



# ▶ Record of proceedings

# 9B

**International Labour Conference – 109th Session, 2021**

Date: 17 December 2021

## Reports of the General Discussion Working Party: Inequalities and the World of Work

Summary of proceedings <sup>1</sup>

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<sup>1</sup> The text of the resolution submitted by the Working Party for adoption by the Conference was published in [Record No. 9A\(Rev.1\)](#).



## Introduction

1. The Officers of the Working Party had been appointed at the opening sitting of the 109th Session, held on 20 May 2021, as follows:

**Chairperson:** Ms Anousheh Karvar, (Government member, France)

**Vice-Chairpersons:** Ms Delphine Rudelli (Employer member, France)  
*Substitute:* Mr Blaise Matthey (Employer member, Switzerland)  
Mr Plamen Dimitrov (Worker member, Bulgaria)

2. At its second sitting the Working Party appointed a drafting group to prepare and submit draft conclusions for its review; and at its third sitting, it appointed Mr Colin Jordan (Government member, Barbados) as reporter.
3. The Working Party held seven sittings.

## General discussion

4. The representative of the Secretary-General, Mr Moussa Oumarou, Deputy Director-General for Field Operations and Partnerships, opened the General Discussion Working Party on “Inequalities and the world of work”, situating it within the unprecedented context of the pandemic and its socio-economic and health impact.
5. The Working Party had before it a report entitled *Inequalities and the world of work*, prepared by the International Labour Office (hereinafter the Office report) for consideration under the fourth item on the agenda of the 109th Session of the International Labour Conference.<sup>2</sup>
6. The deputy representative of the Secretary-General (Director, Conditions of Work and Equality Department) presented an overview of the key findings contained in the Office report. As there were many forms of inequality, including between the rich and poor, between women and men, between adults and young people, and between nationals and migrants, it was appropriate to speak of “inequalities” in its plural form. Inequalities were caused by factors within and outside the world of work, and solutions found in the world of work could therefore help to reduce inequalities generally. What occurred in the labour market, including the availability and quality of jobs, access to formal employment and decent work including social protection, and opportunities for skills development mattered greatly for inequality, with an impact on the quality of life of workers, the sustainability of enterprises, and intergenerational social mobility. The report also found that a combination of policies including job-rich growth, productivity increases, sustainable enterprises and transitions to formality would be required to resolve the complexity and multidimensionality of inequalities. These would have to be combined with well-functioning institutions with the capacity to ensuring a fair distribution of wealth, tackle discrimination, promote equal opportunities and treatment for all, and deliver universal and adequate social protection. She concluded by recalling the objectives of the discussion to establish guidance on the core component of an ILO integrated policy response to tackling inequalities, taking into account the Organization’s specificity and mandate; the actions at national and international levels that would be most conducive to promote growth

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<sup>2</sup> ILO, *Inequalities and the world of work*, ILC.109/IV(Rev.) (2021).

with fairness, dignity and equal opportunities; and which measures the Office should take to help the ILO and its constituents make progress on both fronts.

7. The Working Party decided to organize its discussions based on the three points for discussion proposed by the Office.

## Opening statements and point for discussion No. 1

### How have inequalities between and within countries evolved during the last two decades, and what have been the economic and social implications?

8. The Employer Vice-Chairperson recognized the multifaceted and multidimensional nature of inequalities. Some key issues when addressing inequalities in the world of work included access to education and training, equality of opportunity, vertical and social mobility and reward for good performance, gender equality, the chance to deploy personal talents and abilities optimally in society and life, access to housing, healthcare and social safety nets, and income inequality. The focus, however, should be on access to opportunities in the world of work. Citing the Human Development Report 2019, she called upon the Working Party to think “beyond income, beyond averages, beyond today”, and further called for an evidence-based approach to assess the heterogeneous and diverse developments and trends with respect to inequality, both between and within countries. Taking stock of positive developments, she noted that both global net wealth inequality, as well as global income inequality, and extreme poverty had decreased globally, triggered by economic growth and global trade. She emphasized the particular role that global trade played for sustainable development, employment creation and economic growth. Earnings inequality within countries, however, had increased on average, although this was not true for all countries, for instance, Germany, where inequality in net incomes had remained stable since 2005.
9. Among the drivers of the increasing labour income inequality, she cited the global slowdown of labour productivity, productivity divergence across enterprises, sluggish economic growth, and technological change that disproportionately favoured high-skilled workers. She emphasized the role of labour productivity – essential to a country’s standard of living – which had slowed down in recent decades in both developing and emerging-market economies, and which had declined even further during the pandemic. In the aftermath of the pandemic, productivity recovery would be essential to enhance economic and employment growth and to raise per capita income and living standards.
10. There had been positive developments with respect to gender equality, including increased school attendance rates among girls, a growing number of women in leadership positions, and more gender equality laws; however, many challenges remained in the areas of women’s leadership, access to education, access to finance, and access to job opportunities. Lack of access to the labour market was also due to a lack of access to care infrastructure, and the unequal distribution of unpaid care work, with women performing three times the number of unpaid care work hours as compared to men.
11. Quoting the World Bank, she noted the key role of governments in the creation of an inclusive society, providing equal opportunity to everyone, including traditionally marginalized groups, through the dismantling of discriminatory laws, regulations and policies, and the promotion of compliance with anti-discrimination legislation. These measures were essential to ending extreme poverty and promoting shared prosperity.

12. Education, she highlighted, was key to reducing inequality. Although global literacy rates had increased since the 1960s, more than 781 million adults remained illiterate, effectively keeping them in informal employment. Vocational education and training systems were not in line with labour market needs and did not facilitate the transition from school to employment. Inequalities in education prevented the capacity of women and men to seize the opportunities of digitization, hampered employment opportunities and the development of the workforce, and negatively affected economic performance. Closing these gaps between women and men would increase global gross domestic product (GDP), empower women, and reduce poverty. Equally, the different perceptions of fairness in societies are important to take into account when addressing inequalities.
13. She concluded with six key points to take forward during the discussion. First, employment was key in tackling inequality, and redistribution policies would not suffice. Open, dynamic and inclusive labour markets that open up diverse forms of work and that encourage and enable companies to hire as many people as quickly as possible into the formal sector are the absolute baseline requirement to make progress in addressing inequality. Persisting structural issues such as poor regulatory frameworks and non-conducive business environments would have to be addressed. Second, referring to the Office report, informality was a major source of inequality. Innovative methods to increase the growth of the formal economy and reduce informality, including tackling issues of legal recognition of persons, property, commercial activity and standing in courts, would be essential to speed up what has been very slow progress so far. Third, the economic and employment impact of COVID-19 had dramatically highlighted the need to act urgently to develop social protection systems. She considered that no further discussion was needed on this topic, following the endorsement by the Governing Body of the Plan of action on social protection for the period 2021–26, to give effect to the resolution and conclusions concerning the second recurrent discussion on social protection (social security) adopted by the International Labour Conference in June 2021. As the matter of social protection had already been addressed during the 109th Session of the Conference there had already been a recent and extensive discussion on social protection. Fourth, country-level perceptions of social fairness and the acceptability of inequality should be taken into account when discussing distributional policies as the level of acceptable inequality and the amount of preferred redistribution inherently depends on the national context. Fifth, going forward, the ILO should not create a new programme on inequality, but rather strengthen connections within the ILO's programme, in keeping with the "One-ILO" approach. Finally, she called upon the Working Party to use the ILO Centenary Declaration for the Future of Work, 2019 (ILO Centenary Declaration) as a starting point for discussion, and not to reopen debates of its major policy lines.
14. The Worker Vice-Chairperson stated that the world was facing a crisis of inequalities with a disproportionate percentage of global wealth and prosperity concentrated in the hands of very few. Although major efforts had been made to reduce the number of people living in extreme poverty, there were still huge numbers in desperate situations. Further, it was estimated that the impact of the COVID-19 pandemic could push up to 100 million people back into extreme poverty. He referred to the relevance of the ILO mandate and the Declaration of Philadelphia in crafting economic and social policies with the goal of achieving social justice. Inequality was a political choice that was the antithesis of social justice; bold and coordinated action was required to establish a fairer distribution of the fruits of progress.
15. He referred to a range of factors that resulted in increased inequalities including labour market deregulation, inadequate social protection, regressive taxation, the exclusion of marginalized groups together with an unfair globalization, financial deregulation, and a lack

of technology transfer and productive investment. The added impact of the climate crisis created a potentially explosive situation.

16. Global economic development was evolving in such a way that income and wealth inequalities within countries were becoming increasingly significant with extreme wealth concentrated in the hands of very few. More recently, inequalities between countries had also increased and this had been compounded by the COVID-19 pandemic; divergent recovery rates would doubtless undo the progress made since the financial crisis of 2008.
17. He pointed to the uneven distribution of labour and production at the international level, which favoured unfair trade and investment and relegated workers in emerging and developing economies to less productive and less remunerative activities. The consequence of this has been a lack of development within the formal economy and persistent and growing informality in many countries.
18. There was a need for more positive and productive forms of structural transformation that reduce inequalities and tackle other challenges facing the world including climate change and uneven digitalization. This would necessarily include investments in sustainable infrastructure, the care economy, and the social economy including cooperatives. Comprehensive, collective policies were needed to achieve full and decent employment, and this would require fair and robust taxation policies to ensure a more even distribution of wealth.
19. Stronger debt relief, technology transfer, and sustainable investments were needed to support recovery and transformation in emerging and developing economies. It was important that States were able to prioritize the economic and social rights of their citizen and ensure basic labour rights were observed as a key component of tackling inequalities.
20. These structural, or vertical inequalities were further compounded by the many horizontal and interlinked inequalities described in the Office report. Further and continued actions were needed to fight all forms of discrimination through strong labour market institutions and regulations. These can make a direct and powerful contribution to reducing inequalities by boosting incomes for women, youth, migrants, disabled workers, indigenous and tribal peoples, and other vulnerable groups. The principle of equal pay for work of equal value must be achieved for all.
21. He referred to the frequently negative impact of global supply chains and unprincipled practices of multinational enterprises that prioritized short-term profit and shareholder value over the welfare of the workforce and investments in sustainable production. These effects were exacerbated by the digital divide and uneven access to modern technologies.
22. He expressed his grave concern regarding the increasingly evident societal impact of economic inequalities leading to increased criminalization, violence and reactionary and xenophobic backlashes that stand in the way of effective national and multilateral policymaking.
23. He concluded by stressing the importance of the Sustainable Development Goals (SDGs), in particular SDG 10, and international labour standards on collective bargaining, freedom of association, equal pay for work of equal value, living minimum wages, employment policies, and the elimination of discrimination as well as violence and harassment, in providing a comprehensive, multidimensional approach to tackling inequalities. He summarized three key areas for action: creating decent jobs and improving the level and equity of income distribution through labour and employment policies; fiscal, monetary, and progressive tax

policies at the macroeconomic level; redistribution policies and universal social protection frameworks.

24. The Government member of Namibia, speaking on behalf of the Africa group, <sup>3</sup> noted that inequalities were a major global problem requiring urgent action. The social and economic impact of the COVID-19 pandemic had exacerbated inequalities in the world of work both within and between countries. The concerns regarding vaccine equity were another example of inequalities and something that would hinder a sustainable recovery.
25. He stated that Africa recognized that tackling inequalities in the world of work would require comprehensive and coordinated action that was inclusive and human-centred. The negative impact of climate change could not be ignored. Noting the challenges facing the African continent, the SDGs were particularly relevant.
26. Policies to stimulate job creation and establish adequate social protection schemes were imperative. Considerable investments in education, training and skills development were needed to enable Africa's youth to drive industrialization and structural transformation. Addressing the digital divide, the provision of reliable technologies, fiscal stability and access to international financial markets were key elements to support sustainable enterprises and job creation. Thereby supporting the elimination of inequalities in the world of work.
27. He emphasized the need for global solidarity and called upon international financial institutions and wealthier nations to support economic development in Africa. Stronger debt relief measures would release significant revenue that could be better used to support enterprise development and job creation. In this regard, he called upon the ILO to lead the agenda on financing for development.
28. He referred to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the relevance of international labour standards in addressing inequalities within global supply chains. The ILO Centenary Declaration was central to efforts to address inequalities in the world of work both within and between countries, and the Organization should make every effort to keep the goal of the elimination of inequalities central to the international development agenda.
29. The Government member of Slovenia speaking on behalf of the European Union (EU) and its Member States, noted that Albania, Iceland, Montenegro, North Macedonia, Norway, the Republic of Moldova, Serbia and Ukraine aligned with her statement.
30. The trend towards inequalities of income and wealth had been exacerbated by the 2008 financial crisis and were being compounded by the COVID-19 pandemic. Those in the informal economy or with low-skilled jobs, female workers, young and older workers, migrants, indigenous peoples, workers with disabilities as well as others in vulnerable situations were worst affected. She pointed to the clear linkages between income inequality and other forms of inequality of a socio-economic nature which combine to delay economic growth and poverty reduction and correlate with lower levels of health, trust, social mobility, and erode social cohesion. The long-term impact of the pandemic together with climate change present significant challenges that call for urgent and coordinated action at the global level.

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<sup>3</sup> Unless otherwise specified, all statements made by Government members on behalf of regional groups or intergovernmental organizations are reported as having been made on behalf of all Government members of the group or organization in question who are members of the ILO and are attending the Conference.

31. She highlighted the commitment of the EU to the objectives set out in the ILO Centenary Declaration as well as the 2030 Agenda for Sustainable Development (2030 Agenda). She stressed the importance of intensified policy coherence for a human rights centred approach recognizing that decent work is key to addressing income inequality, ending poverty and achieving sustainable development. In this context, there was a need to address the challenges created by global supply chains as well as mega-trends such as decarbonization, digitalization and demography.
32. She noted that the evolution of inequalities within and between countries over the last two decades had been driven by both external factors and political decisions. While globalization and technological change can both reduce or aggravate inequalities, factors such as the digital divide, environmental degradation, inefficient taxation, inadequate social transfers and protection systems, lack of health and safety conditions or hampered social dialogue have all had a negative effect. Europe has observed that the proactive support measures taken by governments in response to the COVID-19 pandemic have had a strong stabilizing effect in limiting its impact on the most vulnerable societal groups.
33. She commented on the barriers faced by women in entering and progressing in the labour market while continuing to shoulder most of the burden of unpaid care work. The gender pay and pension gap continue and must be addressed, as must the root causes of child and forced labour. The earnings gap between the formal and informal economies together with growing spatial inequalities between rural and urban areas and between regions were also contributing to fractured societies. In this regard it was essential to address inequalities of access to digitalization, technologies and economic opportunities.
34. The Government member of Colombia, speaking on behalf of the group of Latin American and Caribbean countries (GRULAC), agreed with the Office's assessment of the impact of inequalities on social, environmental and economic progress and acknowledged the importance of ensuring equal conditions and opportunities for all in efforts to reduce gender-based and geographic inequalities. Given the topic's cross-cutting nature, steps taken to reduce inequalities would contribute to the achievement of several SDGs, including Goal 8 on decent work and economic growth. The report's references to inequalities affecting individuals in traditionally marginalized and vulnerable populations and its focus on intersectionality were of particular relevance to her group, especially given the high levels of inequality in her region. Over the previous two decades, great efforts had been made to close poverty gaps through social and economic policies, and labour income inequalities had consequently reduced at the regional level. However, the COVID-19 crisis had reversed much of that progress, highlighting the impact of inequalities on the world of work and the challenges now faced by low- and middle-income countries in the wake of the pandemic.
35. She pointed out that high rates of informality often prevented individuals from accessing social protection and undermined governmental efforts to curb the spread of COVID-19 and boost economic growth. Formalization helped to reduce wage gaps and was therefore one of the main ways to reduce inequalities. The Office should provide constituents with the tools to bridge gaps in equalities, and social dialogue among key stakeholders in the world of work would prove crucial to that end. It would also be important to formulate specific policies targeting micro, small and medium-sized enterprises (MSMEs) – which were particularly vulnerable to the financial impact of COVID-19 – and policies to support enterprises throughout the business development process, taking into account the principles of decent work and occupational safety and health in the framework of social dialogue. Her group hoped that the Working Party's conclusions would facilitate the development of tools to help



Member States to create relevant policies in line with national contexts, the ILO's mandate and the ILO Centenary Declaration.

- 36.** The Government member of Australia expressed support for the Office's proposal to develop a consolidated narrative on the ILO's role in combating inequalities and strengthening multilateral coordination and cooperation. Since some inequalities emerged before individuals entered the world of work, the Office should consider how to generate the greatest impact in accordance with its unique mandate and tripartite structure while supporting the work of multilateral partners with expertise in other areas. He endorsed the acceleration of the implementation of a transformative agenda for gender equality, which was especially important in the light of the impact of the COVID-19 pandemic on women and encouraged Member States to continue to focus on increasing the participation of women in the workforce and closing the gender pay gap. The transformative agenda should be realized through a threefold approach involving the development of legislation giving effect to fundamental Conventions on equal remuneration and discrimination, non-legislative interventions such as programmes involving tripartite partners, and data collection and reporting for the purpose of analysis.
- 37.** Noting his concern that global inequality would pose serious challenges to deliver on the 2030 Agenda, the Government member of the People's Republic of China recommended three approaches: first, government policies on development should be people centred. Second, based on evidence and data, governments should use different regulatory measures, such as taxes, including income tax, and social security, to distribute income to support social justice and inclusive development. Finally, governments should put in place policies and programmes to fight extreme poverty. Through its own programmes, the Government of China had lifted 97 million people in rural areas out of extreme poverty.
- 38.** The Government member of Turkey emphasized that inequality, especially its impact on the world of work, was one of the most important and challenging issues to be addressed. She cited informal employment, mobility of persons across borders, especially through irregular means, lack of access to social protection and health services, and gender employment and pay gaps as leading causes of inequality. The COVID-19 pandemic had exacerbated existing inequalities, particularly for women, persons with disabilities and workers in the informal economy.
- 39.** The Government member of Argentina stated that the issue of income inequality and its reduction was at the core of the public policies implemented by the Government. While the Government had made some progress toward achieving income inequality through social protection and formalization policies, recent currency devaluations and government indebtedness had significantly impacted the country's most vulnerable populations. The pandemic had further exacerbated income inequalities, with the Gini coefficient increasing while GDP and employment was contracting in 2020. The Government member of Argentina also highlighted gender employment and wage gaps, the latter reaching 25 per cent.
- 40.** The Government member of Canada stressed that inequalities within and between countries had been driven by several factors including globalization, technological advances, decreasing unionization rates, discrimination of all kinds and against all groups and based on sexual orientation, the rise of non-standard forms of employment and employment in the informal economy. The COVID-19 pandemic had exacerbated existing inequalities and had given rise to labour and human rights abuses in global supply chains. The rise in non-standard forms of employment and decline in unionization had left workers without legal protection or access to collective agreements. Finally, her Government called for re-examination and re-assessment

of social protection systems that had previously only reached those in traditional or formal employment.

41. The Government member of the United States of America cited globalization as a major driver of inequality, particularly when unaccompanied by effective application of international labour standards. New digital technologies, the decline of unions, and erosion of the real value of minimum wages had also contributed to loss of livelihoods and economic security. He emphasized that climate change was aggravating inequality, disproportionately affecting those populations with the fewest resources to mitigate its effects. Those in the informal economy were further disadvantaged, with little access to skills training programmes, social protection, or secure employment relationships. He concluded that his Government wanted to address two goals during this discussion: the goal of addressing inequality, and the goal of increasing equity and inclusion.
42. The Government member of the United Kingdom of Great Britain and Northern Ireland noted with concern that the pandemic had aggravated existing inequalities both within and between countries. He outlined several measures taken by the Government of the United Kingdom to address inequality, including through targeted employment and training programmes, support to persons with disabilities to stay or move in to work, provision of affordable care and support services to enable women's access to quality jobs, measures to promote employment opportunities for people from ethnic minorities, and investments in regional areas to improve employment outcomes. Looking at the global perspective, he noted that informality and income inequalities were the biggest driver of overall inequality. Digitalization, climate change, and discrimination – particularly against lesbian, gay, bisexual, transexual and intersex (LGBTI) people – were further exacerbating factors. He expressed that the Government of the United Kingdom was committed to helping ensure that job opportunities were decent, and that fundamental human and labour rights of workers were respected.
43. The Government member of the Bolivarian Republic of Venezuela presented several government measures taken to protect citizens and support the economy to withstand the impact of COVID-19. The Government had put in place social assistance programmes to provide households with free access to food, healthcare and education, and direct economic assistance to those most in need. Business start-up loans, support to development of SMES, and youth employment programmes had been put in place. At the policy level, new laws on social dialogue and collective bargaining had been passed. To further support a return to normality, the Government was rolling out its COVID-19 vaccination programme.
44. The representative of the United Nations Entity for Gender Equality and Empowerment (UN Women) emphasized that gender inequality was among the most pervasive challenges. Women faced higher barriers to entering, remaining, and progressing in the labour market, as they continued to shoulder the majority of unpaid care work and were more likely to have temporary, unstable, or informal employment. She emphasized that the global wage gap persisted at 20 per cent, that women were exposed to discrimination and gender-based violence and harassment, and that the COVID-19 crisis had hit women the hardest. To tackle inequality in the world of work, it would be important to invest in the care economy, adopt gender-responsive leave and family policies, promote equal pay for work of equal value, and remove gender stereotypes that constrain access to education and employment opportunities. She concluded by inviting all delegates to join the Action Coalition on Economic Justice and Rights, which aims to achieve economic justice and rights for women.

45. The representative of the Office of the United Nations High Commissioner for Human Rights (OHCHR) focused on the socio-economic consequences of COVID-19. She emphasized that the pandemic had eroded progress towards achievement of the SDGs and exposed weaknesses in political, economic, and social systems, deepening existing inequalities. It had impacted on economic, social, and cultural rights – access to housing, water, sanitation, education and decent work – and had increased gender-based violence. A lesson learned was that countries with pre-existing social protection systems were shielded from the worst impacts of the crisis. Economic prosperity and political stability were possible through human-rights-based policies that ensure universal access to social protection, healthcare, education, freedom from discrimination and access to justice.
46. The Employer Vice-Chairperson concluded that the discussion should focus on all aspects of inequality to ensure that no individual, group, or region was left behind. While the discussion would naturally focus on the negative aspects of inequality, she found it reassuring to learn of the successful Government programmes to lift people out of extreme poverty. She noted that gender equality and how it could be addressed through access to employment and education would be central to the general discussion. Emphasizing the employer's point of view that fiscal policy and corporate taxation went beyond the ILO mandate, she stated that these aspects should not be part of the general discussion. Furthermore, as the ILO Centenary Declaration was to be the starting point of the discussion, the employers wanted to use the term "adequate minimum wage" rather than a "living wage". The Minimum Wage Fixing Convention, 1970 (No. 131), would be the reference point for a discussion on minimum wages.
47. The Worker Vice-Chairperson welcomed the recent news that the European Parliament had adopted a directive on adequate minimum wages, which would empower workers in the EU to earn a living for themselves and their families and would help in the fight against inequalities. He recalled that the living wage was enshrined in both the Declaration of Philadelphia and the ILO Constitution. Employment alone was not enough; decent wages were needed too. Speaking more broadly, he emphasized that failed policies should be abandoned, especially those promoting unfair globalization and trade, which only served only to exacerbate inequalities. Redistribution policies were crucial to redressing the balance. In areas with high levels of informality, where redistribution policies would be challenging to implement, policies on building universal social protection should be deployed. A consensus seemed to be emerging on addressing discrimination against vulnerable groups. Recognizing the Employers' group's focus on productivity, he underscored the equal importance of redistribution policies, collective bargaining and freedom of association.
48. A representative of StreetNet International, also speaking on behalf of the International Domestic Workers Federation and Women in Informal Employment: Globalizing and Organizing, called for workers in the informal economy to be recognized and afforded access to workers' rights and protection. The COVID-19 pandemic had intensified existing inequalities and revealed a structural contradiction whereby informal workers, while increasingly recognized as essential, were not valued. As part of the recovery from the pandemic, that structural contradiction must be reconciled using solutions that considered gender equity and recognized informal workers in their various roles as care workers, public health agents, and other contributors to economic growth. The ILO had a key role to play in that recovery as a coordinator of multilateral activities for reducing inequality. The ratification and enforcement of international labour standards were also key to that end, including those relating to social protection, home based work, domestic workers, violence in the workplace, and the transition from the informal to the formal economy.

49. A representative of Kolping International emphasized that, to overcome inequality, calling for the enforcement of existing international labour standards and inclusive social dialogue was key. Labour inspection and complaint mechanisms had been proven effective in combating informality on the national level. However, an independent institution was required to bring transnational labour law violations to justice. The idea of an international labour court should be discussed.
50. A representative of International Young Christian Workers gave examples of the inequalities faced by young workers around the world, many of whom were engaged in diverse working arrangements primarily characterized by insecurity. He underlined the need for social protection for all through redistribution and the creation of adequate healthcare, education, transport and digital infrastructure; however, while the report had highlighted the importance of infrastructure, he took issue with the lack of clarity on the matter in the proposed ILO response. Since young people experienced age discrimination in connection with their level of education and perceived lack of knowledge, the Working Party should establish measures to tackle age discrimination to enable young people to contribute fully to their workplaces and societies. Lastly, it would be important to ensure that actors profiting from the context of the COVID-19 pandemic would contribute sufficiently to the recovery process.
51. A representative of the International Lesbian, Gay, Bisexual, Trans and Intersex Association pointed to inequalities based on sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) as an important issue for discussion and thanked those Governments that had already raised it. While some standards aimed at tackling SOGIESC-based discrimination had been developed by various United Nations (UN) bodies, none focused on the issue of employment. He called on stakeholders to use the present forum to share best practices and challenges experienced in tackling inequalities faced by lesbian, gay, bisexual, trans and intersex persons in the world of work, including in the context of recovering from the COVID-19 pandemic and achieving the SDGs.

## Point for discussion No. 2

**What have been the main drivers of inequalities inside and outside the labour market?**

**What effective gender-responsive policies and measures have Member States introduced to reduce inequalities within countries and promote productivity growth, while ensuring a fair distribution, in particular through labour market policies and institutions, social protection and fiscal policy? How far should such policy responses and measures be adjusted considering the lessons learned from the COVID-19 crisis? What is the best policy mix to reduce inequalities and promote inclusive growth and sustainable development, including in the context of the recovery from the pandemic?**

52. The Worker Vice-Chairperson noted that the COVID-19 pandemic had exposed and worsened inequalities in the world of work, including by increasing the proportion of women in informal, low-paid, and precarious work. The inequalities hampering economic growth should be tackled through a combination of distributive and redistributive policies, including universal social protection. Labour market policies formulated without social dialogue had led to deregulation, wage suppression and rights violations. Insufficient regulation and weak labour market institutions had enabled the rise of precarious work. He underscored the importance of collective bargaining, which helped to ensure fair income distribution, reduce wage inequality and discrimination, and give vulnerable groups a voice at work. Since the erosion

of collective bargaining had driven a sustained decline in the labour income share, it was important to build centralized, coordinated collective bargaining systems and expand their coverage to all workers and employers.

53. Fundamental principles and rights at work must be guaranteed for all workers regardless of their employment relationship and workers should be assured of minimum living wages, universal social protection, and supported in their transition to the formal economy through well-designed policies. Wage-setting exercises should be guided by Convention No. 131, including the needs of workers and their families and social protection programmes should prioritize inclusion and gender sensitivity.
54. Productivity had been decoupled from wages, including in global supply chains, demonstrating the need for measures to address income distribution. Steps taken to promote decent work and reduce inequalities would, in turn, benefit productivity. It was worth recalling, also, that productivity figures did not account for unpaid labour. Highlighting the disparity in the taxes paid by richer and poorer populations and the inequalities created by excessive financialization, he called for higher taxes on financial transactions and individual and corporate wealth, which should complement efforts to tackle tax evasion and illicit financial flows. Full, decent employment should be considered in the development of macroeconomic policies as part of a new social contract to reduce inequalities, and premature monetary tightening must not suffocate job creation and recovery. The Employment Policy Convention, 1964 (No. 122), would be a key tool.
55. Existing inequalities in the world of work were not an inevitable outcome of globalization and technological change, but the result of unfairness in global supply chains, discouragement of industrial policy, and deregulation and austerity endorsed by financial institutions, the latter of which also hampered financial stability and growth. Unequal access to vaccine production demonstrated the damage of intellectual property rules and low technological transfer. Lack of access to public services was a rights violation and undermined equality of opportunity. Coordinated policies on investment and decent jobs in areas that benefited humans and the environment were therefore needed.
56. Inequalities were also evidenced in the pay gaps between individuals in open-ended and those in temporary contracts, as well between men and women, national and migrant workers, who often also experienced discrimination, unpaid labour and rights violations. The pandemic had highlighted how inequalities in the world of work undermined the collective ability to respond to health and economic crises: frontline workers were often employed in informal, precarious, or low-paid work and were not covered by social protection programmes.
57. The best policy mix would consist of labour and employment policies to enhance the labour income share and equity in wage distribution and to promote international labour standards, macroeconomic policies on full employment, and redistributive fiscal, tax and social protection measures, which should all be implemented through a comprehensive, coordinated approach among countries.
58. The Employer Vice-Chairperson underlined the multifaceted nature of inequalities, their drivers, and the policies needed to tackle them. The different levels of productivity among enterprises were a key cause of rising income inequality; it would therefore be essential to support small and medium-sized enterprises (SMEs) to increase their efficiency, economic viability, and productivity. Challenging business environments were obstacles to job creation, economic growth, and development: specifically, corruption and bureaucracy discouraged business registration, entrepreneurship, formalization, and private investment, which in turn

hindered economic growth and decent job creation. Conducive business environments, on the other hand, could help to tackle informality. Given the high rate of decent work deficits in the informal economy, notably due to unfair competition, inequalities in the world of work would only be reduced through active efforts to address informality and its root causes.

59. Since unemployment was the central cause of poverty and social exclusion, rapid labour market integration and job creation should be prioritized over redistribution policies. Although labour market frameworks were of relevance to job creation, in too many countries they had long been unfit for purpose and had failed to ensure equal opportunities for women and men through the removal of legal and cultural barriers to the participation of women in the labour market.
60. Turning to the issue of diverse forms of work, she pointed out that low-paid jobs were often the only opportunity for many low-skilled and long-term unemployed individuals to enter and progress in the labour market and should not be stigmatized as a poverty risk. Similarly, digital labour platforms provided individuals in marginalized groups and those who had lost work during the COVID-19 pandemic with opportunities to obtain flexible, income-generating work. Moreover, many people chose such platforms, because of the flexibility they provide in allowing them to determine their own hours of work and/or augment their primary income. According to recent studies, digital platforms had reduced unemployment and inequality, increased productivity and work quality in emerging markets and supported workers during the pandemic by providing financial support and training. Since constituents would discuss platform work in a separate forum later, there was no need consider the matter in the outcome document of the Working Party.
61. Education systems in most countries had struggled to keep pace with changes in the world of work, resulting in widened skills gaps, stagnant productivity, informality, and exclusion. Improving education systems would enable more people benefit from digitalization, technological progress and globalization. Sustainable social protection is key to ensure that people have adequate safety nets. The pandemic had highlighted huge gaps in social protection, which should be addressed in the implementation of the ILO plan of action on social security for 2021–26.<sup>4</sup> Indeed, 55 per cent of the world's population has no access to social protection benefits at all. Options to increase fiscal space for social protection exist in all countries, provided there is political will to discuss all possible avenues. Thus, progress in domestic resource mobilization is possible. However, in that regard, it is also important to look closely at the burden of non-wage labour costs: lower contributions for social insurance would not only make the labour factor less costly and therefore increase employment possibilities. Lower social insurance payments would also leave more money in workers' pockets. This would benefit workers at the lower end of the income scale in the first instance. For them, social insurance contributions constitute the lion's share of the deductions they pay.
62. She concluded by saying that COVID-19 had not changed those priorities, but rather increased the need for action on other ILO priorities to reduce inequality, especially those envisaged in the Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient (Global Call to Action). The Global Call to Action stresses, for instance, the need to support business continuity and an enabling environment for innovation, productivity growth and sustainable enterprises, including MSMEs, recognizing the important role of sustainable enterprises as generators of employment and

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<sup>4</sup> GB.343/INS/3/1.

promoters of innovation and decent work; to support quality education, training and decent work for young people to strengthen public and private investment in skills development and lifelong learning, to develop and implement comprehensive, innovative and integrated approaches to curb the spread of informality and accelerate the transition to the formal economy.

