (*Worker, Barbados*)

Boxing legend and civil rights icon, the late Muhammad Ali, who will be laid to rest today, once said, “It’s the repetition of affirmations that leads to belief. And once that belief becomes a deep conviction, things begin to happen”.

I am sure that, for all the members of the Committee for the Social Justice Declaration, who for the last ten days undertook the responsibility of evaluating the impact of the ILO Declaration on Social Justice for a Fair Globalization, these words now have a deeper meaning. We now believe more strongly, to the point of deep conviction, that positive things will happen within and among ILO member States.

We have the conviction that the ILO centenary initiatives will break new ground towards the achievement of the 2030 Agenda for Sustainable Development; and we are assured that the Social Justice Declaration is the plank upon which these goals will be realized.

While there will always be room for stronger conclusions, the Workers’ group is satisfied with the conclusions of our work and the report that is placed before this Conference. We are particularly pleased that our resolution reflects the incontestable recognition by the ILO’s constituents that Decent Work Country Programmes remain a useful tool for implementing the four strategic objectives of the Social Justice Declaration, including gender equality and non-discrimination, as issues that cut across all the objectives.

Given the concern outlined in the report by the Office, and shared by the Workers’ group, that Decent Work Country Programmes have mainly tended to focus on the strategic objectives of employment and social protection, to the neglect of social dialogue

and tripartism, and the fundamental principles and rights at work, the Workers’ group welcomes the renewed commitment to ensure that all Decent Work Country Programmes comprise integrated and balanced strategies to promote all the strategic objectives, as well as the cross-cutting issues. In addition, Decent Work Country Programmes must be properly aligned to integrate Goal 8 of the 2030 Agenda.

Among other things, the ILO will need to deliver on its indispensable obligations to build the capacity of the social partners to play a full role in implementing the Decent Work Agenda, including through social dialogue and collective bargaining, and assist member States to implement policies consistent with the four strategic objectives of the Social Justice Declaration, as well as Goal 8 and other decent work-related goals of the 2030 Agenda. The ILO will also need to assist member States in achieving faster progress in the ratification and implementation of the core labour standards and governance Conventions.

A few days ago, speaking on behalf of the workers of Barbados on the report of the Director-General, which is before this Conference, I stressed that member States need to be encouraged to take the first steps toward larger goals. I close in repeating this call, again using the words of the legend Ali, as I remind us all that “it isn’t the mountains ahead to climb that wear you out; it’s the pebble in your shoe”. Let us therefore commit to taking the small yet important steps toward the future we want, towards sustainable development and towards social justice for all.

Original Spanish: Ms FONSECA CALDERA (Employer, Mexico)

Without a doubt, everyone here shares a passion for achieving a world of work that is increasingly fair and just, but we also have the responsibility of working to develop the tools and instruments that we need to achieve this common goal.

As employers, we have always been aware of the importance of the Social Justice Declaration as a governance tool that the ILO provides to support its Members. But we feel that the governance function in the Declaration could be used in a better way, if we enhance the focus of our recurrent item discussions and the way in which they are carried forward.

This resolution, which we are pleased to support and adopt today, reinforces the commitment and willingness of the ILO and its Members to continue cooperating together, updating their information and pursuing reform to achieve their objectives in a more effective way, that will have a greater impact. This includes making progress on recurrent item discussions and enabling them to achieve their aims.

Furthermore, the resolution emphasizes the need to continue working and to redouble our efforts to promote greater technical and substantive understanding of the Declaration and its instruments, in order to guide future actions, bearing in mind the Sustainable Development Goals and the national efforts of each member State. We also believe that it is necessary to commit ourselves once again to this work, both individually and collectively.

We are certain that the resolution will give member States a point of reference to provide continuity and follow-up to the actions already under way, and to engage in new ones.

We are grateful to the International Organisation of Employers, the Committee and the Employer Vice-Chairperson, Ms Hornung-Draus, for all their support and hard work. Furthermore, we would once

again like to express our appreciation for this example of effective social dialogue, which is the fruit of the tripartism of this Organization, where we have also noted the increased consideration for the different realities of each region. It has also been evident that empathy, humanity, friendship and a focus on the common good have been present throughout this meeting of the Conference.

Mr PERICA (*Worker, Australia*)

The ILO Declaration on Social Justice for a Fair Globalization is an ambitious document. The previous Director-General of the ILO called the Declaration: “a renewed statement of faith in the ILO. It builds on the values and principles embodied in the ILO Constitution and reinforces them to meet the challenges of the twenty-first century”. Quite simply, its goal is decent work and social justice for all.

The Social Justice Declaration was made on 13 June 2008. Less than four months later, on 15 September 2008, Lehman Brothers went bankrupt, the credit crisis occurred, followed by government bailouts of banks, a sovereign debt crisis and austerity programmes.

The global financial crisis is a tsunami that continues to crash over the working people of the world. Inequality has risen, unemployment is rife, poverty has increased and the informal economy continues to grow like a noxious weed. The march towards the goals of the Declaration seems long and difficult.

