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Geneva-Switzerland, 1 to 12 June 2015.

The Speech, by (Mr.) Mohammad Otaredian, Iranian Employer's Delegate, from the Iranian Confederation of Employers' Associations (ICEA), at the plenary sitting of 104th Session of the 2015's ILC.

Madam President, distinguished delegates, ladies and gentlemen,

The ILO Director-General, Mr. Guy Ryder, has opted, for debate in this year's plenary sitting, the “future of work” initiative, in hopes of reviving the organization's mandate and mission in the run-up to its centenary in 2019.

In this regard, I would first like to raise four points, as follows, and then reach to my conclusion.

- 1) Today, the mental life of human beings has been transformed by significant developments such as literacy, urbanization, division of labor, industrialization, science and knowledge sharing, communications, and media technology.
- 2) Greater numbers of people fearing about the increasing globalization of the world economy will choose to move to the mega-cities of the world, and new talent pools will emerge in areas across the globe where the population is connected to the world knowledge net.
- 3) Globalization will bring opportunities for talented, energetic and competent people to become part of the world economy. It will, however, increase the exclusion of those who are not part of the global market, either because they don't have access to broadband or because they have neither the talent nor the strength and capability to compete.
- 4) The future will see unprecedented increase in "life expectancy". This will fundamentally bring into question our current assumptions about retirement, about the employment of the over 60s and/or 65s and about the provision of pension.

Additionally, waves of renewed geopolitical tensions are generating major negative developments in the way that work and production are organized.

We, therefore, need to thrive in a world that's being turned upside down by technology, globalization, demographics, and environmental gigantic challenges.

Given those challenges, the world of work, too, has been undergoing huge changes, and all of us are being propelled into a future especially shaped by astounding scientific and technological advances.

The changing nature of work has enormous implications for how we structure organizations, manage people, and design workplaces. Some organizations are already leveraging the new ways of working; others are struggling to understand what the future means.

Getting from today to tomorrow in a cost-effective manner is a most significant leadership challenge facing and sharing senior rule-making bodies. And today, given the discouraging statistics provided in the 24 to 27's paragraphs of the Director-General report, it would seem that most international organizations are realizing less than 50 per cent of their mission.

Madam President, Ladies and gentlemen,

In this context, where the ILO is currently placed?

By legislation of internationally accepted labour rules and standards, ILO renders the policy instruments at the disposal of national and international policy-makers incapable of generating the required jobs in sufficient quantity and quality, and establishing associated protections.

Where those labor standards stand in terms of bringing them to effect?

Given a long-standing history of discussions in the annual Conference "Committee on the Application of Standards", it seems that the enforcement of international labor standards in many countries has been weakened substantially, and undermined. This is while many of international labor standards have not been updated to keep pace with changes in the economy or the workforce. The failure to enforce even existing weak standards has led to widespread mismatch in social protections.

Workers are paid less than the minimum wage, denied overtime and routinely retaliated against if they protest. On top of this, new practices such as subcontracting and misclassification of independent contractors are effectively moving workers outside of the protection by employment and labor laws. In combination, this multi-dimensional weakening of labor standards has been one of the key shifts opening the door to low-road business strategies to cut labor costs, drive down wages and decimate workforces.

This tide of growing neediness and poverty needs to be reversed.

Updating and enforcing International Labor Standards means envisioning policies to establish a strong floor of internationally accepted labor protections, vigorously enforce that floor, and build a base of decent productive jobs on top of that floor.

New strategies to enforce the requirement of international labor standards in protecting low-wage workers and immigrants, which has now shaped a global crisis, will function in the future in order for the ILO to be able to advance its constitutional obligations and its mandate as for promoting full employment, rising standards of living, and enhancing social justice.

While supporting the Director-General's participatory model for the future of work centenary initiative conversation, I believe ILO's conventional management models must be replaced with leadership approaches adapted to the future world.

ILO must also rethink its traditional structure, and what it needs to do to maintain its stance in a rapidly changing world.

Madam President, ladies and gentlemen,
Thank you all for giving me a hearing.