63. The Government member of Namibia, speaking on behalf of the Africa group, said that the main drivers of inequalities were linked to a wide range of factors including: underdevelopment and a lack of financial options to support industrial development; skills deficits, including digital deficits; growing unemployment and informality; the impact of global supply chains and trade relations between developed and developing countries; the legacies of apartheid and colonialism; weak governance and management; and successive financial crises.
64. The best policy mix should consist of labour and employment policies that would elicit a more equitable labour income share and an enabling environment for macroeconomic policies aiming at full and decent employment and redistributive fiscal and social protection measures. Collective bargaining would also be an essential element, as would other measures aimed at ensuring fairness, such as minimum living wages, universal social protection floors, labour regulations and formalization. Lasting peace and stability could not be achieved if a country's wealth was held by a select few.
65. The Government member of Slovenia, speaking on behalf of the EU and its Member States, said that Albania, Montenegro and Norway aligned themselves with her statement. The ILO Constitution made it clear that labour was not a commodity and established that democracy and freedom of expression and association were essential drivers of progress. Reducing inequalities was a priority for her region, as evidenced by EU initiatives to improve labour market access, working conditions, social protection and inclusion, and new opportunities for youth. A significant proportion of the population lacked basic skills, including literacy, highlighting the need for quality education and training for all. Lifelong learning and skilling were preconditions for lasting employability and social inclusion. The ability to adapt to changes in the world of work would also help to maintain equality and diversity in the workplace. Many inequalities could be reduced by strengthening social dialogue to promote gender equality, fair income distribution, formalization, adequate social protection and occupational safety and health and by helping under-represented and marginalized groups to participate in the labour market.
66. The EU and its Member States had addressed the social and labour-related consequences of the COVID-19 pandemic by providing immediate economic relief, including support for all workers disproportionately affected by loss of income and work opportunities as well as those impacted by school closures and additional unpaid care work. She acknowledged the importance of global solidarity and the challenges faced by some developing countries concerning reduced fiscal and monetary policy space. Although tax and benefit systems had largely cushioned the impact of economic crises on individuals, jobs, and enterprises, in some countries the pandemic had revealed gaps in social protection system. Governments should now work with the social partners and through social dialogue to decide which of the temporary measures should be sustained, focusing on addressing individuals in situations of vulnerability.
67. The Government member of Colombia, speaking on behalf of GRULAC, affirmed that the drivers of inequalities inside and outside the labour market were various and interconnected. They included the unequal allocation of work and salaries, gender-based discrimination,

informality, productivity differentials between enterprises, and shortcomings in social protection. Launching innovative programmes and measures designed to reduce gender-based inequalities and discrimination was a priority for GRULAC. Those programmes and measures should consider: the principle of equal pay for work of equal value; work-life balance, including issues relating to paid and unpaid care work and the unequal division of household tasks; the promotion of equal opportunities for women to access and remain in the workforce; and the deconstruction of gender stereotypes.

- 68.** Policies boosting formalization were also a priority given the high percentage of workers in the region working in the informal sector. Studies had shown that widespread informality could hinder recovery from the effects of the COVID-19 pandemic. When formulating public policy, all Member States, but particularly those with emerging economies, should consider adopting a holistic approach to informality; adapting measures to their circumstances; improving access to education, markets and financing to enable workers and enterprises to transition to the formal sector; improving governance and the business environment; and simplifying fiscal regulations to reduce the cost of operating in the formal sector. Implementing labour policies that addressed underemployment and insecure forms of work was also key. Lastly, budgeting, and monetary policies had been crucial to the mitigation of the socio-economic effects of the COVID-19 crisis.
- 69.** The Government member of China emphasized his country's long-standing commitment to safeguarding the legitimate rights and interests of workers and reducing inequalities in the world of work. In the wake of the COVID-19 pandemic, his Government had worked to redress the imbalance of salaries by increasing the wages of low-income groups and curbing excessively high incomes. It had implemented social insurance policy and provided financial support to enterprises, guiding them to assume responsibility for guaranteeing the basic livelihoods of workers throughout the pandemic period. It had encouraged workers and employers to enter negotiations to overcome difficulties, thus stabilizing labour relations and promoting the resumption of work. Moving forward, it would focus on improving the minimum wage and collective wage negotiation system. In response to the rapid development of the platform economy, his Government had formulated policies clarifying the labour protection responsibilities of platform enterprises. His Government would continue to strengthen market supervision with people-centred policies and stood ready to work with other countries to address global inequalities.
- 70.** The Government member of Ghana emphasized the importance of discussing inequalities in the world of work, particularly for Ghana, which was struggling to sustain gains made in reducing its poverty rate and lagged behind other sub-Saharan countries in terms of representation of women in legislative positions. In addition, legislation providing for persons with disabilities in employment had not been fully updated. A survey commissioned by the Ministry of Employment and Labour Relations showed that the COVID-19 pandemic had widened the inequality gap, causing widespread pay cuts and significant job losses. The Government had already adopted policies to minimize those effects and was establishing a national unemployment insurance scheme. His Government fully supported the proposals to incorporate the ILO contributions into the UN-wide reform efforts, systematically include inequality issues in country-level activities and placing social dialogue at the centre of policy debate.
- 71.** The Government member of Switzerland said that his country had adopted a national gender equality strategy focused on equal work opportunities for women and men, an improved balance between work and family life, violence prevention, and the eradication of discrimination. In addition, public and private employers with over 100 employees must



conduct regular equal pay analyses, for which a free self-assessment software tool was available. Switzerland was directly addressing inequalities experienced by persons with disabilities by promoting integration and inclusive working environments. The difficulties emerging from the COVID-19 pandemic had underscored the central role of social dialogue in formulating practical, effective, and widely supported labour market policy. That central role should be maintained in promoting inclusive growth and sustainable development in facing other major challenges, such as just transition and digitalization.

- 72.** The Government member of the United Kingdom said that its social assistance scheme, Universal Credit, had been flexible enough to meet individual needs and the surge in demand during the COVID-19 pandemic. In addition, being means-tested rather than insurance-based, it was accessible to those without other forms of support. The United Kingdom had undertaken a range of measures to address gender-based discrimination in the workplace and support persons with disabilities. However, further action must be taken to break down labour market entry barriers faced by women. A transformative agenda to address persistent gender barriers, including equal remuneration for work of equal value, work-life balance solutions and investment in the care economy, could ensure equal opportunities, participation and treatment for women and men.
- 73.** The Government member of Argentina outlined some of the public policies adopted to protect the economy, the labour market, and workers from the negative impact of the COVID-19 pandemic, including the provision of direct financial support to low-income households and loans to small and medium-sized enterprises to enable them to make wage payments. His Government prioritized social dialogue and the protection and increase of the minimum living wage with a view to increasing purchasing power. To address gender inequality, his Government had ratified the Violence and Harassment Convention, 2019 (No. 190), and introduced a programme to increase the formalization of domestic workers.
- 74.** The Government member of Canada explained that her Government had established a federal minimum hourly wage of 15 Canadian dollars (CAD) and introduced legislative changes to better protect workers in non-standard forms of employment, such as prohibiting employers from misclassifying their employees as independent contractors. Her Government had implemented labour market programmes to mitigate inequalities for vulnerable and under-represented groups and a pay equity regime to ensure that women and men in federally regulated workplaces received equal pay for work of equal value. To address inequalities between countries, Canada had measures in place to tackle labour rights violations in supply chains, notably banning the import of goods produced by forced labour and including comprehensive and enforceable labour provisions in free trade agreements, and an international feminist policy seeking to eradicate poverty through greater financial inclusion for women.
- 75.** The Government member of the United States said that inequality in the United States had grown significantly over the previous five decades because of globalization, digitalization, the decline of trade union representation and changes in tax policies that shifted much of the tax burden from the wealthy to the middle class. In spite of major efforts to end discrimination against African Americans, women, members of the LGBTI community and others, the effects of discrimination persisted. Her Government has recently launched a five-year investment plan to create high-paying jobs and rebuild public infrastructure, and initiated programmes to counter climate change. Further efforts included initiatives to expand childcare, increase the tax burden on corporations and the wealthiest citizens, protect workers' right to organize and raise the national minimum wage.

- 76.** The Worker Vice-Chairperson noted that governments had called for the need for social policy in the name of fairness, including a living minimum wage and universal social protection. Some governments had also called for redistribution policies, which should be combined in a policy mix with employment and industrial policies, collective bargaining, and a strong framework for the social protection of workers regardless of employment status. He reiterated his support for equal pay for work of equal value. Noting the use of the term “non-standard” for what is more commonly referred to as “insecure” forms of work, he disagreed with the Employer Vice-Chairperson’s assertion that those forms of work were helpful for increasing employment opportunities and allowing people to escape from poverty or gain equality in the labour market. He also contested their assertion that income inequality was a natural reflection of differing levels of productivity, citing the disproportionate ratio between the salaries of the lowest-earning worker and the chief executive officer in some enterprises in the United States. Deregulation of the labour market was not the solution, but rather strengthened labour market institutions, such as trade unions. Indeed, the decline in trade union power had been cited by governments as a reason for reduced collective bargaining and increasing inequality among wage earners.
- 77.** The Employer Vice-Chairperson appreciated some of the positive comments regarding the importance of policies to support greater access to labour markets, to stimulate enterprise development, to support access to education and skills training, and to address informalities. These key policy areas fell within the ILO mandate and were highly relevant in addressing inequalities. She regretted however a range of negative comments, which she wanted to address. First, she was unable to accept the prevailing sentiment that global trade was a bad thing. She reminded the Working Party that global trade was a significant factor in the economic development of many countries and that it would continue to play a key role in recovery. She noted that the same countries represented in the meeting would also attend the Ministerial Conference of the World Trade Organization (WTO) to promote trade. What was needed was a coherent policy approach to support a positive evolution in global trade.
- 78.** Similarly, she clarified that the Employers’ group was not against social dialogue and collective bargaining. However, such processes should be shaped in a manner that suited the cultural and industrial context and worked for all parties involved. A single global model could not be a universal panacea. Furthermore, she cautioned against assumptions that declining trade union membership was due to restrictive labour laws as this was not necessarily the case; the decline was also observed in countries such as France where there were no restrictions on union membership or activity.
- 79.** There were no uniform trends regarding the distribution of labour income, and policy measures would have to be developed at the national level. This was not an issue where a “one size fits all” solution could be crafted in an international forum.
- 80.** It was important to note that the gender pay gap was a significant problem and one that the Employers also wanted to tackle. She stressed that her group very much supported the principle of equal pay for work of equal value and that efforts to address this form of inequity must tackle the root causes and not focus merely on pay transparency. Again, she highlighted the need to develop context-specific policies.
- 81.** She concluded by restating the relevance of Convention No. 131 to the general discussion and confirmed that her group would not engage in a discussion about living wage.

### Point for discussion No. 3

**In the light of the ILO's mandate, what action should the ILO's constituents and the Office take at national and international level, including through partnerships and policy coherence, to reduce inequalities and promote inclusive growth and sustainable development, as called for by the 2030 Agenda for Sustainable Development, in a changing world of work strongly affected by the COVID-19 pandemic?**

82. The Employer Vice-Chairperson recalled the complexity of inequalities, which touched upon almost every aspect of the Decent Work Agenda, inclusive growth, and sustainable development. As such, as it was not a new issue for the ILO, and what was needed was accelerated action on key areas already reflected in the ILO Centenary Declaration and the Global call to action. The underlying social and economic causes of inequality needed to be addressed by country-specific, evidence-based policies.
83. Her group considered the proposed ILO response set out in the Office report as insufficient in some key areas. The ILO should refrain from creating a new narrative on inequality but rather focus on showing the importance of decent work and inclusive growth in reducing inequality. The Office could usefully provide regular monitoring on the various dimensions of inequality in the world of work. Research should be country-specific rather than general and the Office should avoid creating another standard review process. Urgent attention should be given to strengthening ILO Country Offices and further development of the "One-ILO" approach to provide better in country service to constituents. Lastly the Employers' group believed that many facets of inequality were already addressed by the ILO Centenary Declaration.
84. The Employer Vice-Chairperson turned to the eight priority actions that the constituents and the Office should take to reduce inequality. First, the Office should develop comprehensive national strategies to support the implementation of the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). Second, the Office should develop a comprehensive productivity strategy to support enterprise development, particularly micro and small enterprises, and job creation through productive development policies and institutions at the enterprise, sectoral and macrolevels. Skills development, capital accumulation and investment in technology and innovation were essential to promote employment and enterprise productivity of MSMEs. Third, the Enabling Environment for Sustainable Enterprises (EASE) Programme should be scaled up to support constituents in accelerating growth and job creation. Improving the environment for enterprises, including through the simplification of business procedures was vital to support decent employment growth. Fourth, the Office should strengthen its support to the design, delivery, and monitoring of gender-sensitive, youth inclusive employment policies. Fifth was the need to increase the focus on skills development to ensure that all individuals have the chance to deploy their talents and abilities to contribute to economic life. Sixth, adequate frameworks such as social protection policies were crucial to mitigating economic inequality and preventing poverty. In that regard, the Social Protection Floors Recommendation, 2012 (No. 202) needed to be implemented. Seventh, greater support was needed to establish adequate systems to set realistic and sustainable minimum wages at the national level in accordance with the provisions expressed in Convention No. 131. Lastly, she encouraged the Office to increase its engagement with international financial institutions to facilitate emergency support for employment, business continuity and social protection.

85. The Worker Vice-Chairperson recalled the need to reinforce the ILO mandate on social justice and to create mechanisms to support the reduction of inequalities. In doing so, he referred to Section III of the Declaration of Philadelphia and the obligations to achieve full employment, extend social protection, ensure a just share of the fruits of progress and minimum living wage, and the effective recognition of collective bargaining.
86. Noting the references to trade, financial markets and macroeconomic policy in the ILO Declaration on Social Justice for Fair Globalization, 2008 (Social Justice Declaration) and the ILO Centenary Declaration, he stated that it was clearly within the ILO's mandate to promote global coherence in macroeconomic policy. The ILO had a role in creating multilateral strategies for a recovery that would reduce inequalities using distributional, re-distributional and macroeconomic policy levers. The ILO should promote social dialogue in national implementation of global agreements and within the policymaking of the international financial institutions.
87. He encouraged further ILO research and dialogue on macroeconomic, labour and employment policies. A special focus should be given to the declining labour income share and recovery of lost labour income share. International labour standards are key tools to reduce inequalities and to achieve sustainable development and inclusive growth and should be promoted.
88. Noting that several governments had commented on the relevance of collective bargaining, the ILO should continue to support the development of collective bargaining for all workers and all forms of employment relationships, noting the effectiveness of centralized and coordinated systems to reduce inequalities. Collective bargaining at transnational level and along global supply chains was also needed.
89. There was a need to identify and address gaps in the world of work such as pay gaps and the exclusion of certain categories of worker, such as domestic workers, from the protection of laws and regulatory frameworks. He noted the tenth anniversary of the Domestic Workers Convention, 2011 (No. 189), as an occasion to promote its ratification. He insisted that the provision of an adequate living wage is at the frontline of reducing inequalities. Minimum living wages needed to be established in accordance with Convention No. 131.
90. He pointed to several important ILO instruments that provided a clear framework for action to combat inequality. He referred specifically to the Conference Conclusions concerning the second recurrent discussion on social protection (social security), 2021, that provided a road map for inclusive protection funded by progressive taxation strategies. Non-discrimination under Discrimination (Employment and Occupation) Convention, 1958 (No. 111), was of fundamental importance and the provisions of Convention No. 190 would assist in eliminating violence and harassment which perpetuate inequalities toward women and marginalized groups. The Employment Policy Convention, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), provided policy frameworks aimed at full employment and decent work and sustainable industrial policies. There was a need to ensure that international labour standards inform social dialogue and were included in national and multilateral policies. Effective follow up to the MNE Declaration would support efforts to tackle abuses within global supply chains and the abuse of concentrations of economic power.
91. The Worker Vice-Chairperson concluded that the ILO should take the lead in developing a policy mix based on its constitutional mandate to place employment, labour income share and raising wages, redistribution, and non-discrimination at the heart of action to combat inequalities and realize social justice.

92. The Government member of Namibia, speaking on behalf of the Africa group, stated that fairness was integral to social justice and that persistent inequalities would inevitably slow progress towards achieving social justice. The COVID-19 pandemic had created an unprecedented increase in inequalities and undone decades of social progress. He considered that the elimination of inequalities must be an explicit goal of national and multilateral policies and that significant efforts were needed to ensure policy coherence in that regard. The elimination of inequalities should become an explicit feature in a wide range of future ILO programmes and policies.
93. The Africa group urged the ILO to continue to advance its analysis and understanding of the causes of inequality and to leverage its tripartite competitive advantage to keep the issue on the international agenda. This would include a strategic “flagship” report that would articulate the ILO stance on core policies needed to reduce inequalities in the world of work. The ILO should ensure that the elimination of inequalities becomes a permanent item on the agenda of international and regional financial institutions and multilateral organizations. He concluded that the Africa group supported the actions proposed in Chapter 4 of the Office report.
94. The Government member of Slovenia speaking on behalf of the EU and its Member States, said that Albania, Iceland, Montenegro and Norway aligned themselves with her statement. As inequalities were most apparent where income was generated, it was necessary to address them in the world of work. While inequalities had been a long-standing reality for many, COVID-19 had further emphasized their consequences and the need for effective policies to avert future increases in inequality. Sustainable enterprises, protection of labour rights, fair and balanced national tax systems, comprehensive social protection systems, and equal access to quality education played an important role in a human-centred recovery.
95. She welcomed the Office proposals and agreed that the ILO should show how different measures and policies contributed to reducing inequalities; engage in stronger multilateral cooperation and coordination, including with international financial institutions; ensure that international labour standards provided clear, robust and up-to-date protection in all new forms of work; and increase research aimed at providing evidence-based guidance on combating inequality in the world of work. The EU and its Member States suggested that inequality matters should be integrated in the ILO’s country-level activities and in the programme and budget, emphasizing that collective bargaining and social dialogue were key tools to address inequality in the world of work. She stressed that achieving gender equality was extremely important and that the Office proposal to strengthen the agenda on equal opportunities, participation, treatment, and remuneration must also prioritize education of women and girls and investments in the care economy.
96. The EU and its Member States believed that the ILO could weigh in on debates on the social dimensions of the world of work and was open to hearing more about the “inequality narrative” and working towards a common understanding of inequality. Of utmost importance was the need to renew the approach of the SDGs and the ILO Centenary Declaration to tackle inequality and contribute to a human-centred recovery from the COVID-19 crisis.
97. The Government member of Colombia, speaking on behalf of GRULAC, noted that recent studies had shown that the COVID-19 pandemic had hit the groups with the poorest labour market outcomes the hardest, including women and youth. Labour insertion and active labour market policies implemented by public employment services should focus on the most

affected groups. Responses targeting youth must be swift to prevent sustained impacts on their careers.

98. The coherent and multidimensional strategies promoted by the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205) should be implemented to promote peace, prevent crises, and to support recovery, solidarity, and shared responsibility. Coordination and synergies among actors working on humanitarian assistance and development was necessary to avoid duplication of efforts. She encouraged the ILO to lead this coordination effort among multilateral organizations to ensure support to sectors and workers that continued to be affected by the pandemic.
99. Government responses to the pandemic had aimed at ensuring productivity growth and avoiding an increase in inequalities. It was necessary to adopt further measures to tackle inequalities, including on wages, education, gender, skills, and the care economy. ILO research and the development of tools adapted to the realities and needs of countries would be necessary to reduce inequality, as would the adoption of measures aimed at increasing productivity, creating decent jobs, supporting vulnerable populations, and expanding programmes to address gender equality. She concluded that moments of crisis also presented opportunities to invest in policies and institutions that reduced inequalities and steered progress back towards the achievement of the 2030 Agenda and the SDGs.
100. The Government member of Algeria said that, as inequalities in the world of work varied from country to country, policies and strategies must consider differing national economic and political contexts and adopt a multidimensional approach. COVID-19 pandemic recovery strategies must be inclusive and focus on sustainable development, allowing for the swifter implementation of the SDGs, the promotion of sustainable economic growth and the guarantee of full productive employment and decent work for all. To achieve this, the ILO must prioritize social integration, the promotion of full employment and decent work, the fight against discrimination, the promotion of culture and equality, and ensure a clear vision, strong political will, significant institutional and financial resources, and a participatory approach involving workers' organizations, employers' organizations, and civil society. Furthermore, focus should be placed on social dialogue and collective bargaining at all levels to ensure worker protection, reduction of the gender pay gap, better working conditions for workers in non-standard forms of work and the informal sector, promotion of inclusive social protection systems, reduction of disparities in labour market access and opportunities, reduce wage and wealth inequalities and addressing rapid technological change. Finally, Algeria had recently strengthened its institutional and legal tools for promoting equality and preventing discrimination by introducing several provisions into its Constitution governing the protection of vulnerable groups.
101. The Government member of Switzerland suggested that the ILO could make a substantial contribution to combating inequality and improving productivity by adopting a systematic approach and developing a long-term vision, taking advantage of its normative framework, tripartite nature, and social dialogue. He drew attention to the discussion on decent work and productivity at the 341st Session (March 2021) of the Governing Body, at which it had endorsed an ecosystems approach to productivity. This approach tackles the drivers of productivity and lack of decent work at macro, meso and micro levels and aims at solutions that distribute gains fairly. Furthermore, the COVID-19 crisis had confirmed that informality of the labour market is a core driver of inequalities. A new ILO pilot project was working on the issue of informality alongside gender equality, just transition and environmentally sustainable economies. Addressing these fundamental challenges would require changes to labour laws and other regulations related to productivity and decent work. He was convinced

that only such a systematic, coherent approach involving all stakeholders would provide sustainable solutions to reducing inequality.

- 102.** The Government member of the United Kingdom recommended that the ILO should engage in intensified research and cooperation within the multilateral system, using a new ILO “inequality narrative” or strategy as a basis for this engagement. The ILO should integrate inequality issues in its contribution to the UN reform effort, as well as its country-level assistance, diagnostic studies to support policy responses, and its follow up to the ILO Centenary Declaration. Making the explicit linkage to inequality would sharpen the relationship between the Decent Work Agenda and the 2030 Agenda. Tackling discrimination, particularly against marginalized groups such as persons with disabilities and the LGBTI community was also necessary. She expressed the United Kingdom’s disappointment that the ILO had not recognized this group as vulnerable and requested that the conclusions of the current discussion reflect that this issue needed to be addressed at the ILO. Gender equality and climate change were two further elements that required urgent attention.
- 103.** The Government member of Ghana noted that economic and social inequalities affected the labour force, hindered growth, and increased the incidence of poverty. It would be necessary to establish extensive social protection programmes, to harmonize social and economic policies, and to develop national plans for equitable development that provided for universal access to basic services. He emphasized the need for a human-centred economy that worked equally for women and men, supported persons with disabilities, guaranteed equal opportunities in the labour market and was driven by the interests of most of the labour force. He affirmed Ghana’s commitment towards adopting systems and tested measures to reduce all forms of inequalities.
- 104.** The Government member of China stated that reducing inequalities should be predicated on overall progress and development. Based on China’s experience and efforts to reduce poverty and promote social equality, she highlighted two important strategies. First, Members could establish universal access to basic public services, such as education and social protection. Second, Members could improve efficiency of labour administration and public services through adoption of digital technology, including for labour inspection and dispute resolution mechanisms.
- 105.** The Government member of Argentina suggested that the global agenda of the ILO adopt measures to address the consequences of the pandemic, the growing indebtedness of countries, and actions to avoid social dumping. Such an agenda would include, first, advocating for the centrality of work and wages as an instrument to achieving the SDGs. Second, the promotion of active labour market policies to improve employability of workers and develop their skills. Third, advocating for the application of the UN General Assembly resolution 69/319 of 10 September 2015 concerning Basic Principles on Sovereign Debt Restructuring Processes in order to reduce burden on public finances. Fourth, promotion of a multilateral fund to support post-pandemic recovery in the most affected countries. Fifth, encouraging global collective bargaining in global supply chains to reduce the negative impact on wages and working conditions. Sixth, supporting the definition of regional minimum wages in accordance with empirical evidence, as established by Convention No. 131. Seventh, promoting the concept of a minimum living wage, as referenced in the ILO Constitution and the Declaration of Philadelphia. Finally, upholding collective bargaining to set wages and working conditions. Turning to national and subnational spheres, he recommended that ILO constituents adopt several measures, including implementation of social protection floors – as defined in Recommendation No. 202 – monitoring and evaluation of income policies, analysis of collective bargaining agreements, technical assistance to

promote gender equality at enterprise level, and design of strategies to combat gender equality and other inequalities in the world of work.

- 106.** The Government member of Canada noted that the ILO could position itself as a key player in the fight against inequalities by developing a comprehensive and integrated strategy, especially at country level. While Canada supported the ILO in the implementation of the action plan on social protection (2021–26), the ILO should continue to explore concrete ways to protect gig economy and platform workers. Producing disaggregated data, revisiting the grounds of discrimination in ILO standards, and cooperating with the Equal Pay International Coalition (EPIC) were necessary for ILO's efforts to advance gender equality in the world of work. She suggested that an ILC discussion on the unpaid and paid care work agenda could help draw global attention and provide guidance on this issue. She encouraged the ILO to continue its work with the WTO to ensure that the benefits of trade were fairly distributed across society. Finally, social dialogue should continue to advance, including through ILO efforts to improve the independence, representation and technical capacity of workers' and employers' organizations.
- 107.** The Government member of the United States agreed that a comprehensive and integrated strategy was needed to guide the work of the ILO and its members to address inequality in all its forms. The strategy should ensure that fundamental workers' rights were promoted and protected, minimum wage policies were effective, that safety and health at the workplace were ensured, that access to education, job training, and job opportunities were fostered, and that start-up capital for micro and small businesses was available. The strategy should also ensure that gender equality was advanced, that discrimination, including against members of the LGBTI community was eliminated, that social protection systems were strengthened and finally, that labour administrations could address the symptoms, causes and effects of inequality.
- 108.** The Employer Vice-Chairperson appreciated that several governments were aligned with employers' priorities, especially on promoting an enabling environment for sustainable enterprises, including through improved access to education. She confirmed that employers agreed with the need to address gender equality, including through education, access to training, and strengthening care systems. She had heard many governments express the need to implement minimum wage-setting systems. She emphasized that the draft conclusions should only reflect points of consensus, rather than the points of disagreement that had been highlighted throughout this discussion.
- 109.** The Worker Vice-Chairperson was pleased to have heard reference to the need for employment policies that support decent jobs and create opportunity for workers to earn a living wage, to be able to afford a decent life in addition to enjoying decent work conditions. Employment policies should be accompanied by macroeconomic, industrial, and sectoral policies that promoted transformation. While he agreed that inequalities were multifaceted, the focus of this discussion and the ILO should be in inequalities in the world of work. There were many common drivers of these inequalities, including attacks on freedom of association, and globalization and its unfair outcomes for workers and developing countries. A coordinated policy response by the ILO was required.
- 110.** Responding to points raised by employers, the Worker Vice-Chairperson disagreed on the need for additional strategies on formalization, as the Formal Economy Recommendation, 2015 (No. 204), and its accompanying action plan provided a valuable set of guidance that had been implemented by the ILO in the programme and budgets over the past three biennia. On the matter of productivity, he referred to the recent discussion at the 341st Session (March



2021) of the Governing Body and the related decision.<sup>5</sup> He reiterated the importance of work on gender equality, social protection, and skills. Returning to the issue of an adequate living wage, he referred again to the ILO's mandate set forth in the Declaration of Philadelphia. He concluded by stating that while there had been no consensus on all points during the general discussion, those points should not be excluded from the conclusions of the Working Party.

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<sup>5</sup> GB.341/PV, paras 606–649 and GB.341/POL/2.

## Discussion of the draft conclusions

111. The Chairperson thanked the Drafting Group and the secretariat for their work in preparing the [draft conclusions](#), noting that 169 proposed [amendments](#) were submitted for consideration.
112. In explaining the process for receiving and discussing the amendments, she noted that, for bracketed sections of the text, the brackets would be automatically removed where a point was adopted following the discussion of the amendments thereto.

## Title

113. No amendments were received to the title, which was therefore adopted.

## Title of Part I

114. No amendments were received to the title of Part I, which was therefore adopted.

## Point 1

### A.10

115. The Employer Vice-Chairperson introduced an amendment to add the words “, recognizing that the relevant aspects of inequality depend on the national context” at the end of the paragraph, to emphasize the defining role that national context played in shaping inequality.
116. The Worker Vice-Chairperson did not support the amendment, as the multifaceted nature of inequalities depended not solely on national context, but also on the global or regional context, among other factors.
117. The Government member of Colombia, speaking on behalf of the group of Latin American and Caribbean countries (GRULAC), supported the amendment.
118. The Government member of Slovenia, speaking on behalf of the European Union (EU) and its Member States, did not support the amendment.
119. The Government member of Namibia, speaking on behalf of the Africa group, could only support the amendment if there was also a reference to the international context. To this end, he introduced a subamendment to insert the words “and global” between the words “national” and “context”.
120. The Employer Vice-Chairperson offered an alternative way of addressing the concerns raised by introducing a subamendment to add the words “and global developments” after the words “national contexts”.
121. The Government member of Namibia, speaking on behalf of the Africa group, supported the alternative subamendment.
122. The Government member of the United States of America preferred the original text for its brevity, and recalled that point 7 of the draft conclusions already addressed the various dimensions of inequalities and how they differed across contexts. The Government member of the United Kingdom of Great Britain and Northern Ireland expressed support for this position.
123. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, supported the

subamendment proposed by the Africa group, but did not support the subamendment proposed by the Employers' group.

- 124. The amendment was withdrawn.
- 125. Point 1 was adopted.

## Point 2

### A.11

- 126. The Employer Vice-Chairperson introduced an amendment to delete the words "Global wealth inequality is high [but has reduced over the last decade]". The intention was to strike a compromise, should it not be possible to retain the bracketed text.
- 127. The Worker Vice-Chairperson did not support the amendment, since the first half of the sentence in question was stating the well-established fact that global wealth inequality was high, whereas the bracketed text was not based on evidence.
- 128. The Government member of Slovenia, speaking on behalf of the EU and its Member States, did not support the amendment.
- 129. The Government member of Colombia, speaking on behalf of GRULAC, noted the difficulty of taking a position on the amendment in question, since it was closely related to several other amendments submitted by the Employers' group that were yet to come. She reserved her group's position on this question for subsequent amendments.
- 130. The amendment was withdrawn.

