



Provisional Record

Eighty-ninth Session, Geneva, 2001

Seventeenth sitting

Tuesday, 19 June 2001, 10.15 a.m.

Presidents: Ms. Bannerman, Ms. A. Sto. Tomas, Mr. Parrot

RATIFICATION OF INTERNATIONAL LABOUR CONVENTIONS BY THE BAHAMAS AND NEW ZEALAND

The PRESIDENT (Ms. BANNERMAN) — I would like to give the floor to the Clerk of the Conference for an announcement.

The CLERK OF THE CONFERENCE — On 14 June 2001, the Director-General of the ILO registered the ratification by the Bahamas of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Equal Remuneration Convention, 1951 (No. 100), the Maternity Protection Convention (Revised), 1952 (No. 103), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Worst Forms of Child Labour Convention, 1999 (No. 182).

Also on 14 June 2001, the Director-General registered the ratification by New Zealand of the Worst Forms of Child Labour Convention, 1999 (No. 182).

REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT (Ms. BANNERMAN) — Before considering the report of the Finance Committee of Government Representatives, we shall resume the discussion on the Reports of the Chairperson of the Governing Body and of the Director-General.

Mr. ITH (*Minister of Social Affairs, Labour, Vocational Training and Youth Rehabilitation, Cambodia*) — On behalf of the Cambodian delegation, I would like to congratulate the President and the Vice-Presidents warmly on their election to preside over our work in the 89th Session of the International Labour Conference. I am firmly confident that, under their capable leadership and with their vast experience, the Conference will come to a fruitful conclusion.

In this Conference, besides the Global Report, *Stopping forced labour*, the Conference will discuss a number of important issues, namely the alleviation of poverty, safety and health in agriculture, and social security, in order to provide decent work for everybody.

Employment promotion constitutes the priority task of the Royal Government of Cambodia, because it contributes significantly to alleviating poverty. The main strategy of the Royal Government of Cambodia to alleviate poverty aims at achieving the following:

- (1) sustainable economic growth from 6 per cent to 7 per cent;
- (2) the equitable distribution of profit from economic growth between the haves and the have-nots, between townsmen and countrymen, and between men and women;
- (3) sustainable use and management of natural resources, and environmental sustainability.

Last year, as a result of good implementation of international labour standards and Cambodian labour law, we enjoyed a quota bonus of 9 per cent from the United States, which provided more jobs to about 10,000 Cambodian people.

We fully support the submission of the proposed Convention and Recommendation on safety and health in agriculture for discussion and adoption by the Conference.

As you are well aware, Cambodia is an agricultural country where 84.3 per cent of the population lives in rural areas and where farmers account for 75 per cent of the active labour force of the country. We are firmly convinced that the adoption of a Convention and a Recommendation on safety and health in agriculture will not only enhance our attention to working conditions and the safety and health of farmers, but contribute significantly to boosting the national economy.

In the field of social protection, I am very glad to inform you that the draft law on social security of Cambodia, which aims at providing old-age benefits, invalidity benefits, and employment injury and occupational disease benefits to persons covered by the labour law, was approved by the Council of Ministers and submitted directly to the National Assembly early this year.

Cambodia continues to fully implement the ILO Conventions already ratified, in particular the core Conventions. As of mid-2000, thanks to the financial assistance of the Royal Government of Japan, and through Cambodian trainers trained by the ILO, we have disseminated international labour standards and Cambodian labour law to government officials, employers, workers and court officials throughout the country.

In conclusion, I would like to extend my deepest thanks to the ILO for providing assistance to Cambodia, and wish the Conference every success.

Original Spanish: Mr. FUNES DE RIOJA (*Adviser and substitute delegate, Argentina*) — The Director-General's Report is a useful, thought-provoking tool. It would be appropriate for the main points raised in this discussion to be the subject of

agreements in the near future, including in the Governing Body.

On behalf of the International Organization of Employers (IOE), I would like to repeat our commitment to the principles contained in the 1998 Declaration, and emphasize that in order for there to be decent work, there must be a guarantee of respect for fundamental principles and rights.