It is precisely in these difficult times that the International Labour Office, the member States and the social partners are called upon to embody the radical hope of the Social Justice Declaration. We must embrace it, confirm it, and pledge ourselves to a vision of a just world, a world of growing employment in decent work, social protection, social dialogue and rights at work, at all times reinforcing our commitment to the values and practice of tripartism.

Following the dislocation of the global financial crisis, it was entirely appropriate to carry out a review and evaluation of the impact of the Social Justice Declaration. An assessment had to be made as to whether the beautiful words had been translated into practice.

The review of the impact of the Social Justice Declaration to this Conference, entitled “Advancing Social Justice”, informed our Committee of the practical steps required to bring the Social Justice Declaration vigorously into the world.

In the last ten days, the Committee has gone about its work to produce a document that is a guide for the International Labour Office, the member States, the social partners and other actors. The resolution seeks to reform and enhance the policies and practices of the Office, ILO Members and other actors, and to transform them into a machine to realize the goals of the Declaration. This is the rationale for the resolution before you.

As my colleague from Barbados has said, we stand at the foot of the mountain. Let us join hands, and together work to make the Social Justice Declaration a reality. This resolution is a significant second step towards that goal. We undertake this work not because it is easy but because it is hard. On that basis, I commend this resolution to you.

Original French: Mr LAMY (Employer, Canada)

As a member of the Employers’ group, I had the privilege – and it was indeed a privilege – to take part

in the work of the Committee for Social Justice Declaration and in its drafting group, and I am glad to see that our work has enabled us to identify several paths for future action. The resolution before you recognizes the importance of ILO action in close cooperation with its constituents and with other international, regional and national organizations, in order to fully achieve the objectives of the Social Justice Declaration. It is particularly important to highlight the role of the ILO in supporting its Members in the evaluation of their progress towards achieving decent work, in particular through reliable decent work indicators. The Employers raised some concerns with regard to these indicators in the course of our discussions, and we are happy to note that the resolution reflects those concerns.

Original French: Ms PINEAU (Worker, Canada)

The members of the Workers’ group of the Committee for the Social Justice Declaration welcome the work accomplished during this 105th Session of the International Labour Conference.

The Office report on the impact of the ILO Declaration on Social Justice for a Fair Globalization and our discussions within the Committee allowed us to identify the challenges that still remain. As the spokesperson of the Workers’ group pointed out, the ILO’s report Women at Work Trends 2016 contains some very worrying facts. Firstly, there is a disproportionately high number of women workers in the informal sector. In many parts of the world, compared to men, women are at a greater risk of becoming or remaining unemployed. They are also less likely to gain access to the labour market and, when they do, they are often obliged to accept low-quality jobs. The wage gap and professional segregation between men and women still exist. All too often, women workers are left out of social protection, including maternity protection. Some statutory protection measures are needed to ensure decent work for women. They would include the right to return to their jobs after maternity leave or the right to have an equivalent job without any form of penalty and with equivalent remuneration; and legislation to ban discrimination, harassment and sexual violence, together with laws and policies seeking to achieve a work–life balance.

The Committee’s report and the resolution are clear that the four strategic objectives of the Social Justice Declaration can only be reached once the issues of equality between men and women and non-discrimination become an integral part of national decent work strategies.

We also discussed the financial and economic crisis, which has affected the whole world, and its social consequences.

The Workers’ group considers that the objectives of the 2009 Global Jobs Pact have not yet been fully achieved. We agreed on the increasing importance of the partnerships that the ILO has entered into in the multilateral system and with economic stakeholders. It is crucial that the ILO’s efforts in this regard focus on promoting ILO standards and the Decent Work Agenda. We cannot tolerate or accept a situation in which the policies set out by other organizations in the multilateral system, or where the private standards established by other institutions, are allowed to have a negative effect on the world of work and on the values, mandate and standards of our tripartite Organization.

Original French: The PRESIDENT

May I suggest that we now move on to approve the report of the Committee of the Whole for the Evaluation of the Impact of the ILO Declaration on Social Justice for a Fair Globalization, 2008, paragraphs 1–458, which is contained in *Provisional Record* No. 13-2.

We propose that you adopt the text in its totality, subject to any corrections that you may wish to make.

If there are no objections, may I take it that the Conference is happy to adopt this report, subject to any corrections which may be filed by Members?

(The report – paragraphs 1–458 – is approved.)

**RESOLUTION ON ADVANCING SOCIAL JUSTICE
THROUGH DECENT WORK: ADOPTION**

Original French: The PRESIDENT

We are now going to proceed with the adoption of the proposed resolution on advancing social justice

through decent work, contained in *Provisional Record* No. 13-1.

In the absence of any objections, may I now take it that the Conference adopts the resolution?

(The resolution is adopted.)

The Conference has now concluded consideration of the report and the resolution of the Committee for the Social Justice Declaration. All that remains for me to do now is to thank most warmly the Committee and its Officers for a job well done, as well as the secretariat and the staff who worked right through the night in some cases in order to get the drafts ready on time for the Committee. Thank you one and all.

(The Conference continues its discussion of the Reports of the Chairperson of the Governing Body and of the Director-General.)

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