### A.127

- 131. The Worker Vice-Chairperson introduced an amendment to delete the words "[but has reduced over the last decade]" after the words "Global wealth inequality is high". It was a well-established fact that global wealth inequality had been on the rise again since 2020.
- 132. The Employer Vice-Chairperson did not support the amendment, stating that there was also data – such as that provided in the Credit Suisse Global wealth report <sup>6</sup> – providing evidence that global wealth inequality had reduced significantly over at least a decade.
- 133. The Government members of Colombia, speaking on behalf of GRULAC; Namibia, speaking on behalf of the Africa group; Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Philippines; and Slovenia, speaking on behalf of the EU and its Member States, supported the amendment.
- 134. The Employer Vice-Chairperson accepted the view of the majority, but maintained her group's position.
- 135. The amendment was adopted.

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<sup>6</sup> The Global wealth report 2021.

**A.12**

- 136.** The Employer Vice-Chairperson introduced an amendment to insert the words “and global wealth inequality” after the words “between countries”. There was ample evidence to show that advances had been made in reducing inequality, including global wealth inequality.
- 137.** The Worker Vice-Chairperson did not support the amendment. He acknowledged that advances had been made with respect to poverty and inequality between countries, but cited evidence, notably from the Credit Suisse Global wealth report, that no such advances has been made in reducing global wealth inequality.
- 138.** The Government members of Namibia, speaking on behalf of the Africa group; Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Slovenia, speaking on behalf of the EU and its Member States, did not support the amendment.
- 139.** The amendment was withdrawn.

**A.61**

- 140.** The Employer Vice-Chairperson introduced an amendment to add the word “national” following the phrase “global decline in labour share of”. She explained that the amendment was intended to qualify income as national alone.
- 141.** The Worker Vice-Chairperson and the Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; the Government member of Slovenia, speaking on behalf of the EU and its Member States; and the Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment.
- 142.** The amendment was withdrawn.

**A.60**

- 143.** The Employer Vice-Chairperson introduced an amendment replacing “: the distribution of income growth has been highly unequal with a majority of the world’s population receiving a smaller share than the very top of income earners” with “particularly in some advanced economies, and to a lesser extent in emerging economies” in order to specify that the global decline in labour share of income manifested differently in advanced and emerging economies.
- 144.** The Worker Vice-Chairperson reserved expressing his position until the Governments had spoken.
- 145.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the amendment and preferred the original wording.
- 146.** The Government members of Slovenia, speaking on behalf of the EU and its Member States; Namibia, speaking on behalf of the Africa group; and Colombia, speaking on behalf of GRULAC, and the Worker Vice-Chairperson did not support the amendment.
- 147.** The amendment was not adopted.
- 148.** Point 2 was adopted, as amended.

### Point 3

#### A.123

149. The Government member of the United States, speaking also on behalf of the Governments of Canada and Norway, introduced an amendment to add the word “and” before “employment policies” so that the sentence would read well.
150. The Employer Vice-Chairperson, the Government member of Slovenia, speaking on behalf of the EU and its Member States, and the Worker Vice-Chairperson supported the amendment.
151. The amendment was adopted.

#### A.88, A.62 and A.8

152. The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to remove the word “cultural” as her group believed that cultural practices were not a source of inequalities.
153. The Government member of Canada, speaking on behalf of the group of industrialized market economy countries (IMEC), introduced the same amendment to avoid qualifying “practices” and, therefore, allow for a broad range of practices to be taken into account.
154. The Government member of Namibia, speaking on behalf of the Africa group, indicated that his group had suggested the inclusion of “cultural” in the first instance during the sittings of the Drafting Group. However, the arguments given by the EU and IMEC were persuasive, and he supported the amendments.
155. The Employer and Worker Vice-Chairpersons could accept the amendments.
156. The amendments were adopted. An amendment proposed by the Democratic Republic of the Congo (A.8) consequently fell.

#### A.181

157. The Government member of Indonesia introduced an amendment, seconded by the Government members of Pakistan, Singapore and Thailand to add the words “development gaps,” following the phrase “fiscal space for socio-economic development,” in order to reflect the significance of development status in determining income levels.
158. The Government member of Malaysia supported the amendment because different development gaps between and within countries had contributed to high levels of inequalities.
159. The Government member of Slovenia, speaking on behalf of the EU and its Member States, and the Worker Vice-Chairperson expressed flexibility with regard to the amendment.
160. The Government member of Namibia, speaking on behalf of the Africa group, supported the amendment.
161. The Employer Vice-Chairperson accepted the amendment.
162. The amendment was adopted.

**A.205**

- 163.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon, the Philippines and the Africa group, introduced an amendment to delete “[poor governance and accountability]” and insert in its place “developmental gaps, governance and accountability issues at the global and domestic levels”. The amendment was intended to address the root causes of underdevelopment by acknowledging the impact of globalization and transnational governance on development in all countries.
- 164.** The Government member of Indonesia supported the amendment.
- 165.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, expressed a preference to include “poor governance and accountability” in the final text but could accept the amendment.
- 166.** The Government member of Namibia, speaking on behalf of the Africa group, suggested a subamendment to delete “developmental gaps,” in order to avoid repetition.
- 167.** The Worker Vice-Chairperson supported the amendment as subamended.
- 168.** The Employer Vice-Chairperson did not support the amendment.
- 169.** The amendment was adopted as subamended.

**A.59**

- 170.** The Employer Vice-Chairperson introduced an amendment to delete “corporate, financial, and wealth” before the word “taxation” because some countries did not have wealth taxation and “lack of adequate taxation” was clear enough without qualifiers.
- 171.** The Worker Vice-Chairperson and the Government members of Colombia, speaking on behalf of GRULAC; Namibia, speaking on behalf of the Africa group; and Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon, the Philippines did not support the amendment.
- 172.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, expressed a preference to maintain “corporate, financial, and wealth” but was willing to be flexible.
- 173.** When resuming consideration of the point at another sitting, the Employer Vice-Chairperson insisted on retaining the amendment.
- 174.** The Government member of Namibia, speaking on behalf of the Africa group; and the Government member of Bangladesh, speaking on behalf of India, Indonesia, the Islamic Republic of Iran, Lebanon, Pakistan and the Philippines, expressed their groups’ flexibility.
- 175.** The Government members of the United Kingdom, the United States and Norway said that they could support the amendment.
- 176.** The Government member of Japan supported the amendment, adding that the term “taxation” was sufficiently comprehensive and could be a good compromise.
- 177.** The Worker Vice-Chairperson said that he had difficulty understanding the shift in position by Governments, which had supported retaining the phrase and for which the issue of fiscal policy and fiscal space was of major importance. Adequate taxation was essential to attaining fiscal space and fight inequalities. He regretted the inconsistency in position shown by some

Government groups on the issues of debt relief and taxation and emphasized the importance of retaining “corporate, financial and wealth” for his group.

178. The Employer Vice-Chairperson insisted on deleting the phrase. Fiscal space could be achieved in other ways, such as by ensuring that adequate taxation was properly applied.
179. The Chairperson, acknowledging the divergence in views between the Employers’ and Workers’ groups, proposed to postpone the discussion to the next sitting.
180. At the next sitting, the Government member of Japan reiterated his support for the amendment because the inclusion of the words “corporate, financial, and wealth” was unnecessary.
181. The Government member of Slovenia, speaking on behalf of the EU and its Member States, still did not support the amendment.
182. The Government members of Colombia, speaking on behalf of GRULAC, and Namibia, on behalf of the Africa group, also preferred the original text but could show flexibility for the sake of consensus.
183. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, expressed the preference to retain “corporate, financial, and wealth” in the text. Speaking more generally about Point 3, she welcomed the incorporation of some of the amendments her Government and the Governments she represented had proposed.
184. The Worker Vice-Chairperson confirmed his group’s position against the amendment.
185. The Employer Vice-Chairperson asserted that his group could not show flexibility on the amendment for reasons already explained.
186. The Government member of Norway did not support the amendment.
187. The Government member of Colombia, speaking on behalf of GRULAC, reiterated her group’s preference to retain the wording.
188. The Government member of Slovenia, speaking on behalf of the EU and its Member States, expressed support for the amendment.
189. The Government member of Namibia, speaking on behalf of the Africa group, confirmed that he did not support the amendment.
190. In a spirit of consensus, the amendment was withdrawn.

#### A.58

191. The Employer Vice-Chairperson introduced an amendment to delete “[fair wages and working conditions, and]” because, linguistically speaking, it was not possible for international trade to “promote” fair wages and working conditions.
192. The Worker Vice-Chairperson did not support the amendment because it was indeed possible for international trade, depending on its rules, to either promote or harm fair wages and working conditions.
193. The Government members of Slovenia, speaking on behalf of the EU and its Member States, the United Kingdom and the United States did not support the amendment. The Government member of Canada also did not support the amendment because current labour provisions for free trade agreements did promote fair wages and working conditions.

194. The amendment was withdrawn.

#### A.124

195. The Government member of the United States, speaking also on behalf of the Government members of Canada and Japan, introduced an amendment to replace “[should be / is]” with “can be” to reflect the reality that fair and rules-based international trade could be a catalyst for economic growth and development but there was no guarantee that it would be the case. In addition, “can be” was a compromise between the two other proposed amendments of “should be” and “is”.
196. The Worker Vice-Chairperson preferred “should be” but could accept the amendment if the Government groups expressed collective support for it.
197. The Employer Vice-Chairperson wished to hear the Governments’ positions before expressing her own.
198. The Government member of Slovenia, speaking on behalf of the EU and its Member States, expressed the willingness to be flexible with regard to the amendment.
199. The Government member of the United Kingdom supported the amendment for the reasons set out by the Government member of the United States.
200. The Government members of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Namibia, speaking on behalf of the Africa group, expressed a preference for “should be” but was willing to be flexible.
201. The Government member of Colombia, speaking on behalf of GRULAC, supported the amendment.
202. The Worker Vice-Chairperson expressed a strong preference for “should be”.
203. The Employer Vice-Chairperson could accept the amendment.
204. The Worker Vice-Chairperson, in view of the general flexibility expressed, suggested discussing the three options in the proposed amendments (“should be”, “is”, and “can be”) all at once.
205. The Employer Vice-Chairperson emphasized that she would not be able to support “should be”, but that she could accept “can be”, as proposed in the present amendment.
206. The Government member of Slovenia, speaking on behalf of the EU and its Member States, could support the amendment for “can be”, even though their initial preference was for “is”.
207. The Government member of Pakistan expressed a preference for “should be”.
208. The Government member of Namibia, speaking on behalf of the Africa group, reiterated his preference for “should be” but emphasized his willingness to accept the amendment for “can be” in the interest of consensus.
209. The Government member of Norway supported the amendment.
210. The Worker Vice-Chairperson accepted the amendment in the interests of consensus.
211. The amendment was adopted. Amendments to include “should be”, as proposed by the Workers’ group (A.129), and “is”, as proposed by the Employers’ group (A.57), consequently fell.



**A.206**

- 212.** The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, the Islamic Republic of Iran, Pakistan, the Philippines and the Africa group, introduced an amendment to replace the sentence “Ensuring that the benefits brought by international trade become more inclusive and responsive to Sustainable Development Goals (SDGs) is of the utmost importance for reducing income inequality” with “The income and profit generated in the whole ecosystem of international trade, including global supply chains, should be equitably shared for the benefit and well-being of the enterprises, workers and developing countries, in line with the Sustainable Development Goals (SDGs)” given the significant and persistent inequality at the individual and country levels in the distribution of the wealth generated by the whole ecosystem of international trade, including global supply chains.
- 213.** The Employer Vice-Chairperson, the Government member of Slovenia, speaking on behalf of the EU and its Member States; the Government member of the United States and the Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment.
- 214.** The Worker Vice-Chairperson, the Government member of China and the Government member of Namibia, speaking on behalf of the Africa group, supported the amendment.
- 215.** The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, insisted that the amendment be adopted.
- 216.** When resuming consideration of the point at another sitting, the Worker Vice-Chairperson withdrew support for the amendment, considering that the proposed insertion was not necessary as it related to concepts already reflected in the texts agreed with the Employers’ group.
- 217.** The amendment was withdrawn.
- 218.** Point 3 was adopted, as amended.

**Point 4****A.137**

- 219.** The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, the Islamic Republic of Iran, Lebanon, the Philippines and the Africa group, introduced an amendment to add, after the words “external shocks”, the words “and limited ability of governments to put in place requisite public health measures owing to resource constraints”. The COVID-19 pandemic had exposed governments’ limitations in responding to their citizens’ needs, regardless of economic strength or social profile, leading to inequality in terms of the impact of the pandemic and the subsequent recovery. Reference to those limitations must therefore be made in such an important document on inequality as the one under discussion.
- 220.** The Employer Vice-Chairperson and the Worker Vice-Chairperson supported the amendment.
- 221.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, proposed a subamendment to insert “some” before “governments”.

222. The Government member of Colombia, speaking on behalf of GRULAC, highlighted that the points raised in the amendment were already reflected in other parts of the document. However, she could accept it in the interest of consensus.
223. The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the subamendment and requested clarity on the exact number of governments to which the word “some” referred.
224. The Government member of Slovenia, speaking on behalf of the EU and its Member States, said that “some” meant “not all”; while some governments’ ability to establish public health measures had been limited, that was not true for others.
225. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, doubted whether such differences existed among governments. She proposed a subamendment to insert “many” before “governments”.
226. The Government member of Namibia, speaking on behalf of the Africa group, supported the amendment as it stood. Of the two proposed subamendments, his preference was for “many”.
227. The Government member of the United States agreed that the points raised in the amendment were expressed elsewhere in the document. Should the amendment be adopted, a qualifier before “governments” would be required, and although she preferred “some”, consideration could be given to “many”. Rather than representing an exact number, both words aimed to reflect the different reasons for governments’ shortcomings in responding to the COVID-19 pandemic which were not limited to resource constraints.
228. The Government member of Colombia, speaking on behalf of GRULAC, expressed a preference for “some”.
229. The Employer Vice-Chairperson expressed support for the addition of the word “some”.
230. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, highlighted that data from a range of reliable sources illustrated that many governments, including in wealthy countries, had faced constraints in their response to the pandemic. The addition of the word “many” was therefore acceptable; “some” was not.
231. The Chairperson recalled that those constraints did not always relate to resources and the deputy representative of the Secretary-General suggested that the phrase could read: “and unequal ability of governments to put in place requisite public health measures”.
232. The Employer Vice-Chairperson proposed a subamendment to replace “and limited ability of governments to put in place requisite public health measures” with “and to put in place requisite public health measures”.
233. The Chairperson invited members to propose a subamendment based on the comments of the deputy representative of the Secretary-General.
234. The Worker Vice-Chairperson proposed a subamendment to replace “limited” with “unequal”.
235. The Government member of the United States proposed a further subamendment to delete “owing to resource constraints” from the wording suggested by the deputy representative of the Secretary-General to reflect the fact that inequalities in the response to the COVID-19 crisis had not been limited to developing countries and had not occurred solely due to resource constraints.

236. The Government member of Colombia, speaking on behalf of GRULAC; the Employer Vice-Chairperson; and the Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the subamendments proposed by the Worker Vice-Chairperson and the Government member of the United States.
237. The Government member of Namibia, speaking on behalf of the Africa group, supported the proposal of the Worker Vice-Chairperson, but did not support the deletion of “owing to resource constraints”, which was the main thrust of the sentence.
238. The Government member of the United Kingdom supported the subamendment proposed by the Government member of the United States.
239. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, supported the text suggested by the deputy representative of the Secretary-General and did not support the deletion of “owing to resource constraints”.
240. The Worker Vice-Chairperson supported the inclusion of “owing to resource constraints”.
241. The Government member of Slovenia, speaking on behalf of the EU and its Member States, preferred not to include “owing to resource constraints”. However, her group could accept that wording if it could be subamended to add “also” before “owing”.
242. The Government member of Namibia, speaking on behalf of the Africa group, could accept that subamendment in the interest of consensus.
243. The Government member of the United States could accept the subamendment. To make the sentence clearer, however, she proposed a further subamendment to add “among other things” after “owing” instead of inserting “also”.
244. The Government members of Norway and Slovenia, speaking on behalf of the EU and its Member States, and the Worker Vice-Chairperson supported the subamendment proposed by the Government member of the United States.
245. The Government members of Namibia, speaking on behalf of the Africa group, and Colombia, speaking on behalf of GRULAC, said that they could accept the subamendment.
246. The Employer Vice-Chairperson said that, although the idea was already covered by the reference to the “unequal capacity of countries”, he could support the subamendment.
247. The amendment was adopted as subamended.
248. The Government member of the United Kingdom withdrew the amendment to replace “vaccine” with “vaccination” proposed by the Government members of Turkey and the United Kingdom (A.63).

## A.56

249. The Employer Vice-Chairperson introduced an amendment to remove the phrase “[insecure forms of work and]”. The phrase lacked precision and had no legal meaning; as such, it was a crude generalization and was not sufficiently reliable to use in an ILO text. A formal discussion on the platform economy scheduled for October 2022 would afford an appropriate opportunity for the ILO to discuss and define “insecure forms of work”. Until properly defined, the phrase amounted to nothing more than campaign language and should not be used. Her group could, as an alternative, consider using terminology such as “non-standard forms of employment” which could be reasonably defined and quantified with evidence. She emphasized the importance of this matter for the Employers’ group.

250. The Worker Vice-Chairperson did not support the proposed amendment, stating that, for the Workers' group, the inclusion of this phrase was of utmost importance. He pointed to the use of the phrase in paragraph 14(f), and several others, of the ILO Global Call to Action, a document which was based on evidence of impact of the COVID-19 pandemic. The Sustainable Development Goals also referred to people in insecure forms of work. He strongly refuted the suggestion that the language was merely a campaign slogan; people in insecure forms of work existed, faced serious inequalities and must be reflected in the report.
251. The Government member of Colombia, speaking on behalf of GRULAC, noted that, as the Global Call to Action contained two references to insecure forms of work, she could not support the amendment.
252. The Government member of Slovenia, speaking on behalf of the EU and its Member States, wished to see the phrase included in the text and could not support the proposed amendment.
253. The Government member of the United States wished to include the phrase in the final text. However, the matter could be further discussed later.
254. The Government member of Australia expressed a preference to avoid using the term, as it had not been fully defined, but would follow the governmental consensus.
255. The Government member of Namibia intervened to indicate that the Africa group would also like to retain the phrase in the text.
256. The Worker Vice-Chairperson asked that it be noted that the majority of Governments had expressed an opinion that the phrase should be retained.
257. The amendment was withdrawn.

#### A.89

258. The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to add the words ", in low-skilled jobs" after the words "Workers in [insecure forms of work, ". She explained that workers in low-skilled jobs had also been disproportionately harmed by the impact of the COVID-19 pandemic, as had been documented in the ILO Monitor.
259. The Government member of Norway supported the amendment.
260. The Employer Vice-Chairperson indicated that she would like to hear from the Government members before commenting on the proposed amendment.
261. The Worker Vice-Chairperson could accept the amendment.
262. Seeing no other requests for the floor, the Employer Vice-Chairperson indicated that her group would accept the amendment.
263. The amendment was adopted.
264. Point 4 was adopted, as amended.

## Point 5

### A.55

265. The Employer Vice-Chairperson introduced an amendment to add the words “, particularly high levels of informality,”, explaining that some of the reasons for inequalities in the world of work between countries related to high levels of informality.
266. The Worker Vice-Chairperson wished to hear from the Government members before commenting further.
267. The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the amendment.
268. The Government member of Colombia, speaking on behalf of GRULAC, supported the inclusion of a reference to informality in the final text but did not consider it relevant in this point.
269. The Worker Vice-Chairperson could not support the amendment, as a reference to informality in point 5 was misplaced. However, his group strongly supported the inclusion of such a reference in point 8.
270. The amendment was withdrawn.

### A.134

271. The Government member of the United Kingdom, speaking also on behalf of the Government member of the United States introduced an amendment to replace “compelled to channel” with “channelling a higher share of”, since “compelled” was a loaded term and there were avenues available for dealing with national debt, and to replace “rather than into plans” with “reducing funding”, as socio-economic development could also be supported through interventions other than plans.
272. The Worker and Employer Vice-Chairpersons supported the amendment but wished to hear from the Governments since the original wording had been proposed by the Africa group.
273. The Government members of Canada and Norway; Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; and Namibia, speaking on behalf of the Africa group, supported the amendment.
274. The amendment was adopted.
275. Point 5 was adopted, as amended.

## Point 6

### A.54

276. The Employer Vice-Chairperson introduced an amendment to replace “are” with “can be”, recalling that her group had provided justification during the discussions of the Drafting Group.
277. The Worker Vice-Chairperson did not support the amendment but was keen to hear the Chairperson’s advice given her expertise on the subject of child labour and forced labour.

- 278. The Government member of Slovenia, speaking on behalf of the EU and its Member States, and the Government members of the United States and the United Kingdom supported the amendment.
- 279. The Worker Vice-Chairperson expressed his preference for retaining “are”, but could accept the amendment in the interest of consensus.
- 280. The amendment was adopted.

#### A.64

- 281. The Government member of the United Kingdom, speaking also on behalf of the Government members of Canada, Norway and the United States, introduced an amendment to insert “all forms of” before “forced labour” to make it clear that there were many forms of forced labour.
- 282. The Employer Vice-Chairperson supported the amendment.
- 283. The Worker Vice-Chairperson proposed a subamendment to insert “or compulsory” after “forced” in order to align the text with the Forced Labour Convention, 1930 (No. 29). He then immediately subamended his subamendment to replace “all forms of forced or compulsory labour” with “forced or compulsory labour in all its forms” in order to better align with Convention No. 29. He asked the Office for confirmation that the wording of his second subamendment aligned with the text of that instrument.
- 284. The deputy representative of the Secretary-General confirmed that the wording of the second subamendment proposed by the Worker Vice-Chairperson aligned with the relevant Convention.
- 285. The Government member of the United Kingdom said that she could accept either the original subamendment proposed by the Worker Vice-Chairperson or his second subamendment.
- 286. The Government member of Pakistan supported the subamendment since it was more inclusive of different forms of forced labour such as modern slavery and human trafficking.
- 287. The Chairperson proposed using the wording contained in Convention No. 29.
- 288. The amendment was adopted as subamended.
- 289. Point 6 was adopted, as amended.

#### Point 7

#### A.126

- 290. The Government member of the United States, speaking also on behalf of the Government members of Canada, Norway and the United Kingdom, introduced an amendment to replace “were” with “have been” to recognize that women’s participation in the labour market continued to be affected by the COVID-19 crisis.
- 291. The Worker and Employer Vice-Chairpersons and the Government members of Colombia, speaking on behalf of GRULAC; Slovenia, speaking on behalf of the EU and its Member States; and Namibia, speaking on behalf of the Africa group, supported the amendment.
- 292. The amendment was adopted.

**A.213**

- 293.** The Government member of Canada introduced an amendment to insert “and are disproportionately represented in the hardest hit service sectors” after “domestic work” because the impact of the COVID-19 crisis on those sectors was another factor leading girls and women to leave education, training and the labour market and should therefore be highlighted.
- 294.** The Employer and Worker Vice-Chairpersons and the Government member of Slovenia, speaking on behalf of the EU and its Member States; the Government member of Colombia, speaking on behalf of GRULAC; the Government member of Namibia, speaking on behalf of the Africa group; and the Government member of Pakistan supported the amendment.
- 295.** The amendment was adopted.
- 296.** Point 7 was adopted, as amended.

**Point 8****A.52, A.53, A.81, A.90, A.92, A.160, A. 196, A.211 and A.212**

- 297.** The Chairperson presented to the Working Party a text that had been prepared by the Office in consultation with Governmental groups as an attempt to find a compromise, taking into account that point 8 had given rise to lengthy discussions in the Drafting Group and the nine amendments received showed the persisting divergence of positions on the inclusion or not of a list of most affected groups and of grounds of discrimination. The proposed text read:
- COVID-19 crisis has affected disproportionately those who are vulnerable to discrimination on all grounds covered by international labour and human rights standards. Inequalities are more pronounced when multiple grounds of discrimination intersect.
- 298.** The Government member of Malaysia said that she was in support of the amendment proposed by the Government member of Indonesia (A.211), which consisted in including reference to groups or populations that were disadvantaged or discriminated against or who may be in vulnerable situations, without providing specific examples. Providing a list would be discriminatory, and the particular groups to include in such a list would differ by region and by country.
- 299.** The Government member of Namibia, speaking on behalf of the Africa group, introduced a subamendment to the Office text presented by the Chairperson to replace the last sentence with “Inequalities are more pronounced in multiple aggravated forms of discrimination.”
- 300.** The Government member of Colombia, speaking on behalf of GRULAC, reiterated the importance her group attached to including language from the Global Call to Action, which had been agreed in June 2021 and proposed to insert, after “grounds”, “including race, colour, sex, religion, political opinion, national extraction and social origin, and taking into account the specific circumstances and vulnerabilities of migrants, indigenous and tribal peoples, people of African descent, ethnic minorities, older persons, persons with disabilities and persons living with HIV/AIDS”.
- 301.** The Chairperson explained that there was no agreement among Government members on the inclusion of a list of persons in vulnerable situations.
- 302.** The Government member of Mexico aligned herself with the statement made by GRULAC and emphasized that the Global Call for Action was vital, particularly Part B, Paragraph (h), which listed several groups that were vulnerable to multiple forms of discrimination and had been

severely impacted by the COVID-19 pandemic, including people of African descent, a group that represented a population of 150 million people in her region. Groups would be excluded if they were not listed in the conclusions. Her Government could be flexible on the reference to lesbian, gay, bisexual, trans, intersex and queer (LGBTIQ) persons, but excluding people of African descent in such a list would be unacceptable.

- 303.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, reminded the Working Party that throughout the debates in the Drafting Group her group had strongly advocated for an inclusive, though not exhaustive, list to be included. The list should reference all those that were disproportionately affected by the COVID-19 pandemic or subject to discrimination. In efforts to achieve consensus, the EU and its Member States had proposed, in their amendment (A.90), an alternative text referring to “sexual orientation, gender identity and gender expression”, which was language that was clear and had a legal meaning. Despite efforts to negotiate in good faith, the Working Party was now faced with the text proposed by the Chairperson. While she was grateful for the proposal, she firmly stated that the EU and its Member States would not accept the inclusion of a list that did not include LGBTIQI persons, and it was therefore better to have no list at all. Agreeing to the proposed text was a huge concession. She suggested deleting “and human rights” and insert after “standards” “and international instruments on human rights”. She did not support the amendment proposed by the Africa group.
- 304.** The Government member of Canada, speaking also on behalf of the United States, reiterated that her preference was to have a discussion on their amendment (A.196), which had sought to insert the words “sex, ... sexual orientation, gender identify”, before “race”. The protection of groups in vulnerable situations, particularly LGBTIQI persons, was of the utmost importance. Considering the extreme sensitivity of some Government members towards the issue, she expressed willingness to consider the Office text presented by the Chairperson.
- 305.** The Government member of Canada, speaking on behalf of IMEC, supported the subamendment by the Government member of Slovenia, on behalf of the EU and its Member States. The subamendment reflected language agreed in the Violence and Harassment Convention, 2019 (No. 190) and Recommendation (No. 206), 2019. She wanted to keep reference to the intersection of multiple grounds of discrimination and did not support the amendment made by the Africa group.
- 306.** The Government member of Japan noted that the proposed text was close to the proposal submitted by Asia and Pacific group (ASPAG). He supported the proposed text, however, while expressing some openness to further adjustments, was not willing to discuss the inclusion of a list of specific categories of groups in the point.
- 307.** The Government member of the United States had hoped to include reference to LGBTIQI persons in the conclusions as it was an extremely important issue. Considering the views expressed by other Government members, she would have agreed to the language proposed by the EU and its Member States of “sexual orientation, gender identity and gender expression”. She expressed regret that such language could not be accommodated. She thanked the Office for the text and agreed with the subamendment introduced by the Government member of Slovenia, on behalf of the EU Member States. She did not support the subamendment made by the Africa group.
- 308.** The Government member of the United Kingdom highlighted that her Government had strongly advocated for reference to LGBTIQI persons in the point. As a compromise, she would have been able to support the proposed language by the EU and its Member States of “sexual orientation, gender identity and gender expression” and the amendment proposed by the



Government members of Canada and the United States. She supported the subamendment introduced by the Government member of Slovenia, on behalf of the EU and its Member States. She did not support the amendment made by the Africa group as she wanted to retain language that was in line with Convention No. 190.

- 309.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, thanked the Office for the proposed text and the Government members for the flexibility shown for her group's position. She was open to considering both proposals submitted by the EU and its Member States and the Africa group. She urged other Government members to continue showing respect toward issues of utmost important and emphasized that she would not support the inclusion of the list agreed in the Global Call to Action.
- 310.** The Chairperson emphasized that the decision was not easy, and that concession would be made on all sides. She asked GRULAC to consider the views expressed by other Governments to not include a list of persons in vulnerable situations. The forthcoming General Survey on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), among others, and discussions thereon in 2023 would provide an opportunity to reach a robust agreement on such issues.
- 311.** The Chairperson reminded the Working Party of the need to remain respectful of GRULAC and their need to consult as a group. Amid a process that was not simple, it was important to find solutions that everyone could rely on. Her own advice to GRULAC would be to avoid insisting upon a detailed list but noted that it was not her role to impose her opinion on the proceedings.
- 312.** The Government member of Mexico requested that the secretariat circulate all amendments that were still under consideration in relation to point 8, which should be afforded the same treatment as all other points. She noted the various comments advocating to avoid a list of the most disadvantaged and vulnerable populations but wished to emphasize that behind those lists were people, some of whom had only recently been recognized in internationally applicable texts.
- 313.** The Government member of Pakistan speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, recalled that the Africa group had introduced an interesting amendment. She asked that it be included in the amendments to be further discussed. She also urged the Working Party to recognize that cultural and political sensitivities were such that a certain level of constructive ambiguity was helpful to enable all parties to remain committed to the text of the draft conclusions and she encouraged members to consider the implications of insisting on an expanded list of groups.
- 314.** The Government member of Norway stated that she was unable to support the position taken by GRULAC.
- 315.** The Government member of Namibia, speaking on behalf of the Africa group, agreed with the Chairperson that the best way forward might be to avoid listing specific vulnerable groups, which risked being exclusive, and to refer in an inclusive manner to all persons.
- 316.** At the following sitting, the Chairperson informed that the Government members of GRULAC, EU and its Member States, IMEC and Africa had withdrawn the amendments and subamendments previously tabled, in favour of the following compromise text:

The COVID-19 crisis has affected disproportionately those who are vulnerable to discrimination on all grounds covered by international labour and human rights standards. Inequalities are more pronounced when multiple grounds of discrimination intersect.