That is a precondition, but in itself it is not enough. Decent work means that enterprises must be viable. Without the creation of enterprises and a conducive atmosphere, there will be no work.

The best efforts of this Organization should be put into cooperation to support the generation of real and sustainable employment. That is the only way to ensure decent work. It also means modernizing the ILO and recovering its mission and relevance.

The Employers fully support the new standard-setting policy and the integrated approach. Modernization and the supervisory machinery are pillars of the new ILO.

In the Report, references were made to the subject of globalization and the society dimension, which was discussed in the Governing Body Working Party devoted to that topic. We believe firmly that the Working Party should be maintained and strengthened. We do not think it should be weakened, either by depriving the ILO of its exclusive role in the labour world, or by adopting proposals which would make the Working Party independent of the Governing Body, ostensibly to strengthen it, but by so doing would isolate it from its own mandate.

Globalization is a reality and an opportunity. It is for us to ensure that it benefits all.

We do not adhere to any fatalistic or catastrophic view, nor do we have any delusions about the progress made by some countries in globalization.

The ILO must be an effective tool for economic development with social progress. This is the challenge for the Organization, and it is also ours. That is why we are here today, it is our responsibility to achieve the integration of all countries in the world economy, so that they can all benefit from this extraordinary process of the liberalization of international trade and translate it into well-being and employment.

The Director-General emphasizes the tripartite nature of this Organization. We are aware that there are certain non-governmental organizations which could play a useful role for the social partners, assisting them in performing their duties. But their role in the Organization should be made more clear.

We are aware of what is happening in the world, but we are attached to the philosophy and the legitimacy of our tripartite representation. We are the political and legal expression of the world of organized labour, and that is a feature we must maintain. It is in our constitutional mandate to do so.

We are dealing with new subjects and concerns. The discussion which we are about to begin on the informal economy prompts us to point out that we have to seek consensus to remove obstacles to the formalization of that economy, to provide for a permanent enabling environment so that companies can find a place in the economy with a proper legal basis. It is only by creating small and medium-sized enterprises that are economically and legally viable that we can achieve stable employment and overcome the scourge of unemployment and clandestine work.

We also repeat our support for the Global Compact, and we call upon the ILO to work with employers to increase support for this initiative. The IOE is committed to that task.

I would like to raise a few questions which strike me as being of particular importance at this session of the Conference.

There has been a useful climate of social dialogue at this session. The agenda combines subjects of interest with a useful exchange of views and experience. The committees on cooperatives and social security have produced positive results, despite regional differences, which could have given rise to frustration or conflict.

The initiative of the Director-General to carry out prior consultations for the discussion on social security, so as to clarify the discussion has proven to be a very positive step. The Conference discussion on this item has thus been very relevant.

I would also like to point to the progress report on the Declaration. However, we in the Employers' group were disappointed to see that, of the 80 countries which are identified in the Report, only five responded with information on how they intended to make efforts to eliminate the problems. The discussion was neither dynamic nor interactive. We have to improve this discussion in the Conference. We are at the Director-General's disposal, and are prepared to present him with a specific proposal to that effect.

To turn once again to the comprehensive standard-setting approach, I would like to draw attention to the role of the report of the Committee of Experts on the Application of Conventions and Recommendations in the Committee on the Application of Standards. The interpretations of the Committee of Experts are drawn up outside the context in which standards are formulated, where new obligations arise which, in fact, do not stem from the text of the instruments. We should be very clear about this. Only the Conference can establish standards.

Nor is it the place of the Committee of Experts to make recommendations concerning standards policy. I refer particularly to the Termination of Employment Convention, 1982 (No. 158). The Governing Body has not taken a position concerning its ratification, yet the Committee of Experts has urged governments to consider ratification.

By going beyond its mandate, the Committee of Experts is doing a disservice to the credibility of the supervisory mechanisms.

We wish to give the Employers' view on this very interesting Conference. We have given our first impressions of the work of this session.

We would like to pay tribute to the climate of consensus, and recognize the efforts to bring interesting issues to the agenda; which are fully relevant to actual problems. We look towards the future with great interest. It is our common challenge.