- 317.** Understanding that the point had been a major issue in the discussions and in the interest of compromise, the Employer Vice-Chairperson supported the proposed text. He did, however, wish to state that many members of the Employers' group would have preferred the text to contain a list of vulnerable groups that included LGBTIQ persons.
- 318.** The Worker Vice-Chairperson, stated that the ILO should work on all forms of discrimination and in respect of all discriminated groups. LGBTIQ persons suffered significant disparities and discrimination in income, in access to and opportunity in employment and these worsened in times of crisis. Trade unions around the world had worked to address these forms of discrimination and the Workers' group would have preferred more specific language that directly identified the most vulnerable groups. He thanked the Governments for making efforts to find a compromise and, although he regretted that it had not been possible to make more progress, he would support the text.
- 319.** The Government member of New Zealand confirmed his support for the compromise text. He endorsed the comments of both the Employer and Worker Vice-Chairpersons and indicated that he would have supported the text previously submitted by the EU and its Member States.
- 320.** The Government member of Namibia, speaking on behalf of the Africa group, supported the compromise text. He observed that while some members of the Working Party had wished to include a more specific listing, there were others who were equally principled in their view that there should not be such a list. The Working Party had made considerable efforts throughout the discussions to find language that was inclusive and acceptable to all; this was vital to ensuring universal commitment to the conclusions and to the ILO. He encouraged the Member States to put aside language that could be divisive and respectfully asked them to accept the text.
- 321.** The Government member of Colombia, speaking on behalf of GRULAC, explained that her group had listened to all views expressed and, in the interest of consensus, was willing to withdraw their amendment to the proposed text. Her group was frustrated that the Working Party had not been able to include in a point focused on discrimination reference to those groups of people who experienced discrimination. Furthermore, her group did not understand why language from the Global Call to Action, agreed five months earlier, could not be referred to. Her group could accept the proposed text, but they did not think it was inclusive enough.
- 322.** The Government member of Canada, speaking on behalf of IMEC had wanted to see reference to LGBTIQ persons in the conclusions. However, in the spirit of compromise and taking into account all views expressed, she was able to withdraw the amendment [196]. She encouraged other groups to approach the discussion with the same flexibility and to withdraw their amendments.
- 323.** The Government member of Slovenia, speaking on behalf of the EU and its Member States reiterated her group's preference to retain the language proposed in their original amendment ("sex,...sexual orientation, gender identify"). However, since no compromise was reached, she was able to support the proposed text and to withdraw the EU amendment that had been made to the text.
- 324.** The Government member of Pakistan, speaking on behalf Bangladesh, the Islamic Republic of Iran and Lebanon thanked members of the Working Party for their flexibility in view of achieving consensus.

- 325.** The Government member of Lebanon introduced an amendment to the proposed text to replace “intersect” with “overlap and reinforce each other”. He explained that the concept of intersectionality had not been internationally validated and should not be used in the conclusions. While he would not block a consensus, in the spirit of solidarity and compromise, he requested that his delegation’s reservations be noted in the summary of proceedings.
- 326.** The Worker Vice-Chairperson preferred the proposed text. He did not understand why Government members would not accept the word “intersect” as it simply meant that a person could experience more than one form of discrimination at the same time. For example, a person could face discrimination for their disability and for being of African descent.
- 327.** The Government member of the United States had wanted to see reference to LGBTIQI persons in the conclusions and would have accepted the wording proposed in the amendment from the EU and its Member States (A.90). In the spirit of compromise, she would support the proposed text. She agreed with the Worker Vice-Chairperson that the word “intersect” referred to instances where more than one ground of discrimination applied to the same person, for example a person could suffer racial discrimination and discrimination due to being disabled. She preferred the original formulation and did not support the amendment introduced by the Government member of Lebanon.
- 328.** The Government member of the Philippines explained that her delegation would have supported reference to LGBTIQ persons as it would also have allowed her to insert reference to migrant workers. The proposed text was not as strong, but she was willing to accept it in the spirit of compromise. If the word “intersect” was truly problematic for some delegations in her region and if it was synonymous to “overlap and reinforce each other” then the Working Party should consider all views to ensure all Government members could subscribe to the final text.
- 329.** The Government member of Colombia, speaking on behalf of GRULAC could not accept further amendments to the text. Other members had withdrawn their amendments in the spirit of consensus.
- 330.** The Government member of Slovenia, speaking on behalf of the EU and its Member States could not support the amendment to the proposed text, which was already a major concession for her group.
- 331.** The Government member of the United Kingdom reminded the members of the Working Party that her delegation had strongly advocated for the inclusion of LGBTIQ persons in the text and that this outcome was disappointing. It was time for this group to be recognized at the ILO. She did not support the amendment.
- 332.** The Government members of New Zealand and Norway did not support the amendment.
- 333.** The Government member of Mexico aligned herself with the position of GRULAC and echoed the concerns already raised. Not retaining reference to the LGBTIQ community nor to other groups in vulnerable situations in a text on inequalities was a disappointing outcome. She reiterated that GRULAC had withdrawn its amendment on the understanding that all other amendments would also be withdrawn. She could not support any additional amendments.
- 334.** The Government member of Namibia, speaking on behalf of the Africa group, supported the proposed text. However, if the amendment could bring additional Government members to agree to the conclusions, he was willing to consider it.
- 335.** The Government member of Brazil aligned himself with the GRULAC position and acknowledged that it was not easy to reach consensus and not all views were reflected in the

proposed text. Nevertheless, he asked other groups to accommodate the language that had been agreed upon in that proposal.

336. The Employer Vice-Chairperson, after listening to the views expressed by Government members, supported the proposed text in the spirit of compromise.
337. The Worker Vice-Chairperson supported the proposed text and did not agree to the amendment.
338. The Government member of Lebanon reiterated his reservation on the word “intersect”, but in the spirit of compromise and solidarity he would not block consensus.
339. The Government member of Pakistan noted that the Working Party had come a long way towards achieving consensus and did not wish to polarize the discussion further. While the Government member of Lebanon had expressed its national position, he had also explained that he would not block a consensual decision.
340. The amendment was withdrawn.
341. The proposed compromise text was adopted and the nine amendments that had been submitted to point 8 fell.
342. Point 8 was adopted, as amended.

## Point 9

### A.119

343. The Government member of Canada, speaking also on behalf of the Government member of the United States, introduced an amendment to insert after “collective bargaining” two sentences reading “Women are disproportionately represented in the informal paid care economy and domestic work, particularly migrant domestic workers. They have faced both worsened working conditions and reduced job security during the pandemic”. The new wording would highlight the linkages between intersectionality and informality, especially as regards paid care work in the informal economy.
344. The Worker and Employer Vice-Chairpersons and the Government member of Slovenia, speaking on behalf of the EU and its Member States; the Government member of Colombia, speaking on behalf of GRULAC; and the Government member of Norway supported the amendment.
345. The amendment was adopted.
346. Point 9 was adopted, as amended.
347. An amendment submitted by the Government member of Jordan to insert a new point after point 9 (A.1) was not seconded and consequently fell.

## Point 10

### A.51

348. The Employer Vice-Chairperson introduced an amendment to insert “access to finance” after “decent work opportunities,”, as this was another key driver of inequality that had not yet been captured.

- 349. The Worker Vice-Chairperson asked to clarify whether the notion of accessing finance was already captured through the mention of “access to economic [...] opportunities”.
- 350. The Employer Vice-Chairperson clarified that “access to finance” also encapsulated issues such as access to banks and opportunities to open bank accounts and was thus not yet reflected in the point.
- 351. The Government member of the United States introduced a subamendment to delete “access” to concord with the beginning of the sentence which intended to highlight “unequal access” to certain factors that drove inequalities.
- 352. The Worker Vice-Chairperson and the Government members of Slovenia, speaking on behalf of the EU Member States; Namibia, speaking on behalf of the Africa group; and Colombia, speaking on behalf of GRULAC, supported the amendment.
- 353. The amendment was adopted as subamended.

#### A.50

- 354. The Employer Vice-Chairperson introduced an amendment to insert “high quality and relevant” before “education” and “and training,” after “education”. The intention was to specify that a lack of access to quality and relevant education and training was also a driver of inequality.
- 355. The Worker Vice-Chairperson wanted to ensure that the text was in line with a similar point earlier in the text and introduced a subamendment so that the insertion read as “high quality education and relevant training”
- 356. The Employer Vice-Chairperson supported the subamendment.
- 357. The Government member of the United States asked the Office to clarify whether it was necessary to insert “high” before “quality education” and the deputy representative of the Secretary-General confirmed that the agreed practice was to not insert the word “high”.
- 358. The Employer Vice-Chairperson introduced a further subamendment to delete the word “quality” before “education”.
- 359. The Worker Vice-Chairperson, and the Government member of Slovenia, speaking on behalf of the EU Member States; the Government member of Pakistan, speaking also on behalf Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; the Government member of Namibia, speaking on behalf of the Africa Group; and the Government member of Colombia, speaking on behalf of GRULAC, supported the amendment as further subamended.
- 360. Point 10 was adopted, as amended.

#### Point 11

- 361. No amendments were received to point 11, which was adopted.

#### Point 12

##### A.49, A.132, A.180, A.152. A.133, A.93, A.48, A.94, A.47, A.65

- 362. The Working Party had before it two amendments to delete the first paragraph of point 12 beginning “The Declaration of Philadelphia recognizes”, one submitted by the Employers’

group (A.49) and the other (A.132) had by the Government members of Australia, Norway, Switzerland and the United States.

- 363.** The Employer Vice-Chairperson said that point 12 was important for her group and would require some time to discuss.
- 364.** The Government member of the United States, speaking also on behalf of Australia, Norway and Switzerland, explained that they had also submitted amendment (A.133) to delete the second paragraph of point 12 and both should be considered together.
- 365.** The Worker Vice-Chairperson said that it was crucial for his group to see reference to the Philadelphia Declaration and the Minimum Wage Fixing Convention, 1970 (No. 131), and sufficient time should be set aside to deliberate on these points. He did not support the two amendments to delete the first paragraph of point 12. He supported the amendment proposed by the Government members of the United States and Norway (A.152) to make more accurate the quotation of the Philadelphia Declaration in the first paragraph and withdrew his group's similar amendment (A.180).
- 366.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, was in favour of keeping both paragraphs 1 and 2 of point 12 but with proper quotation. The EU Member States were flexible with regard to the amendment proposed by the Employers' group to insert reference to the ILO Centenary Declaration (A.48) in the third paragraph of the point. Concerning the fourth paragraph, she introduced an amendment to delete "with global solidarity" (A.94).
- 367.** The amendments to delete the first two paragraphs did not find support and were not adopted.
- 368.** When resuming consideration of the point at another sitting, the Worker Vice-Chairperson said that his group had reached agreement with the Employers' group on the text relating to the Declaration of Philadelphia as follows:
- The Declaration of Philadelphia recognizes "the solemn obligations of the International Labour Organization to further among the nations of the world programmes, which will achieve" among other aims "full employment and the raising of standards of living" and "policies in regard to wages and earnings, hours and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection."
- 369.** The Government member of the United States supported the proposed text and suggested two changes in punctuation as they had an impact on the meaning: inserting commas around "among other aims" and removing the quotation marks before that wording.
- 370.** The Government members of Slovenia, speaking on behalf of the EU and its Member States; Namibia, speaking on behalf of the Africa group; and Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, supported the text as subamended.
- 371.** The Government member of Colombia, speaking on behalf of GRULAC, initially proposed a subamendment to delete the text quoting the Declaration of Philadelphia, but withdrew it and joined other groups in supporting the text as subamended by the Government member of the United States.
- 372.** The amendment that had been submitted by the Workers' group was included in that text and was therefore adopted.

- 373.** Concerning the second paragraph of the point, the Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of Namibia, speaking on behalf of the Africa group; Colombia speaking on behalf of GRULAC; Norway, the United States and Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, expressed support for the amendment proposed by the Government member of Slovenia to insert “should be taken into consideration, so far as possible and appropriate in relation to national practices and conditions”.
- 374.** The amendment was adopted.
- 375.** In the third paragraph, an amendment (A.48) proposed by the Employers’ group to insert a sentence relating to the ILO Centenary Declaration was withdrawn.
- 376.** Concerning the amendments to delete “with global solidarity” in the fourth paragraph, it was recalled that those words had been inserted at the request of the Africa group during the Drafting Group deliberations.
- 377.** The Worker Vice-Chairperson said that his group was flexible on the issue.
- 378.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, reiterated her group’s position that “with global solidarity and” should be deleted to be consistent with ILO language on social justice. She disagreed that social justice could only be achieved through global solidarity and maintained her group’s position that where solidarity was mentioned, so should responsibility and obligations.
- 379.** The Government members of Canada, speaking on behalf of IMEC, the United States and Norway, were not in favour of retaining the reference to global solidarity.
- 380.** The Government members of Colombia, speaking on behalf of GRULAC and Pakistan, on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, could not support the deletion of “global solidarity”. The Government member of Pakistan regretted the position taken by other groups, stating that solidarity was needed in addressing global inequalities, particularly those arising from colonization.
- 381.** The Government member of Namibia, speaking on behalf of the Africa group, proposed a subamendment to replace “social justice with global solidarity and” by “including through solidarity and cooperation”.
- 382.** The Employer Vice-Chairperson further subamended the paragraph by inserting “social justice,” before “including”.
- 383.** The Government member of the Philippines said that, when speaking of solidarity, the United Nations Declaration on the Right to Development and its references to colonialization must be borne in mind. Speaking of responsibilities and obligations also entailed acknowledging the obligation to rectify historical injustices.
- 384.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the Employers’ group subamendment.
- 385.** The amendment was adopted as subamended.
- 386.** Point 12 was adopted, as amended.
- 387.** Part I was adopted, as amended.

## Title of part II

- 388.** No amendments were received to the title of part II, which was therefore adopted.

## Point 13

### A.66

- 389.** The Government member of the United Kingdom, speaking also on behalf of the Government member of the United States, introduced an amendment to delete the bracketed text “Declining labour share of income is reflected in the higher incomes of top earners, and hampers sustainable development. This is happening at the global and national levels” as she preferred to retain the preceding sentence, which was also in brackets.
- 390.** The Employer Vice-Chairperson supported the amendment as her group has submitted an identical amendment (A.46).
- 391.** The Worker Vice-Chairperson proposed a subamendment to combine the two bracketed sentences to read “The global slowdown in labour productivity and the declining labour income share have hindered wage growth in recent years, reflected in the higher incomes of top earners, and hamper sustainable development.”
- 392.** The Employer Vice-Chairperson did not support the subamendment and indicated her preference to return to the tabled amendment. The wording introduced by the Worker Vice-Chairperson was already reflected in point 2 of the text and unnecessary repetition should be avoided.
- 393.** The Government members of the United Kingdom and the United States did not accept the subamendment. They agreed that the concern was already reflected in point 2.
- 394.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, indicated that the EU was flexible.
- 395.** The Government members of Colombia, speaking on behalf of GRULAC; Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon, the Philippines; and Namibia, speaking on behalf of the Africa group, did not support the amendment or subamendment.
- 396.** The Employer Vice-Chairperson reiterated support for the amendment tabled.
- 397.** When resuming consideration of the point at another sitting, the Worker Vice-Chairperson maintained his position on the subamendment proposed by his group, noting that some Governments had expressed their support and others had not.
- 398.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, said that her group remained flexible.
- 399.** The Government member of the United Kingdom speaking also on behalf of the Government member of the United States, maintained her preference for the retention of the first sentence in brackets and the deletion of the second one. The subamendment proposed by the Worker Vice-Chairperson would create repetition in the text as the declining labour share of income was already reflected in point 2.
- 400.** The Government member of Colombia, speaking on behalf of GRULAC, said that although her group had initially not supported the amendment, its position was flexible. She agreed that the subamendment proposed by the Worker Vice-Chairperson would repeat matters covered in point 2.



401. The Employer Vice-Chairperson explained that his group could not support the inclusion of the second sentence in brackets because it implied a causal relationship between the higher incomes of top earners and the declining labour share of income.
402. The Worker Vice-Chairperson said that his group's subamendment was an attempt to make a compromise by combining the ideas contained in the two bracketed sentences. However, if the Employers' group could accept to keep both sentences, his group would accept that proposal.
403. The Chairperson said that "Declining labour share of income is reflected in the higher incomes of top earners, and hampers sustainable development" conveyed a clearer message than the proposal of combining the two sentences.
404. The Employer Vice-Chairperson repeated that it was unnecessary to repeat the message regarding top earners since it already featured in point 2.
405. The Worker Vice-Chairperson withdrew his subamendment.
406. The amendments were withdrawn.
407. Point 13 was adopted.

## Point 14

### A.146

408. The Government member of the United States, speaking also on behalf of Canada, introduced an amendment to delete the words "Lack of technology transfer through and within global supply chains, a" from the beginning of the first sentence and to insert the words ", and technology gaps" before the words "are some of the causes of income inequality". The amendment was intended to broaden the scope of the link between technology and inequality.
409. The Employer Vice-Chairperson, and the Government members of Slovenia, speaking on behalf of the EU and its Member States, and the United Kingdom, supported the amendment.
410. The Worker Vice-Chairperson and the Government member of Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the amendment.
411. The Government member of Colombia, speaking on behalf of GRULAC, wished to retain a reference to technology transfer and therefore did not support the amendment.
412. The Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment and proposed a subamendment to retain the original text and insert the word "incentives" between "Lack of technology transfer" and "through and within global supply chains."
413. The Government member of Indonesia supported the subamendment, as did the Government member of Pakistan, speaking on behalf of Bangladesh, India, the Islamic Republic of Iran, Lebanon and the Philippines.
414. The Government member of Colombia speaking on behalf of GRULAC, also supported the subamendment, provided that the reference to technology transfers was retained.
415. The Employer Vice-Chairperson did not support the subamendment.

- 416. The Worker Vice-Chairperson expressed his preference for the original text but indicated that he could support the subamendment to help reach consensus.
- 417. The subamendment was withdrawn.
- 418. The amendment was not adopted.

#### A.45

- 419. The Employer Vice-Chairperson introduced an amendment to delete the word “transfer” from the first sentence, noting that the lack of technology was a broader issue and not limited to transfers.
- 420. The Worker Vice-Chairperson did not agree that there was a lack of technology in global supply chains and maintained that the lack of technology transfer was at the heart of the problem. He therefore rejected the amendment.
- 421. The Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment, as technology transfer was the crux of the issue.
- 422. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the amendment.
- 423. The Government member of the United States, seconded by the Employers’ group, proposed a subamendment to replace the word “transfer” with the word “uptake” to better reflect the diverse nature of technology gaps. The phrase would read “Lack of technology uptake through and within global supply chains,”.
- 424. The Worker Vice-Chairperson could support the proposal only if subamended to retain the words “transfer and” before “uptake” such that the text would read “Lack of technology transfer and uptake through and within global supply chains,”.
- 425. The Employer Vice-Chairperson introduced another subamendment to introduce the word “some” before “global supply chains”. In fact, technology transfer and uptake were not a problem in all global supply chains.
- 426. The Worker Vice-Chairperson did not support the subamendment.
- 427. The Government member of Pakistan, also speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support any of the subamendments.
- 428. The Government member of Namibia, speaking on behalf of the Africa group, did not support the subamendment to insert “some” but could support the text as it stood prior to that.
- 429. The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the subamendment to replace “transfer” with “uptake”.
- 430. The Government member of Colombia speaking on behalf of GRULAC, also supported the subamended text.
- 431. The Government member of Indonesia did not support the subamendment to insert “some”.
- 432. The amendment was adopted as subamended to read “Lack or technology transfer and uptake”.

433. The Employer Vice-Chairperson withdrew an amendment that proposed the deletion of the sentence “Long-term decoupling of wages and productivity] is also a key determinant of within-country labour income inequality.” (A.44).

#### A.95

434. The Government member of Slovenia, speaking on behalf of the EU and its Member States and the United States, introduced an amendment to delete “, attributed to skills differentials and diverse levels of labour productivity,” and to delete the bracketed sentence “Inequality within enterprises accounts for a major share of total inequality.” The amendment was justified as wage differentials were due to many reasons, not only skills differentials or diverse levels of labour productivity.
435. The Worker Vice-Chairperson introduced a subamendment to insert the words “, which can be” after “Wage differentials” and to reinstate the deleted text, so that the sentence would read “Wage differentials, which can be attributed to skills differentials and diverse levels of labour productivity within enterprises account for a major share of labour income inequality.”
436. The Government members of Namibia, speaking on behalf of the Africa group; Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; Colombia, speaking on behalf of GRULAC; and Slovenia, speaking on behalf of the EU and its Member States supported the subamendment.
437. The amendment was adopted, as subamended.
438. The Worker Vice-Chairperson withdrew an amendment which proposed to insert “which can be” before “attributed to” (A.138) as the previous subamendment captured his intended change.
439. The Employer Vice-Chairperson withdrew an amendment that proposed deletion of the final bracketed sentence “Inequality within enterprises accounts for a major share of total inequality” (A.43).

#### A.179, A.42, A.74, A.97, A.98, A.99 and A.100

440. The Worker Vice-Chairperson introduced an amendment (A.179) proposing deletion of the first three sentences of the additional text for point 14. He noted that his group was negotiating the point in question with the Employers’ group, who had submitted an amendment to delete the last part of the text (A.42).
441. The Government member of Colombia, speaking on behalf of GRULAC, did not support either the Workers’ group’s or Employers’ group’s amendments, both of which proposed full deletion of one or the other proposed versions of the text. She expressed support for the amendment proposed by the Government members of Canada, United Kingdom and the United States to insert “child labour and forced labour,” before “occupational safety and health” (A.74).
442. The Government member of Namibia, speaking on behalf of the Africa group, also did not support the total deletion of the first three sentences, as it was necessary to address issues in global supply chains to reduce inequalities. His group would be flexible about upcoming amendments proposed to this portion of point 14.
443. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, confirmed that addressing global supply chains in the conclusions was important and therefore, the

amendment to delete the first three sentences was not supported. She was willing to consider further amendments to the text but reiterated that issues in global supply chains were due to multiple factors, not only to failure to comply with international labour standards.

- 444.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, could not support the amendments that proposed partial deletion of the point, as it contained important information that should be maintained in the conclusions. The EU Member States had prepared several amendments (A.97, A.98, A.99. and A.100) that aimed to include references to decent work deficits and undermining of labour rights, such as freedom of association and collective bargaining, that they wished to see discussed. Furthermore, the EU Member States supported the amendment by the Government members of Canada and the United States (A.74) to include reference to child and forced labour.
- 445.** The Government member of Canada did not support the deletion of the additional text for point 14, noting particularly the need to maintain a reference to risks, including risk of child labour and forced labour, as proposed in the amendment submitted by the Government, together with the Government members of the United States and the United Kingdom (A.74). Past and ongoing crises, including Ebola and COVID-19, had shown that business shutdowns and rising unemployment were significant contributors to a growing incidence of child and forced labour. She was open to considering other proposed amendments to the additional text for point 14 and emphasized that she would support amendments that highlighted the importance of respecting workers' rights.
- 446.** The Worker Vice-Chairperson explained that all amendments proposed by the Government members were acceptable to the Workers' group. He was prepared to withdraw his proposed amendment in order to allow amendments to the text to be tabled and discussed.
- 447.** When resuming the consideration of the text at another sitting, he introduced a proposal, which had been prepared in consultation with the Employers' group as an attempt to reach a compromise between their respective groups' proposals and those of Governments groups on the issue of global supply chains. The proposed text to be added to point 14 read as follows:

Global supply chains have contributed to economic growth, job creation, poverty reduction and entrepreneurship and can contribute to a transition from the informal to the formal economy. They can be an engine of development by promoting technology transfer, adopting new production practices and moving into higher value-added activities, which would enhance skills development, productivity and competitiveness. At the same time, integration into global supply chains has created challenges for economic and social development and the environment, particularly for developing countries that are substantially disadvantaged by a lack of fiscal and policy space to promote higher value-added activities and sustainable development. Failures within global supply chains have contributed to decent work deficits, including in the areas of child labour and forced labour, occupational safety and health, wages, working time, and the employment relationship. Such failures have been detrimental to sustainable development and labour rights, particularly freedom of association and collective bargaining. Social dialogue including collective bargaining contributes to the fair distribution of the gains generated through value-added along global supply chains.

- 448.** The first two sentences were taken from the Conference conclusions concerning decent work in global supply chains adopted in 2016. The remaining sentences were a combination of the proposals expressed by constituents and the language on global supply chains used elsewhere in the conclusions.

449. The Chairperson noted that amalgamating all language in the draft conclusions on global supply chains into point 14 would mean that no such language would feature in Part III, which was dedicated to action by the ILO.
450. The Government member of Namibia, speaking on behalf of the Africa group, expressed the wish to discuss retaining a reference to global supply chains in Part III of the draft conclusions, such as that proposed in an amendment to point 24, clause (a) (A.214).
451. The Government member of India proposed a subamendment, seconded by the Government member of Bangladesh, to insert the sentence “However, labour standards should not be used for protectionist trade purposes which could compromise the comparative advantage of developing countries leading to inequality amongst countries.” before the final sentence of the compromise text. The subamendment was in line with paragraph 5 of the ILO Declaration on Fundamental Principles and Rights at Work, 1998 and paragraph 16(h) of the conclusions concerning decent work in global supply chains adopted in 2016.
452. The Government member of Slovenia, speaking on behalf of the EU and its Member States, expressed support for the compromise proposal.
453. The Government member of Colombia, speaking on behalf of GRULAC, also supported the joint text and welcomed the agreement reached by the Workers’ and Employers’ groups.
454. The Government members of Namibia speaking on behalf of the Africa group, Norway, and the United States also expressed support, as did the Government member of Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines.
455. The proposed additional text to point 14 was adopted and the seven amendments that had been submitted to it fell.
456. Point 14 was adopted, as amended.

## Point 15

### A.141

457. The Government member of the United Kingdom, speaking also on behalf the Government member of the United States, introduced an amendment to replace “Chronic international” with “High levels of external and domestic”. They did not believe that current debt levels were chronic and should rather be described as high. Furthermore, external and domestic debt were both drivers of inequality.
458. The Worker Vice-Chairperson supported the amendment.
459. The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the amendment.
460. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the amendment as international debt levels were indeed chronic. The amendment also mixed the issues of international and domestic debt and therefore changed the original objective of the point.
461. The Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment.

462. The Government member of Namibia, speaking on behalf of the Africa group, preferred the original text. The issue of domestic and international debt should not be confused and should be discussed separately. The point would lose its intended meaning if the reference to domestic debt was retained.
463. The Government member of Argentina agreed that reducing inequalities was linked to addressing external, not domestic, debt.
464. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, introduced a subamendment to replace “High levels of external and domestic” with “Chronic and high levels of international debt is a driver”. Reference to domestic debt should be removed as it occurred in local currency, conditionalities were different, and the major burden came from international debt. Debt servicing requirements left many countries without resources to spend on development needs of the local population. Maintaining reference to the issue of domestic debt would weaken the intent of the point.
465. The Government member of the United States, seconded by the Government member of the United Kingdom, introduced a further subamendment to delete the word “international” so that the point simply referred to debt as a driver of inequality. She still preferred to delete the word “chronic” but saw that there was majority consensus toward its inclusion.
466. The Employer Vice-Chairperson cited a study that argued that the composition of Africa’s debt was shifting towards local sources. She therefore supported the further subamendment introduced by the Government member of the United States.
467. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the further subamendment by the Government member of the United States as it misrepresented the intent of the original point. There was a strong conceptual difference between the original text and the text as further subamended.
468. The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the further subamendment.
469. The Government member of Colombia, speaking on behalf of GRULAC, did not support the further subamendment.
470. The further subamendment was not adopted.
471. The amendment was adopted, as subamended.

#### A.101

472. The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to insert “Debt treatments should be contingent on strong conditionality on public financial management, anti-corruption frameworks and domestic resources mobilization” at the end of point 15 to highlight that debt treatments were linked to obligations.
473. The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the amendment, which differed wholly from her group’s understanding of the point.

- 474. The Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment because the document, and indeed the Working Party, were not the appropriate forum to discuss the matter.
- 475. The Government member of the United States agreed that the issue should not be discussed by the Working Party because it fell outside the ILO's mandate. Nevertheless, if the reference to debt was to be included, she supported the amendment.
- 476. The Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment because it weakened the point's argument that international debt was a driver of inequality.
- 477. The Government member of Indonesia did not support the amendment.
- 478. The Employer Vice-Chairperson expressed flexibility regarding the amendment.
- 479. The Worker Vice-Chairperson did not support the amendment.
- 480. The amendment was not adopted.
- 481. Point 15 was adopted, as amended.

## Point 16

### A.140 and A.41

- 482. The Worker Vice-Chairperson introduced an amendment (A.140) to insert "jobs" after "lower paying" and delete "public-facing, and non-ongoing or on-demand jobs". The matter, which was of great importance to his group, should be reflected in all three parts of the document.
- 483. The Employer Vice-Chairperson did not support the amendment and introduced an amendment (A.41) to delete "and insecure forms of work". The Employers believed strongly that the document should not refer to insecure forms of work.
- 484. The Government members of Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; and Namibia, speaking on behalf of the Africa group, supported the amendment proposed by the Workers' group but did not support the amendment proposed by the Employers' group.
- 485. The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, supported the amendment proposed by the Worker Vice-Chairperson because the concepts of public-facing, non-ongoing and on-demand jobs were not well defined. However, she did not support the amendment proposed by the Employer Vice-Chairperson because her group had not found a convincing logical or legal reason for it.
- 486. Following consultations between the Employers' and Workers' groups, in the interest of consensus, the amendment proposed by the Employers' group was withdrawn.
- 487. The Government members of Namibia, speaking on behalf of the Africa group; Slovenia, speaking on behalf of the EU and its Member States; Norway; the United States; Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon, and the Philippines; the United Kingdom; and Colombia, speaking on behalf of GRULAC, supported the amendment proposed by the Workers' group.
- 488. The amendment was adopted.

## A.40

489. The Employer Vice-Chairperson introduced an amendment to insert “dysfunctional labour markets” after “including”.
490. The Worker Vice-Chairperson did not support the amendment; the Drafting Group had already deleted the proposed language from the original text drafted by the Office.
491. The Government member of Slovenia, speaking on behalf of the EU and its Member States, proposed a subamendment to replace “dysfunctional” with “inefficient”.
492. The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the amendment.
493. The Government member of the United States, the Employer Vice-Chairperson and the Government member of the United Kingdom supported the subamendment.
494. The Worker Vice-Chairperson did not support the subamendment. Labour markets should not be linked to the lack of full and productive employment, and the other factors already listed in the point had a more significant impact.
495. The Government member of Colombia, speaking on behalf of GRULAC, expressed flexibility and noted that the language used in the Spanish version of the subamendment was very similar to the original amendment.
496. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the subamendment because it was unclear how markets become inefficient.
497. The Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment or the subamendment.
498. The Employer Vice-Chairperson said that the amendment referred to labour markets, rather than markets more generally. The Working Party must agree that labour markets that were conducive to job creation were vital in combating inequalities in the world of work.
499. The Government member of Namibia, speaking on behalf of the Africa group, invited the Employer Vice-Chairperson to propose language using the word “conductive”.
500. The Chairperson noted that the other negative adjectives in the sentence had also not been clearly defined.
501. The Worker Vice-Chairperson proposed a subamendment to delete “dysfunctional labour markets” and insert “, not well-functioning labour markets” after “sustainable enterprises”.
502. The Chairperson said that the Office had suggested “ill-functioning labour markets”.
503. The Government member of the United States proposed a subamendment to replace “dysfunctional” with “poorly functioning”.
504. The Worker Vice-Chairperson said that his group wished to retain “not well-functioning”.
505. The Government member of Namibia, speaking on behalf of the Africa group, proposed a subamendment to replace “dysfunctional labour markets” with “poor labour market regulation”.
506. The Chairperson said that was a different concept.



- 507. The Government member of the Philippines, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan, said that the problem lay with the regulation of the labour market, rather than the labour market per se. “Dysfunctional” was excessive, and her group had wished to propose “inadequate regulation of the labour market” or “poor regulation of the labour market”; it withdrew those proposals in the interests of consensus.
- 508. The Government member of Colombia, speaking on behalf of GRULAC, expressed flexibility on the matter.
- 509. The subamendment proposed by the Workers’ group was adopted.
- 510. The amendment was adopted, as subamended.

### A.39

- 511. The Employer Vice-Chairperson introduced an amendment to delete “a declining labour share of national income and”; that idea was already expressed in Part I of the text.
- 512. The Worker Vice-Chairperson did not support the amendment; the declining labour share of national income must be set out clearly as a driver of low aggregate demand, inequality and unsustainable growth.
- 513. The Government members of Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; and Namibia, speaking on behalf of the Africa group, did not support the amendment.
- 514. The Government member of the Philippines, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan, did not support the amendment. It could not be denied that the declining labour share of national income was a driver of inequality.
- 515. The amendment was withdrawn.
- 516. Point 16 was adopted, as amended.

### Point 17

- 517. No amendments were received to the first paragraph of point 17, which was adopted.

### A.38

- 518. The Employer Vice-Chairperson introduced an amendment to replace the additional text of point 17 with the following:

For those workers who face higher barriers to enter into the labour market, some forms of work, such as part-time work, fixed-term contracts and working through private employment agencies, can offer a stepping stone to employment. When not regulated well, they can diminish fair competition and contribute to the deepening of inequalities between workers.

- 519. It was important to add reference to the flexibility brought by some forms of work and recognize different views on resulting productivity. The purpose of the amendment was to specify that certain forms of work offer stepping stones to employment while recognizing that when they are not well regulated, they can diminish fair competition and contribute to deepening inequalities.

- 520.** The Worker Vice-Chairperson did not support the amendment, reiterating his group's firm position that insecure forms of work must be reflected in the conclusions.
- 521.** The Employer Vice-Chairperson said that the terms "insecure forms of work" was a red line for his group.
- 522.** The Government members of Namibia, speaking on behalf of the Africa group; Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Slovenia, speaking on behalf of the EU and its Member States, did not support the amendment.
- 523.** The Government member of Colombia, speaking on behalf of GRULAC, also could not support the amendment, but noted her group's interest in returning to some of the language proposed by the Employers' group in other amendments.
- 524.** The amendment was not adopted.

## A.200

- 525.** The Worker Vice-Chairperson introduced an amendment to replace the first two sentences with the following text:
- An increasing number of workers are in forms of work that may be insecure and have decent work deficits, such as part-time work, temporary employment or work through private employment agencies or other intermediaries. For some groups of workers who face higher barriers to entry into the labour market, these jobs may offer a stepping stone to more regular and secure employment.
- 526.** He argued that in the absence of evidence proving the link between flexibility and productivity growth, his group did not want to include it. Regarding insecure forms of work, efforts were being made to reach agreement with the Employers' group to find language acceptable to all, including governments. In the proposed amendment, his group had softened its initial views to reflect that decent work deficits might not solely appear in those forms of work, and that some of those forms did not always show decent work deficits and could indeed offer stepping stones to employment, as the employers had been suggesting. Such notions were taken from the Conclusions of the Meeting of Experts on non-standard forms of employment (Geneva, 16–19 February 2015).<sup>7</sup>
- 527.** The Employer Vice-Chairperson said that her group could not accept that part-time work be associated with decent work deficits and therefore did not support the amendment. The Employers' group would not accept including the word "insecure" in the text. She put forward a subamendment to delete the first sentence proposed by the Workers' group as well as the word "these", before "jobs" and insert ", such as part-time work, temporary employment or work through private employment temporary agencies or other intermediaries,".
- 528.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, said that they could support the amendment, but only if the text could also include the fact that those forms of work were particularly not good for low-skilled and migrant workers, as proposed in another amendment submitted jointly with the Africa group (A.142).
- 529.** The Government member of Colombia, speaking on behalf of GRULAC, expressed her desire to address all the issues. She requested to hear all views on each amendment before

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<sup>7</sup> GB.323/POL/3.

introducing subamendments. She supported the Workers' group's amendment as well as the inclusion of the reference to migrant and low-skilled workers proposed by the Government member of Pakistan.

- 530.** The Government member of Namibia, speaking on behalf of the Africa group, supported the amendment without the Employers' group's subamendment. He believed that in the amendment submitted by his group there was language that could be agreeable to all.
- 531.** The Government member of the United States suggested that the amendment as subamended could serve as a foundation for consensus, including between the Employers' and Workers' groups. While recognizing that the issues of unemployment and insecure forms of work were still under discussion in other parts of the text, those issues could be appropriately addressed in the point under discussion using suitable language. With further minor subamendments, the text could become acceptable to all.
- 532.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, could support the amendment, as subamended by the Employer Vice-Chairperson, on the condition that a subamendment to delete the phrase "are not used for the specific purpose they are intended for but to" was introduced. It was important to see insecure forms of work addressed, as they were insufficiently covered by social security.
- 533.** The Worker Vice-Chairperson reiterated preference for his original amendment without subamendments. Regarding procedure, he supported the suggestion made by the Government member of Colombia on behalf of GRULAC to afford all constituents the opportunity to express their views on an amendment before allowing any subamendments to be proposed. Such an approach might reduce confusion and facilitate consensus.

#### A.150

- 534.** The Government member of the United States, speaking also on behalf of the Government members of Canada and Norway, introduced an amendment to replace "Other" at the beginning of the first sentence with "Some". This was to implicitly clarify that workers in both the formal and informal economies, not just the informal economy, could be in part-time and temporary employment.

#### A.142

- 535.** The Government member of Pakistan, speaking also on behalf of the Africa group, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, introduced an amendment to replace the sentence "The flexibility associated with these forms of work can help businesses increase their productivity and improve the participation of workers, particularly young and low-skilled workers, who face higher barriers to entry into the labour market." with the sentence "While the flexibility associated with these forms of employment can help businesses increase their productivity and improve the participation of more workers in the labour market, in some cases, it has promoted social dumping and insecure forms of jobs particularly among migrant and low-skilled workers.". The amendment was intended to protect the interests of low-skilled and migrant workers.
- 536.** The original text presented flexibility in an excessively positive light. Flexibility, while practical for highly skilled workers, represented insecurity for low-skilled workers, who constituted the majority of the work force, and migrant workers, who already faced insecurities in the world of work. Africa and Asia were home to many migrant workers in low-skilled jobs who faced many uncertainties, particularly in times of crisis, such as during the COVID-19 pandemic. At

the beginning of the pandemic, developing countries had to spend substantial resources, which could otherwise have been channelled towards addressing domestic economic disruptions, on repatriating migrant workers.

- 537. The Employer Vice-Chairperson suggested a subamendment to replace the words “promoted social dumping and insecure forms of jobs” with the words “created challenges”.
- 538. The Worker Vice-Chairperson suggested a subamendment to replace the words “employment can help businesses increase their productivity and improve the participation of more workers in the labour market” with the word “work”.
- 539. The Employer Vice-Chairperson did not support the subamendment proposed by the Worker Vice-Chairperson.
- 540. The Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment because the previous amendment (A.200) as subamended by the Employer Vice-Chairperson was a better basis for consensus. However, the inclusion of “migrant workers” and “low-skilled workers” in the text would be desirable.
- 541. The Government member of the United States did not support the amendment.

#### A.102

- 542. The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to delete “help businesses increase their productivity and” after “these forms of work can”.
- 543. The Worker Vice-Chairperson supported the amendment.
- 544. The Employer Vice-Chairperson did not support the amendment.
- 545. The Government member of Colombia, speaking on behalf of GRULAC, supported the amendment.

#### A.103

- 546. The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to delete “are not used for the specific purpose they are intended for but to” before “circumvent the employer’s”. The purpose was to improve the clarity of the text.
- 547. The Worker Vice-Chairperson preferred the original text but was willing to support the amendment on the condition that a future amendment by the Workers’ group was also adopted (A.202).
- 548. The Employer Vice-Chairperson and the Government members of Namibia, speaking on behalf of the Africa group; Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; Colombia, speaking on behalf of GRULAC; Norway and the United States supported the amendment.

#### A.153

- 549. The Government member of the United States, speaking also on behalf of the Government members of Canada and Norway, introduced an amendment to insert “properly regulated, or are” after “when these forms of work are not”. She also proposed to delete “for the specific purpose they are intended for but” before “to circumvent”, and to delete “the employer’s” before “legal and contractual” so that the beginning of the sentence read “Nonetheless, when

these forms of work are not properly regulated, or are used to circumvent legal and contractual obligations,”. The purpose was to ensure that those forms of work were properly regulated.

- 550.** The Worker Vice-Chairperson saw value in the amendment and was willing to support it on the condition that a future amendment by the Workers’ group was also adopted.
- 551.** The Employer Vice-Chairperson and the Government members of Namibia, speaking on behalf of the Africa group; the Philippines, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan; and Colombia, speaking on behalf of GRULAC, supported the amendment.

#### A.202

- 552.** The Worker Vice-Chairperson introduced an amendment to insert “such as through disguised employment,” after “contractual obligations,”. The purpose was to highlight that, at times, those forms of work were not used for their intended purpose.
- 553.** The Employer Vice-Chairperson and the Government member of Colombia, speaking on behalf of GRULAC did not support the amendment.
- 554.** The Government members of the United Kingdom; Canada; Norway; Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Namibia, speaking on behalf of the Africa group, supported the amendment.

#### A.203

- 555.** The Worker Vice-Chairperson introduced an amendment to replace “between workers” with “in the labour market”. The amendment was introduced to improve the language and to clarify that the inequalities were in the labour market, not between workers.
- 556.** The Employer Vice-Chairperson and the Government members of Colombia, speaking on behalf of GRULAC; Namibia, speaking on behalf of the Africa group; Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Norway supported the amendment.
- 557.** When resuming consideration of the point at another sitting, the Worker Vice-Chairperson introduced a text that was the fruit of a compromise with the Employers’ group and invited Government members to support it. The proposed text included language that took into account most of the amendments and subamendments that had been presented and reflected the reality of insecure forms of work.
- 558.** All amendments to the additional text of point 17 for which a decision had not been taken fell.
- 559.** The Government members of Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; and Norway supported the compromise proposal by the Employer and Worker Vice-Chairpersons.
- 560.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, proposed a subamendment to delete “such as young, low-skilled and migrant workers” and “among other reasons” and to insert “, especially for low-skilled, contract migrant workers,” after “deficits”.

561. The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of Slovenia, speaking on behalf of the EU and its Member States; Norway; and Colombia, speaking on behalf of GRULAC, did not support the subamendment.
562. The Government member of the Philippines explained that part-time and temporary contracts did not provide a stepping stone to employment for contract migrant workers who did not reside permanently in the country where they worked.
563. The Government member of the United States did not support the subamendment and considered that the original compromise proposal addressed the concerns expressed by the Government member of the Philippines. She proposed an editorial subamendment to replace “barriers on the labour market” with “barriers in the labour market”.
564. The Government member of Japan did not support the subamendment for the reasons given by the Government member of the United States. Additionally, the ILO should avoid limiting its work on addressing only the decent work deficits impacting low-skilled and contract migrant workers. Similarly, “among other reasons” should be retained to ensure that attention was paid to the various reasons why temporary forms of work could pose a problem.
565. The Government member of Colombia, speaking on behalf of GRULAC, said that the reference to young workers should be retained. The reference to contract migrant workers was not acceptable in the context.
566. The Government member of Namibia, speaking on behalf of the Africa group, proposed a further subamendment to delete only “low-skilled and migrant”, thus retaining “young workers”, to retain “, among other reasons,” and to follow those words with “including for low-skilled migrant workers”.
567. The Employer Vice-Chairperson did not support the subamendments, which altered the meaning of the compromise proposal.
568. The Worker Vice-Chairperson did not support the subamendments, although he believed that the reasons behind them were, to a certain extent, justified.
569. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, withdrew the subamendment.
570. The proposed text was adopted.
571. Point 17 was adopted, as amended.

## Point 18

### A.67

572. The Government member of the United Kingdom, speaking also on behalf of the Government member of Switzerland, introduced an amendment to replace “environments” with “conditions” after “healthy and safe working” as they preferred that terminology.
573. The Employer Vice-Chairperson supported the amendment.
574. The Worker Vice-Chairperson did not support the amendment as the two relevant international labour standards, the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and the Occupational Safety and Health Convention, 1981

(No. 155), both used the term “working environment” and the conclusions should make use of that same language.

575. The Government members of Norway and Slovenia, speaking on behalf of the EU and its Member States, did not support the amendment.
576. The Government member of Colombia, speaking on behalf of GRULAC, supported the amendment and preferred reference to “working conditions”.
577. The Government member of Namibia, speaking on behalf of the Africa group, asked for the clarification of the Office as to the language used in international labour standards. The deputy representative of the Secretary-General confirmed that Conventions Nos 155 and 187 did refer to “working environments”, which was broader in scope than “working conditions”. The issue of whether to include occupational safety and health as another fundamental principle and right at work would be discussed at the 344th Session of Governing Body in March 2022. The Governing Body would also discuss whether to use “working environment” or “working conditions”.
578. Upon hearing the explanation of the Office, the Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment.
579. The Employer Vice-Chairperson highlighted again that the issue of whether to use “working environment” or “working conditions” would be discussed at the 344th Session of the Governing Body. She pointed out that the ILO Centenary Declaration for the Future of Work referred to “working conditions”.
580. The Worker Vice-Chairperson argued that the language in international labour standards superseded language used in Declarations, which were political tools of the Organization. Conventions, on the other hand, were international legal frameworks. He stressed that the broader term “environments” should be used to refer to the issue in the conclusions. There had been no consensus during previous Governing Body discussions on this matter and it would not be possible to prejudge the outcomes of the discussion to come in March 2022.
581. The Government member of Colombia, speaking on behalf of GRULAC, explained that it was difficult to take a stance on the issue as the discussion in the upcoming 344th Governing Body Session was mandated by the ILO Centenary Declaration, which clearly referred to “working conditions”.
582. The Government member of Mexico noted that the issue was sensitive and agreed that it would not be possible to take a stance on whether to use “working environments” or “working conditions” in order not to prejudge the discussion that would follow at the Governing Body in March 2022.
583. The Government member of Brazil did not support the use of the term “working environments” as that was not agreed language. The ILO Centenary Declaration clearly referred to “working conditions”. As the discussion was ongoing in the Governing Body, it would not be possible to take a stance on that terminology.
584. The Government member of Slovenia, speaking on behalf of the EU and its Member States, pointed out that the language used here would not predetermine the discussion that was to follow at the March session of the Governing Body. She wanted the Working Party to take a decision and not to postpone the discussion.
585. The Employer Vice-Chairperson suggested postponing the discussion to the sixth sitting.

- 586.** The Worker Vice-Chairperson emphasized that the Standards Review Mechanism Tripartite Working Group had found both ILO Conventions Nos 155 and 187 to be up to date. The discussion on the amendment should not be postponed.
- 587.** The Government member of Namibia, speaking on behalf of the Africa group, did not support the postponement of the discussion.
- 588.** The Government member of Sweden said that the language used in the conclusions would influence the discussion at the Governing Body. It was not conducive to have red lines throughout the process or to postpone the discussion further.
- 589.** The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, said that it was preferable to find a resolution, or risk creating an excessive workload later in the sitting.
- 590.** The Government member of Colombia, speaking on behalf of GRULAC, proposed a subamendment to replace “healthy and safe working conditions” with “safety and health at work”.
- 591.** The Chairperson suggested an amendment to that subamendment to replace “healthy and safe working conditions” with “occupational safety and health”.
- 592.** The Employer Vice-Chairperson said that “working conditions” was used in the ILO Centenary Declaration. Nevertheless, she supported the subamendment proposed by GRULAC.
- 593.** The Worker Vice-Chairperson asked the Office to clarify what language would be most appropriate in preparation for the relevant discussions at the next session of the Governing Body.
- 594.** The Chairperson said that it would be inappropriate for the Office to answer that question.
- 595.** The Worker Vice-Chairperson said that the language used in international labour standards must prevail.
- 596.** The Government member of Namibia, speaking on behalf of the Africa group, indicated flexibility and could accept a reference to safety and health in the spirit of compromise.
- 597.** The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, indicated flexibility.
- 598.** The wording suggested by the Chairperson was adopted.
- 599.** The amendment was adopted as subamended.A.2
- 600.** An amendment submitted by the Government member of Jordan (A.2) was not seconded and therefore fell.

### A.37

- 601.** The Employer Vice-Chairperson introduced an amendment to insert “a number of factors, including” after “due to”, to retain “violations of or” and to delete “among other factors,” before “has also”, to reflect that there were many reasons for the decline in trade union membership and collective bargaining coverage.
- 602.** The Worker Vice-Chairperson did not support the amendment.



- 603.** The Government members of Colombia, speaking on behalf of GRULAC; Slovenia, speaking on behalf of the EU and its Member States; Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; the United Kingdom; the United States; Norway; and Turkey supported the amendment.
- 604.** The amendment was adopted.

### **A.36, A.91 and A.183**

- 605.** The Employer Vice-Chairperson and the Government members of Colombia, speaking on behalf of GRULAC, and Indonesia introduced amendments (A.36, A.91 and A.183, respectively) to delete “violations of or”.
- 606.** The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, supported all three amendments.
- 607.** The Government members of Slovenia, speaking on behalf of the EU and its Member States; Norway; the United States; and Turkey did not support the amendments.
- 608.** The Government member of Malaysia supported the amendments because the empowerment of trade unions was impeded largely by obstacles, rather than violations of the rights to organize and to collective bargaining.
- 609.** The Worker Vice-Chairperson said that many cases before the Committee on Freedom of Association involved the violation of those rights.
- 610.** The Government member of Namibia, speaking on behalf of the Africa group, said that while the text could refer to both “violations” and “obstacles”, he would prefer “obstacles” if required to choose.
- 611.** The Worker Vice-Chairperson proposed a subamendment to insert, after “coverage,” “due to violations of the rights to organize and collective bargaining, or other obstacles to its realization” and to restore “among other factors”. That incorporated language used in a future amendment by the Government members of Canada, Norway and the United States (A.157).
- 612.** The Employer Vice-Chairperson recalled that it had already been agreed to insert “a number of factors, including” after “due to”, to retain “violations of or” and to delete “among other factors”.
- 613.** The Worker Vice-Chairperson proposed a second subamendment to insert “violations of the right to organize and collective bargaining or other obstacles to its realization” after “including” and before “, has also”.
- 614.** The Employer Vice-Chairperson proposed an amendment to the Worker Vice-Chairperson’s second subamendment to insert, after “violations of”, “the effective recognition of”.
- 615.** The Worker Vice-Chairperson did not support that further amendment because it was rights, not their recognition, that were violated.
- 616.** The Government members of the United States; Slovenia, speaking on behalf of the EU and its Member States; Norway; and the United Kingdom supported the Worker Vice-Chairperson’s second subamendment and did not support the further amendment to it proposed by the Employer Vice-Chairperson.

- 617. The Employer Vice-Chairperson withdrew the amendment to the Worker Vice-Chairperson's second subamendment.
- 618. The Government member of Pakistan, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, expressed flexibility.
- 619. The amendment was adopted as subamended. As a result, one amendment fell (A.157).
- 620. Point 18 was adopted, as amended.

### Point 19

- 621. No amendments were received to point 19, which was therefore adopted.

### Point 20

#### A.35

- 622. The Employer Vice-chairperson introduced an amendment to delete the word "significant" from the sentence "One significant issue is unequal pay for work of equal value."
- 623. The Worker Vice-Chairperson strongly rejected the amendment. He stressed that language that highlighted the gravity of that concern had already been minimized during the Drafting Group. He reaffirmed that the issue was indeed significant and urged the Working Party to retain the word.
- 624. The Government member of Slovenia, speaking on behalf of the EU and its Member States, did not support the amendment.
- 625. The Government members of Colombia, speaking on behalf of GRULAC; Pakistan, speaking also on behalf of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines; the United Kingdom; Norway; Indonesia; and Namibia, speaking on behalf of the Africa group, also rejected the amendment.
- 626. The amendment was withdrawn.

#### A.76

- 627. The Government member of Canada, also speaking on behalf of the Government member of the United States, introduced an amendment to replace the word "burden" with "responsibility" in the phrase "while continuing to bear the burden of unpaid care work." This was intended to better reflect the often familial nature of care work and to help the point resonate better.
- 628. The Worker Vice-Chairperson supported the amendment.
- 629. The Employer Vice-Chairperson indicated that she would like to hear the governments.
- 630. The Government members of Slovenia, speaking on behalf of the EU and its Member States; Norway; the United Kingdom; Colombia, speaking on behalf of GRULAC; Pakistan, speaking also on behalf of the Government members of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines; and Indonesia, supported the amendment.
- 631. The Government member of Namibia, speaking on behalf of the Africa group, noted that the text already approved in point 7 referred to the "burden" of unpaid care work, and therefore he preferred the original text.

- 632. The Employer Vice-Chairperson indicated that she would accept the amendment.
- 633. The amendment was adopted.
- 634. Point 20 was adopted, as amended.

## Point 21

### A.159

- 635. The Government member of the United States, seconded by the Worker Vice-Chairperson, introduced an amendment to delete the words “Climate change” from the beginning of the first sentence. She explained that while the other factors listed in the sentence, namely digitalization, globalization and demographic shifts, presented both opportunities and challenges, climate change was a major problem that needed to be solved. The issue of climate change merited a separate reference, and this was more appropriate in the second sentence.
- 636. The Employer Vice-Chairperson did not support the amendment and stated that the listed factors were all transforming the world of work and that was the primary focus of the sentence. She suggested that although climate change was certainly a major problem it could not be excluded that it might still provide opportunities for some.
- 637. The Worker Vice-Chairperson indicated that he had seconded the amendment to hear the Government member of the United States but that he agreed with the Employer Vice-Chairperson that climate change was having a transformative effect on the world of work. He suggested that subsequent amendments might also address the point made by the United States and asked whether the Government member might withdraw her amendment at this stage.
- 638. The amendment was withdrawn.

### A.143

- 639. The Worker Vice-Chairperson introduced an amendment to replace “they” with “some may” in the first sentence, to read; “and while some may present opportunities”. He considered that was a more qualified and suitable phrasing.
- 640. The Employer Vice-Chairperson suggested a subamendment to delete the word “may” in order to restore a proper balance to the sentence.
- 641. The Worker Vice-Chairperson supported the subamendment.
- 642. The Government members of Namibia, speaking on behalf of the Africa group, and Pakistan, speaking also on behalf of the Government members of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines, indicated that they were flexible with regard to the amendment and subamendment.
- 643. The Government member of Colombia, speaking on behalf of GRULAC, supported the amendment proposed by the Worker Vice-Chairperson and was flexible with regard to the subamendment.
- 644. The Government member of Norway supported the amendment as subamended.
- 645. The amendment was adopted, as subamended.

**A.104**

- 646.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to insert the word “can” into the sentence starting by “Digitalization and the rise” to provide greater accuracy as to the impact of digitalization.
- 647.** The Employer Vice-Chairperson; Worker Vice-Chairpersons; and the Government members of Norway; Pakistan, speaking also on behalf of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines; and Colombia, speaking on behalf of GRULAC, supported the amendment.
- 648.** The amendment was adopted.
- 649.** The Worker Vice-Chairperson withdrew an amendment (A.178) that had become redundant due to the adoption of the previous amendment.

**A.69**

- 650.** The Government member of the United Kingdom, speaking also on behalf of the Government member of the United States, introduced an amendment to delete the words “create new drivers of inequality, as well as” because that negative phrase did not fit in a sentence that otherwise highlighted positive aspects of digitalization and the rise of digital platforms.
- 651.** The Worker Vice-Chairperson and the Government members of Namibia, speaking on behalf of the Africa group; Pakistan; Slovenia, speaking on behalf of the EU and its Member States; Indonesia; and Colombia, speaking on behalf of GRULAC, did not support the amendment.
- 652.** The amendment was withdrawn.

**A.105**

- 653.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to replace the words “as well as” with the words “but also” for linguistic reasons.
- 654.** The Employer Vice-Chairperson, the Worker Vice-Chairperson and the Government members of Norway; Pakistan; Colombia, speaking on behalf of GRULAC; and Namibia, speaking on behalf of the Africa group, supported the amendment.
- 655.** The amendment was adopted.

**A.149**

- 656.** The Worker Vice-Chairperson introduced an amendment to delete the words “, allowing them to complement their existing incomes and the flexibility they look for” as they did not reflect reality. There were many examples of workers for whom platform work was their sole source of income, not a complementary one.
- 657.** The Employer Vice-Chairperson and the Government member of Slovenia, speaking on behalf of the EU and its Member States, could support the amendment.
- 658.** The Government member of Norway supported the amendment.
- 659.** The Government member of Pakistan and the Government member of Namibia, speaking on behalf of the Africa group, expressed flexibility.

- 660. The Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment because deleting the phrase in question would upset the balance of the paragraph.
- 661. The amendment was adopted.

### A.33

- 662. The Employer Vice-Chairperson introduced an amendment to delete the final sentence in point 21, which read “While the process of economic cooperation and integration has helped many countries and population groups to benefit from very important economic and social development, globalization has also caused countries, sectors and part of their population to face major challenges of inequality.” The issues of globalization and trade had already been covered elsewhere in the text and had been the subject of lengthy discussions; deleting the final sentence of point 21 was meant as a gesture of compromise to avoid further extended discussion.
- 663. The Worker Vice-Chairperson and the Government member of the United States supported the amendment.
- 664. The Government member of Norway expressed flexibility.
- 665. The Government members of Slovenia, speaking on behalf of the EU and its Member States; Pakistan; and Namibia, speaking on behalf of the Africa group, preferred to retain the sentence and therefore did not support the amendment.
- 666. The Government member of Colombia, speaking on behalf of GRULAC, also preferred to retain the sentence, but could support the amendment if necessary.
- 667. The amendment was adopted.
- 668. Point 21 was adopted, as amended.
- 669. Part II of the conclusions was adopted, as amended.

### Title of Part III

- 670. No amendments were received to the title, which was therefore adopted.

### Point 22

#### A.115, A.32

- 671. The Government member of Slovenia, speaking on behalf of the EU and its Member States and also on behalf of the Government member of the United States, introduced an amendment to delete the words “solidarity and” because the concept of solidarity carried the notion not only of rights, but also of obligations and responsibilities.
- 672. The Employers’ group had submitted an identical amendment.
- 673. The Worker Vice-Chairperson did not support the amendments because solidarity was in line with the spirit of the ILO.
- 674. The Government member of Norway expressed flexibility.
- 675. The Government members of Pakistan and Namibia, speaking on behalf of the Africa group, did not support the amendment.

**676.** The Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment as “cooperation” alone did not convey the full force intended. The word “solidarity” must be retained.

**677.** The two amendments were withdrawn.

#### A.204

**678.** The Government member of Namibia, speaking on behalf of the Africa group and also on behalf of the Government member of Bangladesh, withdrew an amendment to delete the words “and] cooperation”.

**679.** Point 22 was adopted.

#### Point 23, chapeau

**680.** No amendments were received to the chapeau of point 23, which was adopted.

#### Point 23, clause (a)

#### A.106

**681.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to insert the words “, in line with the Employment Policy Convention, 1964 (No. 122)” following the words “in the context of just transition, digitalization and demographic changes” in order to include a reference to Convention No. 122, which was central to the issue of inequalities.

**682.** The Worker Vice-Chairperson supported the amendment with the addition of “and Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169)”.

**683.** The Employer Vice-Chairperson; the Government members of Norway; Colombia, speaking on behalf of GRULAC; and Slovenia, speaking on behalf of the EU and its Member States, supported the amendment as subamended.

**684.** The Government member of Namibia, speaking on behalf of the Africa group, although generally against the listing of Conventions and Recommendations, also supported the amendment as subamended.

**685.** The Government member of Pakistan did not support the listing of Conventions and Recommendations in the text and therefore did not support the amendment as subamended.

**686.** The amendment was adopted, as subamended.

#### A.31

**687.** The Employer Vice-Chairperson introduced an amendment to insert the words “and workplace cooperation” following the words “Social dialogue, including collective bargaining” because it was in line with the ILO definition of social dialogue.

**688.** The Worker Vice-Chairperson strongly objected to the amendment. Collective bargaining was at the heart of social dialogue and helped, as stated elsewhere in the conclusions, to attain a just share of the fruits of progress for all. In relation to issues of distribution, the only appropriate instrument of social dialogue was collective bargaining. Workplace cooperation could not be considered on an equal footing.

- 689. The Government member of Slovenia, speaking on behalf of the EU and its Member States, asked the Employer Vice-Chairperson to clarify the meaning of “workplace cooperation”.
- 690. The Employer Vice-Chairperson, quoting the Declaration of Philadelphia, explained that workplace cooperation was “the effective recognition of the right of collective bargaining, the cooperation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures” and contributed to a fair share of productivity gains and economic growth.
- 691. The Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment because the strength of collective bargaining and social dialogue was adversely affected by the addition of “workplace cooperation”.
- 692. The Government members of Slovenia, speaking on behalf of the EU and its Member States; Pakistan; and Namibia, speaking on behalf of the Africa group, also did not support the amendment.
- 693. The amendment was withdrawn.
- 694. Point 23, clause (a) was adopted, as amended.

### Point 23, clause (b)

#### A.30

- 695. The Employer Vice-Chairperson introduced an amendment to delete the words “[societal and]” before “labour market needs” to focus on the importance of responsiveness to labour market needs in order to increase employability.
- 696. The Worker Vice-Chairperson did not support the amendment. While acknowledging the importance of training to work and the labour market, he emphasized that people must be educated on a wide variety of trends, including climate change and digitalization, that did not necessarily relate directly to present labour market needs. In addition, life involved more than just work; education must incorporate societal needs to enable people to become well-rounded citizens.
- 697. The Government members of Slovenia, speaking on behalf of the EU and its Member States, and Norway did not support the amendment.
- 698. The Government members of Colombia, speaking on behalf of GRULAC; Pakistan, speaking also on behalf of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines; and Namibia, speaking on behalf of Africa, indicated that they were flexible with regard to the proposed amendment.
- 699. The Employer Vice-Chairperson responded to a request from the Chairperson and confirmed that she wished to maintain the amendment. It was a very important point for the Employers’ group that the ILO should speak specifically about education, training and skills development relevant to the needs of the labour market and not more generally.
- 700. The Chairperson asked the Government members who had expressed a flexible approach to indicate their position with regard to the amendment.
- 701. The Government members of Colombia, speaking on behalf of GRULAC; Pakistan, speaking also on behalf of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines; and

Namibia, speaking on behalf of Africa, subsequently confirmed that they did not support the amendment.

- 702.** The Employer Vice-Chairperson expressed her frustration that the message she was trying to convey was not being understood. It was very important that the ILO, when developing texts such as these conclusions, should address itself to the specificities and needs of the world of work and not make general statements that could be watered down and not have the impact that they should.
- 703.** The amendment was withdrawn.
- 704.** At the beginning of the next sitting, the Employer Vice-Chairperson expressed his group's concern at the direction in which discussions were going. While the Office had produced a balanced document for the Drafting Group discussions, the text was becoming unbalanced, failing to take into account important data and revisiting previously agreed tripartite documents. References to fundamental concepts such as "labour markets" were hard won and difficult to negotiate. Despite his group's efforts to offer constructive proposals, no attempts were made to accommodate their concerns. Should the situation continue, the Employers' group would be left with no option but to disassociate itself from conclusions that they would consider biased and unbalanced. He urged all parties to make real efforts to arrive at an acceptable text.

## A.29

- 705.** The Employer Vice-Chairperson introduced an amendment to add the phrase "and workplace cooperation" to the fourth sentence in point 23 (b) to read "Social dialogue, including collective bargaining and workplace cooperation, can contribute to quality skills, training and lifelong learning." The objective of the amendment was to recognize that social dialogue in relation to skills development takes place at many levels and in a variety of forums; it was important that all of these were properly recognized and included within the scope of the conclusions.
- 706.** The Worker Vice-Chairperson did not support the amendment. He rejected the reasoning advanced by the Employer Vice-Chairperson stating that the term "workplace cooperation" was not used in the Declaration of Philadelphia and, whilst it did occur, it was not one of the social dialogue mechanisms enshrined by the ILO. He referred to the most recent recurring discussion on social dialogue that had taken place in 2018; that had been a long and detailed discussion that clearly placed collective bargaining at the heart of social dialogue. He recalled that the conclusions emanating from that discussion had referred to skills development as a matter to be addressed through collective bargaining and that the only reference to workplace cooperation had been made in relation to the establishment of safe and productive workplaces. He urged the Working Party not to accept the amendment.
- 707.** The Government members of Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; Pakistan, speaking also on behalf of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines; Namibia, speaking on behalf of the Africa group; and Norway, did not support the amendment.
- 708.** The amendment was not adopted.

## A.121

- 709.** The Government member of Namibia, speaking on behalf of the Africa group, introduced an amendment, supported by Bangladesh, to replace the word "segregation" by "inequality", as



the first word was not acceptable and the objective of the targeted support should be to reduce gender inequality.

710. The Employer Vice-Chairperson supported the amendment.
711. The Worker Vice-Chairperson did not support the deletion of “segregation” and proposed a subamendment to also include the words “and inequality” after “segregation”.
712. The Employer Vice-Chairperson did not support the subamendment.
713. The Government members of Pakistan, speaking on behalf of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines; and Colombia, speaking on behalf of GRULAC, supported the amendment proposed by the Africa group but not the subamendment.
714. The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the subamendment proposed by the Worker Vice-Chairperson.
715. The Government member of Namibia, speaking on behalf of the Africa group, did not support the subamendment.
716. The Government member of Norway indicated that she was flexible on the amendment and subamendment.
717. The Worker Vice-Chairperson stated that the words “segregation” and “inequality” had very different meanings, both were very relevant to the issue under discussion, and both should be addressed in the conclusions.
718. The Employer Vice-Chairperson pointed out that there was a clear majority of support for the amendment.
719. The Government member of Slovenia, speaking on behalf of the EU and its Member States, stated that they were not in favour of the amendment proposed by the Africa group and Bangladesh. She reiterated her support for the subamendment introduced by the Worker Vice-Chairperson and confirmed the wish not to lose the reference to gender segregation in the text.
720. The Chairperson noted that a majority were in favour of replacing the word “segregation” with “inequality” and the Worker Vice-Chairperson stated that the deletion of “segregation” was a red line for his group.
721. The Government member of Namibia, speaking on behalf of the Africa group, said that following a new understanding of the context he could withdraw the amendment.
722. The Chairperson asked him to clarify whether, in withdrawing the amendment, it no longer supported the subamendment to insert “and inequality” and the Government member of Namibia responded that the Africa group was flexible on the inclusion of those words.
723. The deputy representative of the Secretary-General explained that the rationale behind the original text was to address the phenomenon of unequal distribution of women and men across sectors and within occupations. The idea was expressed clearly as originally worded and the addition of “and inequality” was not necessary.
724. The amendment was withdrawn.

## A.161

- 725. The Government member of the United States, also speaking on behalf of the United Kingdom, introduced an editorial amendment to include the words “Science, Technology, Engineering, and Mathematics” to expand the acronym “STEM”.
- 726. The Worker Vice-Chairperson; the Employer Vice-Chairperson; and the Government members of Colombia, speaking on behalf of GRULAC; Slovenia, speaking on behalf of the EU and its Member States; Norway; Pakistan, speaking on behalf of Bangladesh, the Islamic Republic of Iran, Lebanon and the Philippines; and Namibia, speaking on behalf of Africa, supported the amendment.
- 727. The amendment was adopted.
- 728. Point 23, clause (b) was adopted, as amended.

## Point 23, clause (c)

- 729. The Worker Vice-Chairperson introduced a text that had been agreed upon by the Employers’ and Workers’ groups and incorporated the language proposed in some of the amendments that had been submitted by Government members. The text read:
  - (c) Ensuring adequate protection of all workers and fostering a fair share of the fruits of progress. Strengthening the effectiveness and inclusiveness of labour market institutions, including the relevant inspectorates, is paramount to addressing inequalities and poverty. Fundamental principles and rights at work must be guaranteed to all workers regardless of their employment relationship, including workers in insecure forms of work in the formal and informal economy. Implementation of collective bargaining systems and measures for equal pay for work of equal value and pay transparency among other measures, including in supply chains, are key for fair distribution of the fruits of economic progress. Adequate minimum wages, statutory or negotiated, are also a powerful tool to reduce inequalities and should be set by taking into account the needs of workers and their families as well as economic factors, as laid out in Minimum Wage Fixing Convention, 1970 (No. 131).
- 730. In reaching this compromise, the Workers’ group had withdrawn an amendment to insert the word “living” between “Adequate” and “minimum wages” (A.195) and the Employers’ group had withdrawn an amendment to delete “including in supply chains”(A.26).
- 731. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon, and the Philippines, found the text to be helpful but wished to introduce a subamendment to insert “all” before “supply chains”.
- 732. The Government member of Slovenia, speaking on behalf of the EU and its Member States, appreciated the efforts made to reach a compromise proposal but wished to make a further subamendment to introduce language from Convention No.131 by inserting “so far as possible and appropriate and in relation to national practice and conditions”.
- 733. The Employer Vice-Chairperson did not accept the subamendment to insert “all” and could agree to the subamendment proposed by the EU and its Members States as he appreciated the intent, but could not endorse it because he considered himself to be bound by the agreement reached with the Worker’s group.
- 734. The Worker Vice-Chairperson considered that the compromise text had taken many of the previously tabled amendments into consideration; as such, it was a compilation of existing suggestions and not a new text. Accepting further subamendments would not help to foster compromise. Noting that concerns regarding supply chains were addressed under point 14

of the conclusions and that there was explicit reference to Convention No. 131 in point 12, he was unable to accept the subamendments.

- 735.** The Government members of Colombia, speaking on behalf of GRULAC, and Namibia speaking on behalf of the Africa group, supported the compromise text without the subamendments.
- 736.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines indicated that she was flexible regarding the subamendments.
- 737.** The Government member of Japan did not support the addition of “all”. He considered the other subamendment to be unnecessary but could be flexible in the interest of consensus.
- 738.** The Government member of the United States supported the compromise text. Although she understood the concerns expressed by the EU and its Member States, she did not consider that the text privileged mechanisms that might harm collective bargaining.
- 739.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, appreciated the comments made in response to her subamendment and withdrew it. She put forward another subamendment to insert “while respecting the autonomy of the social partners,” before “be set by”.
- 740.** The Worker Vice-Chairperson appreciated the intention suggested by the EU and its Member States but did not support the subamendment in that part of the text.
- 741.** The Employer Vice-Chairperson also thanked the EU and its Member States but did not agree with the subamendment.
- 742.** The Government members of Namibia, speaking on behalf of the Africa group, and Colombia, speaking on behalf of GRULAC, preferred the compromise text and did not support the subamendment.
- 743.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, maintained a flexible position.
- 744.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, withdrew the subamendment.
- 745.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, withdrew the subamendment to insert “all”.
- 746.** The compromise text was adopted and the eight other amendments that had been submitted (A.107, A.28, A.108, A.194, A.109, A.27, A.131 and A.110) fell.
- 747.** Point 23 clause (c) was adopted, as amended.

### Point 23, clause (d)

- 748.** An amendment proposed by the Government of Jordan (A.5) was not seconded and, therefore fell.

### A.151 and A.166

- 749.** The Worker Vice-Chairperson introduced an amendment to insert “including measures to provide decent incomes” after “government’s scope of action” and another one to insert the

phrase “to provide for decent work opportunities”, which he subamended, for editorial purposes, to include the word “and”. Since decent work deficits were more pronounced in the informal economy, governments needed to take action to secure decent incomes for those working in the informal economy and assist them in their transition to the formal economy.

- 750.** The Employer Vice-Chairperson could support either one of the two amendments, but not both.
- 751.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, and the Government members of Norway and the United States, could support only the second amendment proposed by the Workers’ group. The Government member of the United States added that there was no clear definition of “decent incomes”.
- 752.** The Government members of Colombia, speaking on behalf of GRULAC; the United Kingdom; and the Philippines expressed support for the two amendments. The Government member of Namibia, speaking on behalf of the Africa group, also expressed support for both amendments, with a preference for the second.
- 753.** The first amendment was withdrawn and the second was adopted.

#### A.167

- 754.** The Worker Vice-Chairperson introduced an amendment to insert the word “currently”, for reasons he deemed evident.
- 755.** The Employer Vice-Chairperson; the Government member of Namibia, speaking on behalf of the Africa group; the Government member of Slovenia, speaking on behalf of the EU and its Member States; the Government member of Colombia, speaking on behalf of GRULAC; and the Government member of Norway, supported the amendment.
- 756.** The amendment was adopted.
- 757.** Clause (d) was adopted, as amended.

#### Point 23, clause (e)

#### A.87

- 758.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, and of the United States, introduced an amendment to insert “ensuring access to quality and affordable old age and child care,”. It was intended to underline the importance of ensuring gender equality and non-discrimination in the labour market, and addressing barriers hindering women’s access to it.
- 759.** The Employer Vice-Chairperson proposed a subamendment, to insert the proposed text after “unpaid care work” instead.
- 760.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, expressed concern that moving the proposed text to the part that addressed barriers preventing women from accessing the labour market could give rise to misinterpretation.
- 761.** The Government member of Namibia, speaking on behalf of the Africa group, agreed that doing so would dilute the meaning of the amendment, and did not support the Employers’ subamendment.

- 762.** The Worker Vice-Chairperson did not support the Employers' group's subamendment and proposed another subamendment to replace the proposed text with "ensuring access to quality care services and working arrangements that take into consideration the needs of workers with family responsibilities." He wanted to remove reference to "affordable", as in many instances childcare was, and should be, provided free of charge.
- 763.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, could not accept moving the phrase nor the deletion of "affordable".
- 764.** The Government member of the United States said that she could support the Employers' subamendment to move the phrase, provided that it was preceded by a semicolon to provide the necessary differentiation of that concept from the list of barriers to the labour market access. For the same purpose, the Government member of Namibia, speaking on behalf of the Africa group, proposed to also add a semi-colon after "child care".
- 765.** The Government member of Colombia, speaking on behalf of GRULAC, said that her group had supported the original amendment. Moving it, as proposed by the Employers' group, would remove the link to another amendment proposed by her group (A.147). She supported the subamendment proposed by the United States.
- 766.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, agreed with the proposal of the United States and could therefore accept the Employers' subamendment.
- 767.** The Government member of the United Kingdom expressed support for the amendment as subamended by the Employers' group and the United States.
- 768.** The deputy representative of the Secretary-General clarified that ILO terminology referred to "long-term" care, which also covered family members with disabilities or living with HIV, rather than "old age" care.
- 769.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, emphasized the importance to her group of retaining "affordable", and subamended her amendment to replace "old age" with "long-term" care.
- 770.** The Worker Vice-Chairperson stated that while his group would have preferred not to retain "affordable", he could support the amendment.
- 771.** The Government member of Colombia, speaking on behalf of GRULAC, also supported the retention of "affordable."
- 772.** The amendment was adopted, as subamended.

#### A.147

- 773.** The Government member of Colombia, speaking on behalf of GRULAC, introduced an amendment to insert "practices," after "discriminatory laws and" and to insert ", and the lack of access to care services and flexible working arrangements" after "the unfair division of unpaid care work". The purpose was to clarify that both laws and practices could be discriminatory, and that flexible working arrangements were needed to give more flexibility to those with care responsibilities. Taking note of the previously adopted amendment, she subamended the text by removing "access to care services and".
- 774.** The Worker Vice-Chairperson introduced a subamendment to delete "flexible working arrangements" and insert "working arrangements that take into consideration the needs of

workers and their family responsibilities". The wording reflected the agreed terminology of the Workers with Family Responsibilities Convention, 1981 (No. 156).

- 775. The Employer Vice-Chairperson did not support the subamendment and preferred GRULAC's amendment.
- 776. The Government member of Slovenia, speaking on behalf of the EU and its Member States, and the Government member of Norway supported the insertion of "and practices" as well as the subamendment.
- 777. The Government member of Colombia, speaking on behalf of GRULAC; the Government member of Namibia, speaking on behalf of the Africa group; the Government member of Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and the Government member of the United States did not support the subamendment proposed by the Workers' group.
- 778. The Government member of Slovenia, speaking on behalf of the EU and its Member States, and the Government member of Norway confirmed that their positions were flexible and could support the amendment without the subamendment.
- 779. The subamendment was withdrawn.
- 780. The amendment was adopted.

#### A.70

- 781. The Government member of the United Kingdom, speaking also on behalf of the Government members of Canada and the United States, introduced an amendment to replace "racial" with "all forms of" to acknowledge that all forms of discrimination, not only racial, should be addressed.
- 782. The Employer Vice-Chairperson supported the amendment.
- 783. The Worker Vice-Chairperson did not support the amendment and introduced a subamendment to insert "racial discrimination" before "all forms of".
- 784. The Government member of the United Kingdom preferred the original text but could be flexible and accept the subamendment.
- 785. The deputy representative of the Secretary-General proposed simplification of the language to "racial and all other forms of discrimination".
- 786. The Employer Vice-Chairperson was not in favour of the subamendment as the original language was straightforward and encompassed racial discrimination. He could support the language proposed by the Office.
- 787. The Government member of Colombia, speaking on behalf of GRULAC, supported the subamendment, highlighting the importance of keeping reference to the racial discrimination.
- 788. The Government member of Namibia, speaking on behalf of the Africa group, did not support the subamendment, preferring the language of the amendment, which was general and all-encompassing. He was supported by the Government member of the Philippines, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan, who further explained that race was a contested term and all other forms of discrimination should also be considered.

- 789. The Government members of Slovenia, speaking on behalf of the EU and its Member States, and the United States supported the amendment rather than the subamendment, and were also willing to accept the Office proposal.
- 790. The Worker Vice-Chairperson and the Government member of Colombia, speaking on behalf of GRULAC, restated their firm position to maintain reference to “racial”.
- 791. Noting the majority support for maintaining “racial” the Employer Vice-Chairperson moved a subamendment to retain the language proposed by the Office.
- 792. The amendment was adopted as subamended.

#### A.86

- 793. The Government member of Slovenia, speaking on behalf of the EU and its Member States, introduced an amendment to insert “and pension” before “gaps”. The gender pay gaps women experienced throughout their life cycle also persisted into retirement, with negative consequences for women of old age.
- 794. The Worker Vice-Chairperson; the Employer Vice-Chairperson; the Government member of Norway; and the Government member of the Philippines, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan, supported the amendment
- 795. Following confirmation by the Office that the term “pension gaps” was correct, the Government member of Namibia, speaking on behalf of the Africa group, also supported the amendment.
- 796. The amendment was adopted.

#### A.82

- 797. The Government member of Canada, speaking also on behalf of the Government members of Australia and the United States, introduced an amendment to insert “tackling occupational segregation and” before “increase the availability”. It was important to acknowledge that women were affected by occupational segregation, that informality was high in sectors that mostly employed women, such as care work, and that there was a need for a sustained effort to promote the employment of women in traditional occupations.
- 798. The Employer Vice-Chairperson; the Worker Vice-Chairperson; the Government member of Namibia, speaking on behalf of the Africa group; the Government member of Norway; and the Government member of Colombia, speaking on behalf of GRULAC, supported the amendment.
- 799. The amendment was adopted.

#### A.71

- 800. The Government member of the United Kingdom, speaking also on behalf of the Government member of Canada, introduced an amendment to insert the phrase “sexual orientation and/or gender identity,” between the words “age” and “disability”. The amendment was intended to make the list as fully inclusive as certain United Nations resolutions that referred to sexual orientation and gender identity.

801. The Employer Vice-Chairperson asked the Office to clarify whether it was possible to gather data disaggregated by sexual orientation and/or gender identity, and whether statisticians recommended such an approach.
802. The Government member of Pakistan echoed the question by the Employer Vice-Chairperson, expressing serious doubts about the availability of such data in institutions and countries. Speaking on behalf of the Organization of Islamic Cooperation, she did not support the amendment because she did not subscribe to the concepts introduced and did not recognize associated groups. She recognized only those forms of discrimination that were internationally recognized.
803. The Government member of Indonesia aligned with the statement made by the Government member of Pakistan.
804. The deputy representative of the Secretary-General explained that the International Conference of Labour Statisticians had not adopted international statistical standards on the collection of data disaggregated by sexual orientation or gender identity and had no plans to do so in the near future.
805. The Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment.
806. The Government member of the Philippines noted that the amendment was problematic because it assumed a single way of perceiving sexual orientation and gender identity. She recalled the importance of being mindful of different cultures. On a separate note, the amendment could give rise to privacy issues by obliging people to share personal details that they may not wish to divulge, particularly in countries where certain sexual orientations and gender identities had been criminalized.
807. The Government member of the United Kingdom thanked the Office for its explanation. However, she noted that the collection of data disaggregated by sexual orientation and gender identity was possible, pointing to previous instances where this had been done, notably by the World Bank. Her Government was not willing to exclude LGBTIQ persons by excluding "sexual orientation and/or gender identity" from the list. However, aware of the sensitivities, she was keen to hear the positions of other Governments on the amendment in the light of the Office's explanation.
808. The Worker Vice-Chairperson expressed doubts about the collection of such data because of the potential risk posed to the safety and freedom of some workers. Indeed, if the amendment posed any risk to workers, his group would not support it. On a more practical note, it was not feasible to ask the Office to collect such data when the International Conference of Labour Statisticians had no standards on the basis of which to do so.
809. The Employer Vice-Chairperson thanked the Office for the clarification. He did not support the subamendment since there had been no calls for such data to be collected and any requirement to provide data on sexual orientation and gender identity could put some individuals at risk of harm.
810. The Government member of the Philippines did not support the amendment. Asking individuals to indicate their sexual orientation or gender identity could violate their right to privacy and, in countries where those characteristics were not accepted or were criminalized, could pose a risk to their safety. Moreover, if individuals were unable to reveal that data for any reason, the resulting dataset would be unreliable and therefore of limited use. It was also inappropriate to include sexual orientation and gender identity alongside the other



characteristics listed in the clause, since some of those characteristics had been criminalized in countries and false equivalences should be avoided. She also opposed removing the list.

- 811.** The Government member of Namibia, speaking on behalf of the Africa group, said that while it appeared on the surface that the inclusion of such wording would support the groups in question, it could have the opposite effect, as they might not provide that information even if required to do so. It was important to recognize that countries were at different stages of development, and many of the people affected would not wish to freely divulge information about their sexual orientation or gender identity regardless of the laws in force in their countries. He did not support the amendment; although there could be scope to address the matter in the future, it was not the time.
- 812.** The Government member of Pakistan, speaking on behalf of the Organization of Islamic Cooperation, reiterated that her group did not subscribe to the concepts discussed or the associated groups. Those concepts were not recognized in international law and ran counter to the social values of the countries that she represented. Her group would only agree to include disaggregated data on characteristics that had achieved agreement at the international level and were enshrined in human rights law, such as race and sex. She would not agree to any requirements to collect data relating to the concepts discussed in the context of the ILO's work.
- 813.** The Government member of Indonesia aligned herself with the intervention made by the Government member of Pakistan. She preferred to use universally accepted terminology in relation to disaggregated data.
- 814.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the amendment. The privacy of individuals would not be jeopardized if their data was collected anonymously, and it was important to collect such data in order to investigate cases of discrimination.
- 815.** The Government member of Lebanon aligned himself with the interventions made by the Government members of Pakistan and Indonesia.
- 816.** The Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment, noting the sensitive nature of the issue and the debate that had already taken place in that regard.
- 817.** The Government member of the United Kingdom thanked all speakers for their views and questioned whether it would be possible to achieve consensus on wording that requested the Office to explore options for collecting such data in future.
- 818.** The deputy representative of the Secretary-General said that the Office would need a mandate from constituents and resources to explore such options, as that work would entail the development of methodologies, implementation of data collection initiatives and evaluations of the usefulness of such interventions. The Office was already working to collect data on groups such as persons with disabilities and migrant workers using guidance provided by the International Conference of Labour Statisticians. If constituents requested the Office to invest resources in exploring ways to obtain data on sexual orientation and gender identity, the Office could do so, but any such work would be contingent on the availability of resources and on other commitments made as a consequence of Governing Body decisions.
- 819.** The Government member of Mexico supported the amendment and sought to address the concerns raised. The characteristics to be included in disaggregated data did not necessarily

need to be determined in accordance with work already being done; if that principle had been applied to other areas, agreements on other important matters such as the Sustainable Development Goals (SDGs) would never have come to fruition. Although not all countries and organizations had the capacity to collect data on particular groups, there was scope for progress to be made in that regard. It was therefore difficult to accept that the inability to collect data on sexual orientation and gender identity at present would rule out doing it in future. Regarding concerns about rights violations, she said that data was normally collected anonymously. It was for individuals to decide whether or not to reveal that they belonged to one of the groups in question. She provided details on how data collection and disaggregation activities were carried out in her country, which had allowed her Government to generate statistics on different groups.

- 820.** The Government member of Pakistan said that constituents had worked hard to conclude the debate around the language in question during the discussion of point 8. Speaking on behalf of the Member States of the Organization of Islamic Cooperation, she advised the Working Party to refrain from discussing controversial concepts in order to avoid derailing international consensus on the ILO's work, which should remain apolitical, neutral and impartial and abide by decisions of the Governing Body and the International Labour Conference. She rejected the suggestion that the Office should explore options for the collection of such data in future.
- 821.** The Chairperson summarized the different concerns raised by constituents. The majority of speakers did not support the amendment.
- 822.** The amendment was withdrawn.
- 823.** Point 23, clause (e) was adopted, as amended.

### New clause after clause (e) of Point 23

#### A.209 and A.24

- 824.** The Government member of Namibia, speaking on behalf of the Africa group and also on behalf of the Government members of Bangladesh, India, the Islamic Republic of Iran, Pakistan and the Philippines, introduced an amendment to insert the following new clause before clause (f) of point 23 to outline how the ILO should deal with global supply chains:
- Identifying how global supply chains can contribute to reducing inequalities in the world of work, especially between richer and poorer countries, including through equal distribution of value addition and collective bargaining on wages and working conditions at different stages along global supply chains.
- 825.** The Employer Vice-Chairperson did not support the amendment because his group would propose an amendment to insert a new clause in the same place, which was simpler and addressed all issues relevant to global supply chains.
- 826.** The Worker Vice-Chairperson and the Government member of China supported the amendment.
- 827.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, considered the amendment redundant but could show flexibility.
- 828.** The Government member of Norway also expressed flexibility regarding the amendment.

- 829.** The Government members of Japan, the United States and Australia did not support the amendment. The Government member of the United States noted that the issue of global supply chains was addressed in other points in the text.
- 830.** The Government member of Colombia, speaking on behalf of GRULAC, expressed no position on the amendment.
- 831.** The Government member of the United States proposed a subamendment, seconded by the Employer Vice-Chairperson, to insert a full stop after the word “countries” and delete the words thereafter as the meaning of that part of the text was unclear and its deletion did not detract from the scope of the clause.
- 832.** The Government member of Argentina supported the amendment with the original wording but could show flexibility and support the subamendment.
- 833.** The Worker Vice-Chairperson and the Government member of Pakistan, speaking also on behalf of Bangladesh, India, the Islamic Republic of Iran and the Philippines, reiterated their support for the amendment as originally worded.
- 834.** The Government member of Japan supported the amendment as subamended.
- 835.** The Government members of Norway and of Slovenia, speaking on behalf of the EU and its Member States, also did not support the subamendment but could support the amendment as originally worded.
- 836.** The Employer Vice-Chairperson suggested postponing the discussion as this issue was of utmost importance to his group.
- 837.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, the Islamic Republic of Iran and the Philippines, objected to the Employer Vice-Chairperson’s proposal and asked the Chairperson to take a decision.
- 838.** The Government member of Namibia, speaking on behalf of the Africa group, commented that his understanding of the procedure was that an amendment was adopted when it commanded the support of the majority and discussions on an amendment were not postponed because one group did not support it. He asked that the procedure be respected.
- 839.** The Employer Vice-Chairperson recalled the agreement to postpone discussions on any amendment that touched on a crucially important issue, which was the case of global supply chains.
- 840.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, the Islamic Republic of Iran and the Philippines, reiterated her strong objection to the procedure proposed by the Employer Vice-Chairperson, which amounted to stalling the discussions. The views expressed on the amendment were clear and a decision could be taken without postponing discussions.
- 841.** The Chairperson explained that she was inclined to postpone discussions on the amendment because, although supported by the majority, it touched on an important issue for the Employers’ group. Discussions on other amendments regarding crucial issues for other groups had also been postponed. The issue of global supply chains could thereby be discussed as a whole at a later stage.
- 842.** The Government member of Slovenia, speaking on behalf of the EU and its Member States; the Government member of the United States; and the Government member of Norway endorsed the Chairperson’s approach of postponing discussions on amendments touching on important topics.

843. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, the Islamic Republic of Iran and the Philippines, suggested that a limit should be placed on the number of times a group could ask to postpone a discussion, in the interests of fair procedure and the ability to bargain on an equal footing.
844. The Employer Vice-Chairperson said that he had made his group's position clear regarding crucially important issues, and was following the agreed procedure in the discussion of amendments. The suggestion made by the Government member of Pakistan that his group was intentionally stalling the discussion was unacceptable.
845. The Chairperson reassured the Government member of Pakistan that the existing matters of controversy were not numerous.
846. Before postponing the discussion on the text of a possible new clause addressing global supply chains, she gave the floor to the Worker Vice-Chairperson to express his views on the new clause proposed in the Employers' group's amendment (A.24), which read:
- Promoting a high and steady volume of international trade in line with the ILO Philadelphia Declaration, to fully harness the potential that trade, investment and supply chains offer for job creation, inclusive growth and the reduction of inequalities.
847. The Worker Vice-Chairperson proposed to subamend the text by replacing it with the text below, which, in his view addressed the issue of supply chains in slightly different language that was more in line with that of the Philadelphia Declaration:
- Promoting job creation, inclusive growth, sustainable development, and the reduction of inequalities, the International Labour Organization should, in line with the Declaration of Philadelphia, have full cooperation with relevant international bodies to help avoid severe economic fluctuations, to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a high and steady volume of international trade.
848. When the discussion resumed at a later sitting, the Worker Vice-Chairperson proposed a new text that had been agreed upon with the Employers' group and incorporated elements from both amendments:
- Promoting trade and development for a fair globalization and shared prosperity.**  
Promoting job creation, inclusive growth, sustainable development, and the reduction of inequalities, the International Labour Organization should, in line with the Declaration of Philadelphia, have full cooperation with relevant international bodies to help "avoid severe economic fluctuations, to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a high and steady volume of international trade". This includes identifying how global supply chains can contribute to reducing inequalities in the world of work, especially between richer and poorer countries.
849. The Government members of Namibia, speaking on behalf of the Africa group; Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Norway supported the text of the compromise proposal.
850. The two amendments were withdrawn, and the proposed text was adopted.
851. A new clause after clause (e) of point 23 was adopted.

## Point 23, clause (f)

### A.23

- 852.** The Employer Vice-Chairperson introduced an amendment to replace “universal social protection” with “access to sustainable social protection” in their place. He explained that access to social protection was a necessary precursor to realising universal protection and this should be more accurately reflected in the text.
- 853.** The Worker Vice-Chairperson opposed the amendment. The term “universal social protection” was an established and well-understood concept used in other ILO texts including in the conclusions of the most recent recurrent discussion on social protection. The existing text should remain unchanged.
- 854.** The Government member of Namibia, speaking on behalf of the Africa group, the Government member of Slovenia, speaking on behalf of the EU and its Member States, the Government member of Colombia, speaking on behalf of GRULAC, and the Government member of Norway did not support the amendment.
- 855.** The Government member of the Philippines, speaking on behalf of Pakistan, Bangladesh, the Islamic Republic of Iran, Lebanon and Pakistan, also opposed the amendment and supported the view expressed by the Worker Vice-Chairperson that language subject to tripartite consensus should be used.
- 856.** The amendment was withdrawn.
- 857.** Point 23, clause (f) was adopted.
- 858.** Point 23 was adopted, as amended.

## Point 24, chapeau

- 859.** No amendments were received to the Chapeau of point 24, which was therefore adopted.

## Point 24, clause (a)

### A.22

- 860.** The Employer Vice-Chairperson introduced an amendment to insert “in consultation with constituents” into the first sentence of the clause. The objective was to highlight the importance of constituent involvement in the development of any ILO strategy.
- 861.** The Worker Vice-Chairperson supported the amendment.
- 862.** The Government member of Colombia, speaking on behalf of GRULAC; the Government member of the Philippines, speaking on behalf of Bangladesh; the Islamic Republic of Iran, Lebanon and Pakistan, the Government member of Namibia, speaking on behalf of the Africa group; and the Government member of Slovenia, speaking on behalf of the EU and its Member States, all supported the amendment.
- 863.** The amendment was adopted.

### A.21

- 864.** The Employer Vice-Chairperson introduced an amendment to introduce in the first sentence the phrase “consistent with the ILO’s Strategic Plan for 2022–25 and the Programme and

Budget for 2022–23,”. The amendment sought to ensure that the strategy to address inequalities in the world of work would remain consistent with the overall strategic plan of the Organization and within available financial resources.

865. The Worker Vice-Chairperson did not support the amendment as he considered that the addition would unnecessarily restrict the scope of the ILO by creating a time-bound approach that was not consistent with other development objectives such as the SDGs that were set against a timeframe of at least 2030.
866. The Government member of Namibia, speaking on behalf of the Africa group; and the Government member of the Philippines, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan, agreed with the Worker Vice-Chairperson and did not support the amendment.
867. The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the reference to the ILO’s strategic plan and programme and budget but introduced a subamendment to delete the reference to specific years to prevent the strategy from becoming time bound.
868. The Government member of Colombia, speaking on behalf of GRULAC, said that she could only accept the amendment if subamended.
869. The Government members of Norway and the Philippines, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon, and Pakistan and the Government member of the United States all indicated that they would support the subamendment proposed by the EU and its Member States.
870. The Worker Vice-Chairperson did not support the subamendment, which in his view, remained unnecessarily limiting. There were many ILO texts that might usefully guide and inform the strategy to address inequalities and the Working Party should not predict or bind future Governing Body decisions.
871. The Government member of Norway withdrew her support for the subamendment and confirmed that she did not support the amendment.
872. The Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment or subamendment. This was a complex and multifaceted issue and the strategy to address it should draw on all available ILO resources and the text should not be restrictive.
873. The Government member of the United States, introduced a further subamendment to introduce the word “including” after “consistent”.
874. The Government member of Slovenia, speaking on behalf of the EU and its Member States, suggested to use the plural in respect of ILO strategic plans and programmes budgets to make it clearer that there would be more than one in the future.
875. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon, and the Philippines, introduced a further subamendment to remove “including” and replace it with “among others”.
876. The Employer Vice-Chairperson expressed support for the further subamendment proposed by the Government member of Pakistan.
877. The Worker Vice-Chairperson reiterated that he had a significant difficulty accepting any amendment that limited the scope of the ILO to draw upon all means available to it to address

inequality. He appealed to the members of the Working Party to leave the text in its original form.

- 878.** The Government member of Namibia, speaking on behalf of the Africa group, also opposed the amendment and multiple subamendments. He urged the Working Party to leave the text open and indicated that this was of serious concern to the Africa group.
- 879.** The Chairperson noted that there were many ILO texts that addressed issues relevant to tackling inequalities in the world of work.
- 880.** The Worker Vice-Chairperson confirmed that the Working Party should allow the Governing Body to determine the strategy.
- 881.** The Chairperson indicated the need to bring the discussion to a conclusion. She determined that the fourth subamendment introduced by the Government member of Pakistan appeared to reflect the compromise in the Working Party.
- 882.** The Worker Vice-Chairperson proposed a subamendment to replace “consistent with, among others” by “contributing to”.
- 883.** The Employer Vice-Chairperson did not support the proposal because it did not have the same meaning.
- 884.** The Government member of the United States said that she had a small suggestion that might address everyone’s concerns: replacing “contributing to” with “reflected in”. The Worker Vice-Chairperson seconded the subamendment, but in that case, the words “among others” should be retained after “reflected in”.
- 885.** The Government member of the Philippines, speaking also on behalf of the Government members of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan, supported the subamendment proposed by the Government member of the United States, provided that “among others” was retained.
- 886.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the subamendment proposed by the Government member of the United States.
- 887.** The Government member of Colombia, speaking on behalf of GRULAC, also supported the subamendment proposed by the Government member of the United States, provided that “among others” was retained. If not, she did not support the original amendment.
- 888.** The Government member of Namibia, speaking on behalf of the Africa group, expressed flexibility, provided that a timeframe was not included in the text.
- 889.** The amendment was adopted as subamended.

## A.162

- 890.** The Government member of the United States, speaking also on behalf of the Government members of Canada and Norway, introduced an amendment to replace “could sharpen” with “should emphasize” to strengthen and clarify the language.
- 891.** The Worker Vice-Chairperson; the Employer Vice-Chairperson; and the Government members of Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; the United Kingdom; the Philippines, speaking also on behalf of Bangladesh, India, the Islamic Republic of Iran, Lebanon and Pakistan; Namibia, speaking on behalf of the Africa group; and Indonesia supported the amendment.
- 892.** The amendment was adopted.

## A.154

- 893.** The Government member of Colombia, speaking on behalf of GRULAC, introduced an amendment to insert “with a transformative agenda for gender equality of the Centenary Declaration at its centre” after “mandate on social justice” to reflect that the strategy should adopt a gender perspective.
- 894.** The Employer Vice-Chairperson supported the amendment.
- 895.** The Worker Vice-Chairperson proposed a subamendment to replace the language proposed in the amendment with “, reinvigorated by the Centenary Declaration, with a strong emphasis on transformative agendas for gender equality and on equality, diversity and inclusion”. Reference should be made to both agendas.
- 896.** The Government member of Colombia, speaking on behalf of GRULAC, did not support the subamendment; the language used in the amendment reflected that of the ILO Centenary Declaration for the Future of Work and the Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient and should be retained.
- 897.** The Employer Vice-Chairperson proposed a further subamendment to replace “reinvigorated by” with “in line with”.
- 898.** The Worker Vice-Chairperson did not support the further amendment proposed by the Employer Vice-Chairperson, which implied that the ILO’s mandate should be in line with the ILO Centenary Declaration alone, when in fact, it should be in line with its Constitution and all its Declarations.
- 899.** The Employer Vice-Chairperson clarified that he had included the ILO Centenary Declaration because it was the text most recently adopted by the ILO.
- 900.** The Government member of the United States acknowledged the merit of the amendment but did not believe that the transformative agenda for gender equality alone should be the focus. She therefore supported the subamendment proposed by the Worker Vice-Chairperson, which gave appropriate weight to the ILO Centenary Declaration without excluding other declarations, although she believed gender equality was covered by the transformative agenda for equality, diversity and inclusion.
- 901.** The Government member of the Philippines, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan, expressed flexibility with regard to the use of “reinvigorated by” or “in line with”, although the latter was perhaps the better choice given that the word “reinforcing” appeared shortly beforehand. The reference to equality, diversity and inclusion was highly relevant.
- 902.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the further subamendment by the Worker Vice-Chairperson for the reasons given by the Government member of the United States. She did not support the Employers’ group’s subamendment.
- 903.** The Government member of Namibia, speaking on behalf of the Africa group, supported the further subamendment proposed by the Worker Vice-Chairperson, which covered the points made in the amendment by GRULAC.
- 904.** The Government member of Colombia, speaking on behalf of GRULAC, said that “agenda” should be in the singular. She proposed two possible subamendments: one that would insert “, and the transformative agenda for gender equality, reinvigorated by the Centenary Declaration” after “social justice”, and another that would insert “, reinvigorated by the



Centenary Declaration and the transformative agenda for gender equality” in the same place. The reference to equality, diversity and inclusion could remain but should be separate from gender equality to place emphasis on the latter and make clear that there was only one transformative agenda for it.

905. The Worker Vice-Chairperson recalled that the ILO Centenary Declaration and the Global Call to Action referred to both transformative agendas, which were of equal importance and should both be considered as part of the strategy.
906. The Chairperson noted that there seemed to be majority agreement for “reinvigorated by”, rather than “in line with”. She confirmed with the Office that the text should read transformative agenda “for” equality, diversity, and inclusion, rather than “on”.
907. The Government member of Indonesia supported the original amendment but not the Worker Vice-Chairperson’s subamendment.
908. The Government member of the Philippines, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan, said that although her own Government could accept the subamendment that referred to inclusion and diversity, many among her group could not if those concepts related to gender, preferring instead to refer to other forms of diversity and inclusion, such as geographic and cultural.
909. The Chairperson said that the concept of equality, diversity and inclusion covered a wide range of notions, including gender equality. The transformative agenda for gender equality had been set out in the ILO Centenary Declaration, agreed upon by Member States. She proposed that GRULAC accept the reference to both agendas.
910. The Government member of Colombia, speaking on behalf of GRULAC, could agree to the subamendment proposed by the Worker Vice-Chairperson, although it appeared that some of the wording was redundant.
911. The Chairperson said that the Office would make editorial corrections to the text.
912. The Government member of Pakistan did not support the amendment or subamendments. She proposed a subamendment to insert “geographical diversity” and delete “inclusion”.
913. The Worker Vice-Chairperson recalled that many groups were covered by the transformative agenda for equality, diversity and inclusion, as established in the Global Call to Action.
914. The Chairperson suggested retaining the subamendment proposed by GRULAC but, for the sake of simplicity, placing a full stop after the words “gender equality” and removing the words thereafter.
915. The deputy representative of the Secretary-General clarified that, in the Global Call to Action, reference was made to a transformative agenda for gender equality and a transformative agenda for equality, diversity and inclusion, whereas, in the ILO Centenary Declaration, reference was made only to a transformative agenda for gender equality. She highlighted the fact that reference was made in point 24(h) to both transformative agendas, in accordance with the ILO Centenary Declaration and the Global Call to Action.
916. The Worker Vice-Chairperson emphasized that point 24(a) was the foundation upon which future ILO strategic plans would be built and therefore reference to important documents must be made there.
917. The Government member of Pakistan did not support the inclusion of the word “diversity” without a qualifying adjective. As such, she could not continue to support the amendment unless the word “diversity” was deleted.

- 918.** The Government member of the Philippines, in the interests of consensus, proposed a subamendment, seconded by the Government member of Pakistan, to insert a full stop after the words “Centenary Declaration” and delete the words thereafter. She explained that referencing a document was tantamount to including the entire contents of that document.
- 919.** The Government member of Mexico recalled that there had been support for the subamendment proposed by GRULAC. Her Government would accept one of the following two options: either, as suggested by the Chairperson, to insert a full stop after “gender equality” and delete the words thereafter; or, as suggested by the Government member of Colombia as a compromise, to include the subamendment by the Employer Vice-Chairperson on the condition that language agreed under the Global Call to Action was used. Her Government would not support any subamendments seeking to change agreed language. She agreed with the Worker Vice-Chairperson’s preference of including references to other documents in point 24(a).
- 920.** The Government member of Pakistan reiterated her support for the subamendment proposed by the Government member of the Philippines.
- 921.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the proposal by the Worker Vice-Chairperson to include both transformative agendas for gender equality and equality, diversity, and inclusion. She did not support the subamendment proposed by the Government member of the Philippines.
- 922.** The Chairperson proposed adopting the amendment subamended to read: “, reinvigorated by the Centenary Declaration, with a strong emphasis on transformative agendas for gender equality and for equality, diversity and inclusion.”
- 923.** The Government member of Pakistan could not support the amendment as subamended because of the inclusion of the word “diversity” without any adjectival qualifiers, which could therefore include gender diversity, on which Islamic countries had strong views.
- 924.** The Chairperson noted that the transformative agenda on equality, diversity and inclusion had already been approved by ILO constituents, including Pakistan. There was no reference to gender diversity in the present amendment as subamended.
- 925.** The Government member of Pakistan asked for the discussion to be postponed, allowing her Government and other Islamic countries to examine the proposed subamendments more closely.
- 926.** The Chairperson agreed to postpone the discussion but reminded the Government member of Pakistan that her Government had not proposed any amendments to point 24(h).
- 927.** When resuming the discussion at the following sitting, the Worker Vice-Chairperson suggested that, to maintain coherence with point 24(h), the wording relating to the two transformative agendas contained therein should be applied to clause (a) as well.
- 928.** The Employer Vice-Chairperson and the Government member of Colombia, speaking on behalf of GRULAC, agreed with that proposal.
- 929.** The Chairperson suggested adding a reference to the Global Call to Action in the interest of consistency with clause (h).
- 930.** The Worker Vice-Chairperson said that it was unnecessary to mention the Global Call to Action since clause (a) already referred to a human-centred recovery. Furthermore, since the scope of the clause was broader than that of clause (h), it might not be necessary to include the

Global Call to Action alongside references to the Decent Work Agenda and the 2030 Agenda for Sustainable Development.

- 931.** The Government member of Mexico pointed out that the text should refer to “the transformative agenda” in the singular rather than the plural in order to align with the language used in clause (h). She agreed that it was not necessary to include a reference to the Global Call to Action in clause (a).
- 932.** The Chairperson suggested using the plural “transformative agendas” since clause (h) referred to both the transformative agenda for gender equality and the transformative agenda for equality, diversity and inclusion.
- 933.** The Government member of Bangladesh, speaking on behalf of the Governments of India, Indonesia, the Islamic Republic of Iran, Lebanon, Pakistan and the Philippines, preferred to include a reference to the Global Call to Action given its relevance to the matter at hand.
- 934.** The Chairperson suggested to consider including the wording “equality, diversity and inclusion as agreed in the Global Call to Action”.
- 935.** The Government member of Colombia, speaking on behalf of GRULAC, insisted on the use of the singular “transformative agenda for equality, diversity and inclusion” in line with the wording in clause (h).
- 936.** The Government member of Indonesia reiterated that clause (a) should include a reference to the Global Call to Action to remain consistent with the agreed text of clause (h).
- 937.** The Government member of Namibia, speaking on behalf of the Africa group, supported the amendment and suggested checking the wording of clause (h) to determine whether “agendas” should be singular or plural.
- 938.** The Government member of Mexico recalled that the original amendment proposed by GRULAC included a reference to the transformative agenda for gender equality only, and the Worker Vice-Chairperson had suggested adding a reference to equality, diversity and inclusion in line with the Global Call to Action. In the interest of flexibility, GRULAC had accepted that subamendment despite its initial scepticism. She proposed two options: either the reference to the transformative agenda for gender equality should be removed, or “the transformative agenda for equality, diversity and inclusion” should be added in line with the wording contained in the Global Call to Action.
- 939.** Following the clarification provided by the Government member of Mexico, the Government member of Namibia, said that the Africa group could support the subamendment.
- 940.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, proposed a further subamendment to insert “supported by” before “the Global Call to Action”.
- 941.** The Worker Vice-Chairperson did not support the inclusion of the “Global Call to Action”. Adding elements that were time-bound would not be helpful to the long-term Office strategy, which should be considered in a broader, future-oriented framework. He compared the Global Call to Action to the Call for action on the youth employment crisis adopted by the International Labour Conference in 2012,<sup>8</sup> which had since been forgotten. In addition, the Global Call to Action was already mentioned in clause (h). Reference to the agenda for

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<sup>8</sup> ILO, *The youth employment crisis : A call for action*, 2012.

equality, diversity and inclusion in clause (a) was sufficient. Nevertheless, he could accept its inclusion in the interest of consensus.

- 942. The Chairperson recalled that the reference to the Global Call to Action was important to some Governments as it concerned disadvantaged groups for whom diversity, inclusion and equality were essential. The option was to either retain it or remove it entirely, as it was related to point 8.
- 943. The Employer Vice-Chairperson agreed to retaining the reference to the Global Call to Action.
- 944. The Government member of the United States could also support retaining the reference. However, she proposed a further subamendment to insert a semicolon after “gender equality” for the sake of clarity and expressed a preference for “in accordance with” instead of “supported by” before the words “gender equality”.
- 945. The amendment was adopted as subamended.
- 946. The Employer Vice-Chairperson withdrew an amendment (A.20).

#### A.176

- 947. The Worker Vice-Chairperson introduced an amendment to replace the comma preceding “are guided by” with “and”, and to delete “, are evidence-based, and tailored to the specific circumstances of each country”. The strategy should not be guided by countries’ individual circumstances.
- 948. The Employer Vice-Chairperson did not support the amendment because programmes could not be implemented without taking national circumstances into account. He asked why the Workers’ group proposed deleting “are evidence-based” given that all ILO work was evidence-based.
- 949. The Government members of the United Kingdom; Slovenia, speaking on behalf of the EU and its Member States; Japan; Colombia, speaking on behalf of GRULAC; China; Australia; Singapore; the United States; Namibia, speaking on behalf of the Africa group; and Norway did not support the amendment.
- 950. The amendment was withdrawn.

#### A.19

- 951. The Employer Vice-Chairperson introduced an amendment to insert “up-to-date” before “international labour standards” because it was important, given the large number of standards, to be guided by the most recent.
- 952. The Worker Vice-Chairperson did not support the amendment and requested clarification from the Office of the classification process for international labour standards and the fate of standards that were deemed neither revised nor outdated should the amendment be adopted.
- 953. The Government members of Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; Norway; Namibia, speaking on behalf of the Africa group; and the United States did not support the amendment.
- 954. The deputy representative of the Secretary-General said that international labour standards were classified as either “revised”, “outdated” or “interim”; the latter, while not fully up to date, may be of some relevance in some countries.

955. The amendment was withdrawn.

#### A.164

956. The Government member of the United States, speaking also on behalf of the Government members of Canada, Norway and the United Kingdom, introduced an amendment (A.164) to insert “protection of worker rights,” before “non-discrimination” given that the protection of workers’ rights lay at the heart of the ILO’s work.

957. The Worker Vice-Chairperson, the Employer Vice-Chairperson and the Government members of Slovenia, speaking on behalf of the EU and its Member States; Namibia, speaking on behalf of the Africa group; and Colombia, speaking on behalf of GRULAC, supported the amendment.

958. The amendment was adopted.

#### A.214

959. The Government member of Namibia, speaking on behalf of the Africa group, India, the Islamic Republic of Iran, Lebanon, Pakistan, the Philippines and Bangladesh, introduced an amendment to insert “, fair global supply chains” after “fruits of progress” because global supply chains had been listed as a driver of inequality, and it was therefore logical that they should also be addressed in terms of solutions.

960. The Employer Vice-Chairperson did not support the amendment because there was no definition of a “fair” global supply chain.

961. The Chairperson recalled that there was also no definition of the “fair distribution of the fruits of progress”, which had nevertheless been agreed upon.

962. The Worker Vice-Chairperson and the Government member of Colombia, speaking on behalf of GRULAC, supported the amendment.

963. The Government member of Slovenia, speaking on behalf of the EU and its Member States, proposed a subamendment to insert “and sustainable” after “fair”.

964. The Government member of Norway supported the amendment and the subamendment.

965. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, expressed flexibility.

966. The Government member of Namibia, speaking on behalf of the Africa group, and the Government member of Colombia, speaking on behalf of GRULAC, supported the subamendment.

967. The Government member of the United States proposed a further subamendment, seconded by the Government member of Canada, to insert “that are free from labour abuses” after “fair and sustainable global supply chains”.

968. The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the further subamendment.

969. The Employer Vice-Chairperson did not support the further subamendment and proposed another amendment to the subamendment proposed by the Government member of Slovenia to delete “global” after the word “sustainable”, to render the phrase “fair and sustainable supply chains”.

- 970.** The Government member of Namibia, speaking on behalf of the Africa group, did not support the further subamendment proposed by the Employer Vice-Chairperson.
- 971.** The Worker Vice-Chairperson supported the subamendment proposed by the Government member of Slovenia and the further subamendment proposed by the Government member of the United States. He did not support the further subamendment proposed by the Employer Vice-Chairperson.
- 972.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, did not support the subamendment proposed by the Employer Vice-Chairperson.
- 973.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the subamendment proposed by the Government member of the United States.
- 974.** The Employer Vice-Chairperson said that he did not agree to reinstating “global” because it did not align with what the Governing Body had discussed. While he agreed with “supply chains”, “global supply chains” was a new concept and was not acceptable for his group.
- 975.** The Worker Vice-Chairperson and Employer Vice-Chairperson did not support the amendment.
- 976.** The amendment was withdrawn.
- 977.** An amendment submitted by the Government member of Indonesia (A.185) was not seconded and consequently fell.
- 978.** Point 24, clause (a), was adopted as amended.

### Point 24, clause (b)

#### A.165

- 979.** The Government member of the United States introduced a technical amendment to replace the reference to a singular comprehensive and integrated strategy with a reference in the plural to such “strategies”.
- 980.** The Worker Vice-Chairperson and Employer Vice-Chairperson supported the amendment.
- 981.** The Government members of the Working Party did not express any contrary opinion.
- 982.** The amendment was adopted.

#### A.18

- 983.** An amendment proposed by the Employers’ group was withdrawn.

#### A.175

- 984.** The Worker Vice-Chairperson introduced an amendment to add references to the “four pillars of decent work” as the fundamental basis of all ILO action and the “Declarations” of the ILO as accepted relevant texts. The reference to “lifelong” learning was corrected. The amendment also sought to delete the reference to the guidance on productivity provided by the Governing Body in March 2021 as that discussion had not reached an adequate conclusion and had been deferred for further discussion in March 2022. It was therefore

premature to rely on guidance that was not properly formulated. In summary, the amendment sought to align the text with existing ILO texts and strategies and wrap it around the four pillars of decent work in a manner that would be consistent with the approach taken by ILO Decent Work Country Teams.

985. The Employer Vice-Chairperson indicated that he supported the corrected reference to lifelong learning, but he did not accept the reference to the four pillars of decent work or the deletion of the reference to the guidance provided by the Governing Body in March 2021 on productivity. He suggested a subamendment to refer to efforts to “strengthen the work of the ILO on productivity taking into account the guidance provided by the Governing Body.”
986. The Worker Vice-Chairperson did not support the Employer’s subamendment but could consider a similar formulation that used “continue” rather than “strengthen”.
987. The Government member of China considered that ILO work on productivity was of key importance and supported the subamendment introduced by the Employers’ group with the word “strengthen”.
988. The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the amendments proposed by the Workers’ group concerning the four pillars of decent work, the reference to declarations and the correction of lifelong learning but rejected the deletion of the reference to productivity and preferred the original text.
989. The Government member of Namibia, speaking on behalf of the Africa group, also supported the amendments concerning the four pillars of decent work, the reference to declarations and the correction of lifelong learning. His group was flexible regarding the subamendments proposed to use “strengthen” or “continue” the work of the ILO on productivity but agreed with the deletion of the reference to guidance provided by the Governing Body in March 2021.
990. The Government of Japan agreed with the comment made by China and supported the Employers’ group’s subamendment to introduce “strengthen”.
991. The Government member of Colombia, speaking on behalf of GRULAC, supported amendments regarding the four pillars of decent work, declarations, and the corrected term of lifelong learning, but did not support the proposed deletion of the text referring to work on productivity. Enhancing productivity was an essential element of strategies to address inequalities and she supported the subamendment to refer to strengthening the ILO’s work in this area.
992. The Government member of the United States also supported the amendments regarding the four pillars of decent work, declarations, and lifelong learning but also favoured the subamendment to “strengthen the work of the ILO”.
993. The Government member of Pakistan speaking also on behalf of Bangladesh, Indonesia, the Islamic Republic of Iran, Lebanon, and the Philippines, expressed the same position as the United States and GRULAC.
994. The Government member of Australia agreed with Japan.
995. The Government member of Norway agreed with the EU and its Member States.
996. The Worker Vice-Chairperson expressed his willingness to agree to the subamendment proposed by the Employer Vice-Chairperson if the reference to productivity was accompanied by a reference to decent work; he recalled that the title of the Governing Body discussion in March 2021 had referred to decent work and productivity.
997. The deputy representative of the Secretary-General confirmed that was correct.

**998.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, confirmed that the solution would be agreeable.

**999.** The amendment was adopted as subamended.

#### A.17

**1000.** The Employer Vice-Chairperson introduced an amendment to add “and promoting equal opportunities, youth employment and an enabling environment for sustainable enterprises” to the areas of assistance to be provided to constituents. It was important to provide equal opportunities for all actors in the world of work and sustainable enterprises were a key component in providing adequate opportunities for youth employment.

**1001.** The Worker Vice-Chairperson indicated that he had no immediate objection but would like to reflect on how the language introduced in this amendment would work with the rest of the text.

**1002.** The Government members of Slovenia, speaking on behalf of the EU and its Member States; Colombia, speaking on behalf of GRULAC; Namibia, speaking on behalf of the Africa group; United Kingdom; and Pakistan speaking on behalf of Bangladesh, Indonesia, the Islamic Republic of Iran, Lebanon, and the Philippines, supported the amendment.

**1003.** The amendment was adopted.

#### A.16

**1004.** The Employer Vice-Chairperson introduced an amendment to expand the final sentence of the point to read “; and enhancing measures to promote adequate minimum wages, as well as the effective recognition of the right to inclusive collective bargaining” and to delete “systems at all appropriate levels,”.

**1005.** The Worker Vice-Chairperson responded that the issue of minimum wages was properly reflected in other parts of the text and this amendment was not necessary or appropriate in this clause. Further, he could not accept any reference to the “effective recognition” of the right to collective bargaining; it was a right that should be respected.

**1006.** The Government members of Slovenia, speaking on behalf of the EU and its Member States; Namibia, speaking on behalf of the Africa group; Colombia, speaking on behalf of GRULAC; and Norway did not support the amendment.

**1007.** The Government member of Pakistan speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, indicated that she could be flexible regarding the proposed amendment.

**1008.** The amendment was withdrawn.

**1009.** An amendment submitted by the Government member of Jordan (A.3) was not seconded and therefore fell.

**1010.** Point 24, clause (b) was adopted, as amended.



**Point 24, clause (c)****A.174**

- 1011.** The Worker Vice-Chairperson introduced an amendment to replace “reform effort” with “action” to ensure that the clause was action oriented and guaranteed that country level activities, Decent Work Country Programmes and UN Actions included inequality issues.
- 1012.** The Employer Vice-Chairperson did not support the amendment, as reference to the UN reform was accepted terminology.
- 1013.** The Government members of Colombia, speaking on behalf of GRULAC; Namibia, speaking on behalf of the Africa group; Slovenia, speaking on behalf of the EU and its Member States; and the Government member of Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines did not support the amendment.
- 1014.** The amendment was withdrawn.

**A.15**

- 1015.** The Employer Vice-Chairperson introduced an amendment to insert “at national level.” after “One-ILO approach” as the country level activities and Decent Work Country Programmes referred to in the clause were implemented only at national level.
- 1016.** The Worker Vice-Chairperson did not support the amendment as the addition was repetitive and superfluous.
- 1017.** The Government member of Slovenia, speaking on behalf of the EU and its Member States introduced a subamendment to insert “and regional” before “level” to reflect the use of the One-ILO at various levels of intervention.
- 1018.** The Employer Vice-Chairperson and the Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines supported the subamendment.
- 1019.** The Worker Vice-Chairperson did not support the subamendment.
- 1020.** The Government member of Namibia, speaking on behalf of the Africa group, expressed his preference for the original text.
- 1021.** The deputy representative of the Secretary-General clarified that the One-ILO approach applied to ILO interventions at national, regional, and global levels.
- 1022.** The Employer Vice-Chairperson, after hearing the view of Government members, agreed that it was not necessary to proceed with the amendment.
- 1023.** The Government member of Canada did not support the amendment and agreed with the Office clarification that the One-ILO approach was implemented at all levels.
- 1024.** The amendment was not adopted.
- 1025.** Point 24, clause (c) was adopted.

**Point 24, clause (d)****A.156**

- 1026.** The Worker Vice-Chairperson introduced an amendment to replace “selected” with “its” as he wanted all of ILO’s outcomes to be considered in the Office’s strategy to reduce inequalities.
- 1027.** The deputy representative of the Secretary-General clarified that the intention was not to exclude certain programme and budget policy outcomes, but to operationalize the strategy by focusing first on certain thematic issues that had been raised during the discussion. This approach would allow the Office to build on ongoing initiatives with a view to generating economies of scale and ensuring interaction between different areas of the strategy.
- 1028.** Following that clarification, the amendment was withdrawn.

**A.158**

- 1029.** The Worker Vice-Chairperson introduced an amendment to delete “promising” before “country programme” in order to avoid classifying or judging the status of country programmes.
- 1030.** The Employer Vice-Chairperson did not support the amendment as it would be important to determine which country programmes were good and merited expansion.
- 1031.** The Government member of Namibia, speaking on behalf of the Africa group, questioned who would be responsible for classifying a country programme as promising. He supported the amendment, as did the Government members of Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Colombia, speaking on behalf of GRULAC.
- 1032.** The Government member of Slovenia, speaking on behalf of the EU and its Member States preferred to keep the word “promising” and did not support the amendment.
- 1033.** Government member of the Philippines, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and Pakistan also supported the amendment. She explained that maintaining the word “promising” would be a roadblock when it came time to classify country programmes. It was the prerogative of Government members to determine whether a country programme was successful and merited expansion.
- 1034.** The Chairperson noted that those programmes worthy of being scaled up were those demonstrating results. She proposed to insert “with efficient outcomes for reducing inequalities” after “country programmes”.
- 1035.** The Employer Vice-Chairperson supported the Chairperson’s proposal.
- 1036.** The Worker Vice-Chairperson did not accept the proposal. Countries should be able to agree on Decent Work Country Programmes and their expansion. While inequality was an important issue to address, it was not the only one and should not be a criterion for scaling up a particular country programme.
- 1037.** The Government member of Namibia, speaking on behalf of the Africa group proposed a subamendment to replace “promising” with “relevant”.
- 1038.** The Employer Vice-Chairperson, the Worker Vice-Chairperson, Government members of Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran,

Lebanon and the Philippines; Slovenia, speaking on behalf of the EU and its Member States; and the Government member of Colombia, speaking on behalf of GRULAC supported the subamendment.

**1039.** The amendment was adopted as subamended.

**1040.** Clause 24 (d) was adopted, as amended.

## Point 24, clause (e)

### A.111

**1041.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, as well as of Norway, Switzerland and the United States, introduced an amendment to insert “and other relevant organizations” after “international financial institutions”. It was important for ILO to engage with a range of multilateral partners urgently and strongly, and not only those at international level.

**1042.** The Employer Vice-Chairperson and the Worker Vice-Chairperson supported the amendment and no objections were raised by the Government members.

**1043.** The amendment was adopted.

### A.173

**1044.** The Worker Vice-Chairperson introduced an amendment to insert at the end of the first sentence “, particularly the action areas of macroeconomic policies for full employment as well as employment impact assessments, and on alignment of institutional operations with ILO standards.” As he had pointed out in his previous interventions, advocating for inclusive macro and microeconomic policies to fight inequalities was an important action for the Workers’ group. In its engagement with international financial institutions, the ILO should also be advocating for the alignment of their approaches with international labour standards.

**1045.** The Employer Vice-Chairperson did not see the need for adding the text, but was prepared to consider it.

**1046.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, preferred to keep the text more general to highlight the overall importance of international cooperation and coordination. She did not support the amendment.

**1047.** The Government members of Colombia, speaking on behalf of GRULAC; the United States; and Norway did not support the amendment.

**1048.** Having heard the views of the Government members, the Employer Vice-Chairperson withdrew his support for the amendment.

**1049.** The Worker Vice-Chairperson stressed that this issue was of utmost importance to the Workers’ group. Reducing inequalities by means of macroeconomic policies could be achieved by influencing the agenda of the International Monetary Fund and the World Bank. It was very important to align the policies of international financial institutions with ILO standards.

**1050.** The Government member of the Philippines sought clarification whether the reference was to macroeconomic policies at global or national level as that point of the conclusions spoke to Office actions, not those of Member States.

1051. The Worker Vice-Chairperson highlighted that the main objective was to provide guidance to the Office on its interaction with international financial institutions. These would be global in nature but would also target national issues through World Bank country programmes, for example.
1052. When resuming the discussion at another sitting, the Worker Vice-Chairperson subamended the proposed sentence to read “, with the ILO promoting policies for full employment, employment impact assessments, and alignment with ILO standards”, to be more concise.
1053. The Government members of Namibia, speaking on behalf of the Africa group; Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Slovenia, speaking on behalf of the EU and its Member States, supported the amendment as subamended.
1054. The Government members of Norway and Colombia, speaking on behalf of GRULAC, expressed flexibility.
1055. The Employer Vice-Chairperson supported the amendment as subamended.
1056. The amendment was adopted as subamended.
1057. An amendment proposed by the Government members of the EU Member States and Switzerland (A.112) consequently fell.

### A.73

1058. The Government member of the United Kingdom introduced an amendment to insert the word “socio-economic” before the word “recovery” in order to reflect the mandate of the ILO in relation to the recovery from the COVID-19 pandemic.
1059. The Employer Vice-Chairperson, the Worker Vice-Chairperson, and the Government members of Slovenia, speaking on behalf of the EU and its Member States; Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; Norway and Namibia, speaking on behalf of the Africa group; supported the amendment.
1060. The Government member of Colombia, speaking on behalf of GRULAC, did not support the amendment.
1061. The amendment was adopted.

### A.210

1062. The Government member of Namibia, speaking on behalf of the Africa group and also on behalf of the Government members of Bangladesh, India, the Islamic Republic of Iran, Lebanon, Pakistan and the Philippines, introduced an amendment to insert in the clause the words “debt condonation, debt restructuring or other forms of debt relief”, “financing for development”, and “least developed countries and those”. The amendment was intended to address international debt, which had been identified as a driver of inequalities, and its impact on some countries’ capacity for recovery from the COVID-19 pandemic.
1063. The Worker Vice-Chairperson supported the amendment.
1064. The Employer Vice-Chairperson did not support the amendment because debt condonation, debt restructuring, and other forms of debt relief were not within the mandate of the ILO. However, financing for development did fall within that mandate. Therefore, he could support the amendment if subamended to insert in the clause only “financing for development”.

- 1065.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, strongly objected to the first part of the amendment on debt, which went far beyond the mandate of the ILO. She could consider supporting the amendment if subamended not to include “debt condonation, debt restructuring or other forms of debt relief”. The Government members of the United Kingdom and Norway shared her position. The Government member of the United States also agreed, adding that her Government strongly encouraged ILO cooperation on matters relating to employment, but cooperation on debt issues was not possible.
- 1066.** The Government member of Pakistan believed that the proposed additional words referred to relevant areas for potential ILO advocacy and support. She expressed surprise at the view expressed by other Governments that addressing international debt was beyond the mandate of the ILO, particularly in view of the agreement reached concerning the first sentence of the clause that the ILO should cooperate with international financial institutions and relevant multilateral organizations.
- 1067.** The Government member of Namibia, speaking on behalf of the Africa group, emphasized that assistance in addressing international debt was required to expand fiscal space and make funds available to spend on addressing inequalities. The issue was extremely important to the developing world.
- 1068.** The Worker Vice-Chairperson recalled the acknowledgement of developing countries’ need for more fiscal space to address inequalities in points 5 and 15 of the conclusions. He also noted the lack of willingness to act to respond to that need. It would be unreasonable to expect developing countries to follow ILO guidance on addressing inequalities without the requisite fiscal space. Debt sustainability was key to ensuring adequate fiscal space. He strongly disagreed with the view that debt issues were beyond the mandate of the ILO. Debt affected human rights, which included labour rights, which were at the heart of the ILO’s mandate.
- 1069.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, clarified in response to the Worker Vice-Chairperson that Part II of the conclusions was dedicated to identifying the drivers of inequalities, whereas Part III was dedicated to action. Debt issues were not within the ILO’s mandate. It was essential for the EU and its Member States that the text reflected this reality.
- 1070.** The Government member of Pakistan asked the Office to clarify whether the ILO was forbidden from cooperating with international finance institutions. If that were the case, point 24(e) should not exist at all. However, if there were certain limits and those were known, alternative wording could perhaps be found.
- 1071.** The deputy representative of the Secretary-General explained that the ILO had a clear mandate, set out in the Declaration of Philadelphia, to gather information on the implications of external debt on the world of work and labour market outcomes and to share that information with international financial institutions. Those assessments were based on whether international economic and financial policies and measures promoted or hindered social justice. The ILO had neither a mandate nor the expertise to engage directly in debt condonation, restructuring or relief. It engaged with international financial institutions on a range of matters, including examination of how international debt could undermine countries’ capacities to, for example, provide non-contributory social benefits.
- 1072.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, highlighted the

relevance of referring to debt or calling for advocacy in the text, although she understood that calling for debt condonation or restructuring was the prerogative of Member States. She requested confirmation that any reference to debt implications in the document would be a political statement and should not, therefore, contradict the ILO's mandate.

- 1073.** The deputy representative of the Secretary-General clarified that it was possible to include a reference to the fact that the payment of international debt might restrain the capacity of governments to dispose of the resources required to reduce inequalities.
- 1074.** The Chairperson invited the proponents of the amendment to propose a subamendment that would reflect the ILO's mandate, which could include an assessment of the implications of debt for the world of work.
- 1075.** The Government member of Namibia, speaking on behalf of the Africa group, asked for the Office's guidance to reword the amendment to ensure that it was properly brought into line with the ILO mandate. The proposed text read:

Engage urgently in stronger multilateral coordination and cooperation, including with international financial institutions and other relevant organizations, on the issue of inequality, with the ILO promoting policies for full employment, employment impact assessments and alignment with ILO standards, and assessing the effects of international economic and financial policies, including external debt, on labour market outcomes and inequalities. In the socio-economic recovery from the pandemic, this would help increase efficiency and policy coherence for, among others, emergency support for employment, business continuity and labour and social protection, with attention to the most vulnerable and hardest hit by the pandemic. Such cooperation is crucial to take into account the interlinkages of drivers of inequalities outside and within the world of work to provide sufficient fiscal space to implement policies to address inequalities.

- 1076.** The Employer Vice-Chairperson expressed his thanks to the Office for the serious efforts made within a short period of time to address the many and varied concerns of the Working Party members. He was pleased to be able to support the proposed text.
- 1077.** The Worker Vice-Chairperson also expressed his thanks and indicated that he could support the broad approach. He wondered, however, whether the text was sufficiently precise and encompassing. He asked the Office to provide further explanation as to whether the reference to labour market outcomes would include the aspect of social protection.
- 1078.** The deputy representative of the Secretary-General confirmed that the term "labour market outcomes" was recognized and had a broad meaning; it referred to all aspects including the level and quality of employment and the structure of the labour market and therefore had implications as to the extent to which workers were covered or not and by what kind of protections.
- 1079.** The Worker Vice-Chairperson requested a further clarification regarding the extent to which the term referred to the assessment of outcomes and the impact on collective bargaining mechanisms. He referred to previously expressed concerns about the correlation between dismantling collective bargaining mechanisms and the rapid increase in inequalities. Upon receiving confirmation that those impacts were covered, he expressed his support for the proposed text.
- 1080.** The Government members of Namibia, speaking on behalf of the Africa group; and Slovenia, speaking on behalf of the EU and its Member States, thanked the Office and supported the amendment as subamended.

- 1081.** The Government member of the United States thanked the Office and, seconded by the Government member of Japan, introduced a subamendment to include “and decent work” after “full employment”.
- 1082.** The Government members of Bangladesh, speaking on behalf of India, Indonesia, the Islamic Republic of Iran, Lebanon, Pakistan and the Philippines; Norway; Slovenia, speaking on behalf of the EU and its Member States; Argentina; and Colombia, speaking on behalf of GRULAC, thanked the Office and supported the text as subamended.
- 1083.** The amendment was adopted as subamended.

### A.113

- 1084.** The Government member of Slovenia, speaking on behalf of the EU and its Member States and also on behalf of the Government members of Norway and the United States, introduced an amendment (A.113) to insert the sentence “Such a cooperation is crucial to take into account the interlinkages of drivers of inequalities outside and within the world of work.” at the end of point 24 (e) as a complementary statement.
- 1085.** The Employer Vice-Chairperson queried the placement of the sentence at the end, wondering whether it could have been better placed elsewhere in the point.
- 1086.** The Worker Vice-Chairperson and the Government member of the United Kingdom supported the amendment.
- 1087.** The Government member of Pakistan noted that the opinion expressed by the EU and its Member States through the present amendment contradicted that expressed in relation to A.210.
- 1088.** The Government member of Namibia, speaking on behalf of the Africa group, did not support the amendment.
- 1089.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, clarified that the present amendment did not contradict the view she had expressed in relation to A.210. Different organizations had different mandates. As such, the ILO should engage in multilateral cooperation to address the interlinked drivers of inequalities.
- 1090.** The Government member of Pakistan noted that the EU and its Member States, although avoiding using the word “debt”, seemed to support her own Government’s position in relation to A.210. She asked the EU and its Member States to clarify the difference between drivers of inequalities outside and within the world of work.
- 1091.** The Government member of Colombia, speaking on behalf of GRULAC, noted that the amendment was not objectionable but nor did it add any ideas that were not already implicit in point 24 (e).
- 1092.** The Government member of the Philippines, in response to the question asked by the Government member of Pakistan, explained that disparity in power relations between and among States was a driver of inequality outside the world of work.
- 1093.** The Government member of Canada could support the amendment. She added that, while the complexity and multiplicity of inequalities had been discussed under Part I of the conclusions, cooperation was now being discussed under Part III. For the ILO to bring added value to multilateral cooperation, the mandate and expertise that was particular to the ILO must remain in focus, while the expertise of other international organizations must be

recognized. She underscored the need to adopt a realistic approach to multilateral cooperation.

- 1094. The Worker Vice-Chairperson proposed a subamendment to insert the words “to provide sufficient fiscal space to implement policies to address inequalities” after the words “world of work”.
- 1095. The Government member of Namibia, speaking on behalf of the Africa group, supported the amendment as subamended.
- 1096. The Employer Vice-Chairperson was prepared to support the amendment as subamended.
- 1097. The amendment was adopted as subamended.
- 1098. Point 24, clause (e), was adopted as amended.

### Point 24, clause (f)

#### A.14

- 1099. The Employer Vice-Chairperson introduced an amendment to insert the words “measures to address a declining labour share of national income” after “possible” to improve the wording of the clause.
- 1100. The Worker Vice-Chairperson did not support the amendment because he preferred the original text, which did not limit labour share to a national context.
- 1101. The Government members of Slovenia, speaking on behalf of the EU and its Member States, and Colombia, speaking on behalf of GRULAC, supported the amendment.
- 1102. The Government member of Norway expressed flexibility.
- 1103. The Worker Vice-Chairperson proposed a subamendment to delete the word “national”.
- 1104. The Employer Vice-Chairperson agreed to the subamendment.
- 1105. The Government members of Namibia, speaking on behalf of the Africa group; Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; Slovenia, speaking on behalf of the EU and its Member States; and the Government member of Colombia, speaking on behalf of GRULAC, supported the amendment as subamended.
- 1106. The amendment was adopted as subamended.

#### A.163

- 1107. The Worker Vice-Chairperson introduced an amendment to insert a final sentence into clause (f) as follows: “Continue the development of a yearly flagship report on the strategic objective of social dialogue and tripartism”. He reminded the Working Party that, at the 107th Session of the Conference, the Recurrent Discussion Committee on Social Dialogue and Tripartism had reached agreement on the production of an annual flagship report on social dialogue and tripartism. The COVID-19 pandemic had delayed the release of the first report, which was to be published in 2022. As point 24(f) addressed the issue of knowledge base and evidence, he wanted to insert his group’s request for an annual flagship report on social dialogue therein.
- 1108. The Employer Vice-Chairperson could not agree to the amendment as the Governing Body had decided on the production of one report, not a yearly report.



- 1109.** The deputy representative of the Secretary-General clarified that while the original agreement had been to produce a yearly report, a decision had been taken that the report should be published once every biennium. The first edition was due to be released in April 2022, while the second was planned for the end of 2023. A commitment to publish the second edition of the report in 2023 was provided in the ILO Programme and Budget for 2022–23 under Outcome 1.
- 1110.** The Worker Vice-Chairperson insisted that the Governing Body could not override a decision taken by constituents at the International Labour Conference. He had received the commitment of the Deputy Director-General for Policy that the Office would produce an annual report. The Workers' group would continue to insist on the production of a yearly report on social dialogue and tripartism.
- 1111.** The Employer Vice-Chairperson still could not support the amendment. The decision had been taken by the Governing Body and the outcome was being implemented by the Office. The Office already had several staff working on this issue, which he deemed appropriate given the importance of social dialogue to the ILO.
- 1112.** The Worker Vice-Chairperson requested the advice of the Legal Adviser as to whether the Governing Body was able to amend decisions taken at the Conference, particularly when they had no financial consequences.
- 1113.** The deputy representative of the Secretary-General explained that Conference conclusions were followed up by plans of action submitted by the Office to the Governing Body for decision. The plan of action on social dialogue and tripartism for the period 2019–23 to give effect to the conclusions adopted by the Conference in 2018 included a reference to a yearly report. After consultation with the social partners, it had been decided that the report should be published once per biennium for financial reasons and also to follow a similar publication cycle as the other four ILO flagship reports, except for the flagship report on World social protection that is released every three years. She reiterated that the first edition would be published in April 2022, followed by the second one at the end of 2023.
- 1114.** The Government member of the United States, seconded by the Employer Vice-Chairperson, proposed a subamendment to delete “yearly” before “flagship report”. She also asked the Office to provide the cost of producing a yearly flagship report.
- 1115.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, thanked the Office for the explanation and proposed a further subamendment to insert “regular” before “flagship report”.
- 1116.** The Worker Vice-Chairperson added that the yearly flagship report on social dialogue and tripartism was to cover four distinct topics: (i) collective bargaining on inequality, wages and working conditions, a topic that should be covered in the report on a regular basis; (ii) social dialogue in translating economic development into social progress and social progress into economic development, as well as on the economic performance and competitiveness of business; (iii) social dialogue as a means for addressing changes driven by globalization, technology, demographic shifts, climate change and environmental risks as well as facilitating restructuring and resilience to economic crises; and (iv) various forms of workplace cooperation in promoting safe and productive workplaces.
- 1117.** The Government member of Colombia, speaking on behalf of GRULAC, supported the amendment and the subamendment introduced by the Government Member of Slovenia, speaking on behalf of the EU and its Member States.

- 1118.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, expressed flexibility on the amendment.
- 1119.** The Worker Vice-Chairperson could accept the subamendment on the understanding that the flagship report would be published at least once a biennium.
- 1120.** The Employer Vice-Chairperson accepted the subamendment and expressed a preference for the flagship report to be published each biennium.
- 1121.** The Government members of Namibia, speaking on behalf of the Africa group; Slovenia, speaking on behalf of the EU and its Member States; Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Colombia, speaking on behalf of GRULAC, supported the subamendment.
- 1122.** The amendment was adopted as subamended.
- 1123.** Point 24, clause (f) was adopted as amended.

### Point 24, clause (g)

#### A.192, 75 and 13

- 1124.** The Worker Vice-Chairperson introduced an amendment to insert, after “standards” the following:
- “including the Violence and Harassment Convention, 2019 (No. 190), the Indigenous and Tribal Peoples Convention, 1989 (No. 169), the Domestic Workers Convention, 2011 (No. 189), and the Employment Relationship Recommendation, 2006 (No. 198)”
- 1125.** The purpose was to include the Conventions that related to topics that had been discussed by the Working Party, including issues of informality, indigenous populations and non-discrimination.
- 1126.** The Employer Vice-Chairperson did not support the amendment as his group wanted to retain the focus on the ILO’s fundamental conventions.
- 1127.** The Government member of the United Kingdom supported the amendment and asked whether two upcoming amendments on the same paragraph could be discussed all together.
- 1128.** An amendment (A.75) proposed by the Government members of Canada, the United Kingdom and the United States replaced “and other relevant international labour standards” with:
- “the Forced Labour Convention, 1930 (No. 29) and its Protocol, the Worst Forms of Child Labour Convention, 1999 (No. 182), as well as other relevant international labour standards such as the Violence and Harassment Convention, 2019 (No. 190)”.
- 1129.** An amendment (A.13) put forward by the Employers’ group proposed to insert:
- “the Minimum Age Convention, 1973 (No. 138), the Worst Forms of Child Labour Convention, 1999 (No. 182), the Forced Labour Convention, 1930 (No. 29), the Abolition of Forced Labour Convention, 1957 (No. 105), the Protocol of 2014 to the Forced Labour Convention, 1930, as well as the ILO Declaration on Fundamental Principles and Rights at Work, 1998” before “and other relevant international labour standards”.
- 1130.** The Worker Vice-Chairperson introduced a subamendment to include the Part-Time Work Convention, 1994 (No. 175) and the Workers with Family Responsibilities Convention, 1981 (No. 156).

- 1131.** The Employer Vice-Chairperson introduced a further subamendment to include the Minimum Wage Fixing Convention, 1970 (No. 131).
- 1132.** The Government member of Colombia, speaking on behalf of GRULAC, asked the Office to help the Working Party to determine which Conventions would be the most relevant to include in the list.
- 1133.** The deputy representative of the Secretary-General said that the Indigenous and Tribal Peoples Convention, 1989 (No. 169) was relevant. Studies conducted by the Office had shown that the incidence of informal employment among indigenous populations was particularly high. The draft conclusions also identified that certain groups faced barriers in terms of accessing quality education and training. Among the groups referenced were rural dwellers – the vast majority of indigenous persons lived in rural areas.
- 1134.** The Domestic Workers Convention, 2011 (No. 189) was also relevant. The draft conclusions already referred to domestic workers, who were an important segment of the workforce in the care economy.
- 1135.** The Employment Relationship Recommendation, 2006 (No. 198) was also important as the Working Party had considered issues related to disguised employment and the associated risks that led to decent work deficits. Recommendation No. 198 was the only international instrument that provided guidance on criteria to consider when determining whether an arrangement was indeed an employment relationship.
- 1136.** Finally, she highlighted that the Workers with Family Responsibilities Convention, 1981 (No. 156) was subject to a general survey that would be discussed by the Conference in 2023. The Convention provided important guidance to ensure that workers with family responsibilities, both women and men, were not discriminated against in terms of access to vocational training or employment prospects. The draft conclusions already considered how to ensure a better balance of paid work and family responsibilities including through childcare and long-term care, so it seemed appropriate to retain that Convention in the list.
- 1137.** At the request of the Chairperson, the deputy representative of the Secretary-General confirmed that the text shown in the room included all eight of the ILO fundamental Conventions plus the other relevant international labour standards that had been discussed.
- 1138.** The Worker Vice-Chairperson requested clarification as to the relevance of Convention No. 175 on part-time employment.
- 1139.** The deputy representative of the Secretary-General confirmed that Convention No. 175 was relevant as the issue had been mentioned in the conclusions.
- 1140.** The Employer Vice-Chairperson stated that the text should focus on the fundamental Conventions and not include a list of other instruments. He reminded the Working Party that the Committee on the Application of Standards had concluded in June 2021 that Recommendation No. 198 should not be promoted and his group strongly opposed the inclusion of any reference to it in the conclusions.
- 1141.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, did not consider it necessary to limit the text to the fundamental Conventions but cautioned that reference should be made to texts that were ratifiable. Recommendations and declarations were distinct from Conventions in that regard. She drew the attention of the Working Party to the Employment Policy Convention, 1964 (No. 122), noting that the promotion of full employment was extremely relevant to addressing informality and reducing inequalities.

- 1142.** The Government member of the United Kingdom also favoured a more expanded list, which might include the conventions addressing child and forced labour and Convention No. 190.
- 1143.** The Government member of Namibia, speaking on behalf of the Africa group, introduced a subamendment to remove all references to individual instruments, so that the text would read: "Continue promoting the ratification and implementation of the fundamental Conventions and other relevant international labour standards". He hoped that would be understood to include all relevant instruments and enable the Working Party to conclude the discussion.
- 1144.** The Government members of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Norway agreed with that subamendment.
- 1145.** The Employer Vice-Chairperson also supported the subamendment and indicated that if there was consideration of any reference to Recommendation No. 198 in the text, he would be obliged to ask for a vote.
- 1146.** The Worker Vice-Chairperson expressed his concern that the subamendment would void an opportunity to provide a focused list of standards that were closely linked to the issues under discussions. If that approach was to be pursued, he would request that the conclusions be accompanied by an appendix containing a specific list to provide clear guidance for adequate follow-up at the national level. The concerns expressed by the Government member of Slovenia, speaking on behalf of the EU and its Member States, regarding ratification could be addressed by a reference to the "implementation" of labour standards. He recalled that Recommendation No. 198 formed part of the conclusions of the Conference general discussion on the promotion of sustainable enterprises in 2007. It was for the International Labour Conference or the Governing Body, not the Committee on the Application of Standards, to determine which instruments should be promoted and how.
- 1147.** When resuming consideration of the point at another sitting, the Chairperson introduced a text agreed upon by the Employers' and Workers' groups which removed the list of specific conventions and read:
- Continue promoting the ratification and implementation of the ILO fundamental conventions and those ILO instruments relevant to employment policies, informality, employment relationship and working conditions, violence and harassment in the world of work, as well as workers with family responsibilities, indigenous and tribal peoples, and domestic workers.
- 1148.** The Government member of the United States asked whether there were any ILO instruments that dealt with topics not included in the proposed list.
- 1149.** The deputy representative of the Secretary-General confirmed that ILO instruments addressed many other topics than those listed in the compromise text, such as persons with disabilities, or sectoral conventions. The list of topics included was not exhaustive.
- 1150.** The Government member of the United Kingdom proposed a subamendment to add "child and forced labour" to the list.
- 1151.** The Chairperson said that child and forced labour were covered by the fundamental conventions.
- 1152.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon, and the Philippines, supported the proposed text.

- 1153. The Government member of Slovenia, speaking on behalf of the EU and its Member States, proposed a subamendment to insert “crisis situations,” after “informality,” given that they were a significant driver of inequalities.
- 1154. The Government member of Namibia, speaking on behalf of the Africa group, supported the proposed text but questioned whether there was an ILO instrument that addressed crisis situations and, as such, whether they should be included on the list. After the Chairperson recalled that the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205), addressed crisis situations, he said the Africa group supported the subamendment.
- 1155. The Worker Vice-Chairperson proposed another subamendment to move “employer relationship and working conditions” to after “employment policies”.
- 1156. The Government member of Japan supported the subamendment proposed by the Government member of Slovenia on behalf of the EU and its Member States.
- 1157. The proposed text was adopted, as amended.
- 1158. The three amendments fell.

#### A.193

- 1159. The Worker Vice-Chairperson introduced an amendment to add the sentence “In particular, adequately resource the assistance of constituents on identifying and overcoming the obstacles to freedom of association and collective bargaining.” The existence of strong collective bargaining mechanisms was vital to addressing inequalities and the ILO should ensure that adequate resources were made available to fund work to support constituents.
- 1160. The Employer Vice-Chairperson did not wish to minimize the importance of collective bargaining but did not find it appropriate to place more emphasis on one Convention than any other. He did not support the amendment.
- 1161. The Government members of Slovenia, speaking on behalf of the EU and its Member States, and Colombia, speaking on behalf of GRULAC, supported the amendment.
- 1162. The Government member of the United Kingdom did not support the introduction of the language in that way. The inclusion of specific references to instruments in the clause had been discussed.
- 1163. The Government members of Norway; Namibia, speaking on behalf of the Africa group; and Pakistan, speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, indicated that they were flexible.
- 1164. The Chairperson asked the Employer Vice-Chairperson and the Government member of the United Kingdom if they might reconsider their positions.
- 1165. The Employer Vice-Chairperson proposed a subamendment to insert “and support constituents in the implementation of the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)” after “collective bargaining” in the amendment.
- 1166. The Government member of the United Kingdom indicated that she could be flexible.
- 1167. The Worker Vice-Chairperson agreed that informality was a great concern and highly relevant to the discussion on inequalities, but he did not consider that it should be referenced in that part of the text. Collective bargaining was a right that should apply to all workers, not all of whom were in situations of informality. He did not accept the subamendment proposed by

the Employer Vice-Chairperson, but would be willing to consider including unlinked references to the two issues in the clause.

- 1168.** The Government member of the United States agreed with the initial comment made by the Government member of the United Kingdom. She proposed a subamendment to delete “adequately” from the text of the tabled amendment. She did not support the subamendment proposed by the Employer Vice-Chairperson; while the transition to the formal economy was an important issue, clause (g) related to the fundamental Conventions.
- 1169.** The Government member of Namibia, speaking on behalf of the Africa group, said that there were no resource issues in connection with the transition from the informal economy. He would reserve his judgement on the reference to resources until the Employers’ group had given its view.
- 1170.** The Government member of Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines, said that her group remained flexible.
- 1171.** The Government members of the United Kingdom and Norway supported the deletion of “adequately”.
- 1172.** The Government member of Slovenia, speaking on behalf of the EU and its Member States, supported the deletion of “adequately” and did not support the subamendment proposed by the Employer Vice-Chairperson.
- 1173.** The Employer Vice-Chairperson recalled that his group had not supported the original amendment proposed by the Workers’ group and maintained that position as there were sufficient resources to address both issues. If his group’s subamendment was not adopted, the amendment should not be adopted.
- 1174.** The Government member of Namibia, speaking on behalf of the Africa group, supported the subamendment proposed by the Government member of the United States but did not support the subamendment proposed by the Employer Vice-Chairperson.
- 1175.** The amendment was adopted as subamended.
- 1176.** Point 24, clause (g), was adopted as amended.
- 1177.** Part III was adopted as amended.

## Adoption of the conclusions concerning inequalities and the world of work

- 1178.** The Chairperson explained that the Legal Adviser had recommended that the word “Office” be replaced with “Organization” in the chapeau of point 24.
- 1179.** The Employer Vice-Chairperson and the Worker Vice-Chairperson expressed a preference for “Office”.
- 1180.** The deputy representative of the Secretary-General explained that while the Office would undertake actions to give practical effect to the conclusions, the Organization’s governance bodies may wish to take decisions or advance the discussion on certain matters contained therein. “Organization” had been used recently in similar conclusions.
- 1181.** The Employer Vice-Chairperson could accept “Organization”.

- 1182. The Worker Vice-Chairperson disagreed and pointed out that point 23 addressed the Organization specifically.
- 1183. The word “Office” was therefore retained in point 24, chapeau.
- 1184. The Worker Vice-Chairperson proposed deleting the footnotes in point 24, clause (b) and conclusions did not normally include footnotes.
- 1185. The deputy representative of the Secretary-General said that the footnotes were not necessary; they had been included to provide additional information. Some conclusions did have footnotes.
- 1186. The Chairperson said that the footnotes had not been brought to her attention for negotiation and should thus be deleted.
- 1187. The Working Party adopted the conclusions in their entirety.

## Adoption of the resolution concerning inequalities and the world of work

- 1188. The Chairperson explained that the resolution would give effect to the conclusions negotiated by the Working Party.
- 1189. The Worker Vice-Chairperson proposed deleting “, and duly taking into account the ILO Centenary Declaration for the Future of Work, 2019” from the chapeau because the Centenary Declaration was not the only text that had guided the deliberations. There was no need to refer to any specific text.
- 1190. The Employer Vice-Chairperson stated that the Employers’ group attached great importance to the ILO Centenary Declaration, and it was vital that the reference to it was retained in the resolution.
- 1191. The Government member of Colombia, speaking on behalf of GRULAC, supported the text of the resolution and agreed that the reference to the Centenary Declaration should be retained.
- 1192. The Government members of the Philippines and Pakistan, speaking also on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran and Lebanon, supported the text of the resolution.
- 1193. The Government member of Slovenia, speaking on behalf of the EU and its Member States, asked the Office to clarify whether it was a usual practice to reference declarations in the text of Conference resolutions. Following confirmation that the ILO Centenary Declaration had been referred to in the resolution concerning the second recurrent discussion on social protection (social security) adopted in June 2021, she confirmed her support for the text of the resolution as presented.
- 1194. The Government members of Namibia, speaking on behalf of the Africa group, and Mexico supported the text of the resolution.
- 1195. The Chairperson noted that the Government members and the Employers’ group all supported the text of the resolution as drafted and invited the Worker Vice-Chairperson to comment.
- 1196. The Worker Vice-Chairperson remained unsatisfied and questioned why the resolution should contain a reference to just one ILO declaration when the discussions had referred to several others including the Declaration of Philadelphia and the Global Call to Action. He suggested

a subamendment to delete “duly” and insert “Declaration of Philadelphia and” before “ILO Centenary Declaration”.

- 1197. The Employer Vice-Chairperson did not support the subamendment.
- 1198. The Government members of Argentina; Japan; Colombia, speaking on behalf of GRULAC; Norway; Namibia, speaking on behalf of the Africa group; Pakistan speaking on behalf of Bangladesh, India, Indonesia, the Islamic Republic of Iran, Lebanon and the Philippines; and Turkey expressed support for the subamendment.
- 1199. The Government members of Slovenia, speaking on behalf of the EU and its Member States; and the United States were flexible regarding the subamendment.
- 1200. The Employer Vice-Chairperson said that his group could support the text of the resolution as subamended.
- 1201. The resolution was adopted.

## Closing remarks

- 1202. The Employer Vice-Chairperson expressed gratitude and appreciation to the Chairperson and the other Working Party members for the very considerable efforts and compromises that had been made to find consensus on some very challenging issues. He thanked his group and their advisers, the Office and the secretariat, the technicians, and the interpreters for their support.
- 1203. The Worker Vice-Chairperson concurred with the Employer Vice-Chairperson and praised the Chairperson and his Employer counterpart for the constructive social dialogue. He thanked the Government members for their contributions toward achieving a balanced conclusions document, despite the challenging discussions. He acknowledged that at times the debate had been quite tense and emotional, but he considered this reflected the passion that the issue created. He also thanked the members of the Workers’ group and their advisers for all the support they had given him, and the Office, secretariat and conference services for their very hard work servicing the Working Party.
- 1204. The Government member of Pakistan said that the conclusions were important to the countries she represented. She thanked the Government members of the Working Party for their flexibility and consideration of each other’s points of view to achieve a consensus and the secretariat for its support.
- 1205. The Government member of Slovenia , speaking on behalf of the EU and its Member States, said that Albania, Iceland, Montenegro, and Norway aligned themselves with her statement. She thanked the Chairperson for the effective and efficient manner in which she had led the discussion, appreciated the work of the Office in providing guidance, and thanked the secretariat and interpreters for facilitating the work of the Working Party and Drafting Group.
- 1206. She thanked the social partners and Government members for their engagement based on tripartite dialogue that had given rise to consensual, action-oriented conclusions, which would pave way for a more sustained, inclusive, and sustainable work environment for all. While the discussions had been challenging at times, everyone had worked towards the central objective of reducing inequalities in the world of work. Groups evidently had different views, particularly in respect to persons targeted based on sexual orientation, gender identity and gender expression. While the EU Member States’ views were not reflected in the conclusions in that regard, an important common understanding had been reached and she hoped that their original position would lead to further consideration on that matter.



Nevertheless, the final conclusions represented a tangible step in reducing inequalities in line with targets set out in SDGs 1, 5, 8 and 10. In acknowledging the role of the ILO in reducing inequalities in the world of work, she believed this would be achieved through strengthened multilateral cooperation, social justice and decent work for all, embedded in sustained, inclusive and sustainable growth.

- 1207.** The Government member of Colombia, speaking on behalf of GRULAC, thanked the Chairperson for her leadership, without which the Working Party would not have been able to conclude its work. She thanked the social partners and the Government members, as well as the Officer and the secretariat for their guidance and technical support. Her group was satisfied with the conclusions the Working Party had adopted and looked forward to their implementation.
- 1208.** The Government member of Namibia, speaking on behalf of the Africa group, recognized and thanked all Government members for their spirit of compromise, hard work and willingness to listen that had allowed agreements to be reached. He thanked the Chairperson for her leadership and direction which had enabled the Working Party to conclude its work. He valued the collaboration and support shown by all and appreciated the efforts made by the Employer and Worker Vice-Chairpersons. Compromises, agreements, and constructive discussion had allowed the Working Party to agree on consensual conclusions.
- 1209.** The Government member of the United States thanked the Chairperson, the Office and secretariat and the tripartite delegates for their constructive inputs to the, at times difficult, discussions. She did regret that it had not been possible to include a reference to LGBTIQ persons in the conclusions, but was pleased that the Working Party had arrived at a consensual agreement on the important issue of discrimination against members of certain vulnerable groups. This represented progress and showed that social dialogue had prevailed. The Working Party had adopted conclusions that recognized the critical role of employment and the world of work in addressing inequality, in particular the role that the ILO could play to use its mandate and expertise to eliminate inequalities. She looked forward to the adoption of the conclusions by the Conference at the plenary sitting.
- 1210.** The Government member of Mexico thanked the Chairperson for her leadership and patience in steering the negotiations of the Working Party, which had enabled them to agree on the conclusions. It had been a difficult task chairing a virtual discussion when it had not been possible for Government members to be present in the room. She expressed regret at the fact that the conclusions did leave out important aspects and references to certain vulnerable groups, as had already been mentioned by other delegations. She thanked the secretariat for its support. She recognized the Government member of Chile, who had coordinated GRULAC for their efforts to ensure common positions among the group members and thanked the GRULAC's spokesperson, and the Government member of Colombia, for her excellent work to ensure a strong voice of the group. She also thanked the social partners for their contribution to the discussion.
- 1211.** The Government member of Argentina expressed his gratitude to the Chairperson, the Office and the secretariat and the GRULAC coordinator and spokesperson, the Government members of Chile and Colombia.
- 1212.** The Government member of the United Kingdom thanked the Chairperson, the Government members, social partners, and the secretariat for the fruitful conversations. She expressed disappointment at the lack of reference to LGBTIQ persons in the final text but found that, overall, it had been a constructive dialogue with a good outcome.

**1213.** The Chairperson appreciated the notes of thanks conveyed by the Working Party members. It had not been the first time that she had chaired a negotiation though it had been a memorable experience. It had been a challenging discussion, always passionate, constructive, and held with a view toward achieving consensus. All members had been very dedicated to their task, and she thanked them for that. She appreciated the members of the secretariat for their dedicated and professional support to the discussion, without which it would not have been possible to reach a conclusion.