Original Spanish: Mr. GARZÓN (Government delegate, Colombia) — Allow me the honour of expressing the fraternal greetings of the people and the Government of Colombia to all of you. As you know, at the present time the people of Colombia are experiencing very difficult times, largely due to social inequalities, a weak social political fabric and intense violence. These are evils inherited many years ago which have a serious effect on democratic life in our country.

In our search for a solution to these problems we are implementing and introducing dialogue as a method of finding political solutions to the internal armed conflict which has been occurring in our country for more than 30 years.

To achieve peace for Colombia the most reliable way is to ensure a reactivation of the economy and to create employment and welfare programmes for the population, as well as to combat crime, such as drug trafficking and corruption.

With a view to peace, the Colombian Government is involved in promoting and developing methods of teaching and social dialogue to defend trade unionism as a democratic institution, acknowledge social protest and combat self-defence or paramilitary groups, both legally and military, as well as dealing with huge levels of impunity which, as in the case of the murders of trade unionists or other social and political leaders, remain largely unclarified, without those responsible for the killings being brought to justice.

In all these areas we have been able to count on the full understanding and cooperation of the international community, including the International Labour Organization. The ILO has established co-operation programmes and last year appointed a special representative of the Director-General for co-operation in Colombia, who has helped with his personal presence and through his reports to draw attention to the protection of trade unionists and the development of trade union freedoms.

Therefore, in the case of Colombia, issues such as decent work contained in the Report of the Director-General to this session of the Conference are closely linked to the efforts which must be made, through political and social commitments to society from the State of Colombia, to eradicate work involving young people under 15 years of age in the medium term. A society which allows abuse and injustice against young children and denies them the possibility of studying is quite simply a society without any future.

The objectives, among others, of ensuring that we are working towards the welfare of children, reducing unemployment and improving the low income levels of the majority of the population — objectives contained in the Director-General's Report — are one of the biggest motivators in our continuing search for peace in Colombia.

The President of the Republic, Dr. Andrés Pastrana Arango, has given his word that he will work for peace and there are many other interested sectors in society working towards the same end, including, of course, the employers and the workers.

To achieve peace in Colombia is not an easy task. Distrust and difficulties abound, some of them the result of political intolerance, others the result of massive social inequalities and increasing violence, which takes the form of assassinations, abductions, disappearances, massacres and death threats. Despite this distrust and these obstacles, we shall not fail in our efforts to achieve peace.

We have been continuing our dialogue with the guerrilla forces over the last two years and this is now beginning to generate an atmosphere of confidence, with initial agreements between the parties having been achieved. If we continue along this path, we are sure that ultimately we will build up a critical momentum on the way to achieving peace. At the same time, the path of peace presupposes consolidation so that we have strong social and political players in the

future. As regards labour relations, the employers and trade unions have to show that they are not only able to negotiate in economic terms but can also overcome their fear of agreeing and work together for the common good of society.

We recognize that there are weaknesses but we also have the political will to make progress on the path to agreements relating to international humanitarian law, improvements in human rights and the welfare of the population. It is impossible to achieve these goals without the cooperation of the international community.

That being so, on behalf of the Government of Colombia, once again I wish to say to all governments, workers and employers, that are Members of the ILO, that we are open and receptive to any recommendations and initiatives which, under the particular conditions prevailing in Colombia, can contribute to consolidating social dialogue as an integral element in a culture based on peace. In this way we can aim to resolve our differences and conflicts, overcome the horror of violence and follow the path of dialogue and reconciliation as the way to make progress in building a country where democracy works, where we can live in peace and with social justice.

Original Spanish: Mr. CELI VEGAS (*representative, Exchange and Cooperation Centre for Latin America*) — On behalf of the Exchange and Cooperation Centre for Latin America I offer our warm greetings to the Officers of the 89th Session of the International Labour Conference.

The Director-General's Report points to the key issues that have to be confronted, which include forced labour. The situation as described is of permanent concern to the various actors at the international level. States, businesses and workers have no option other than to propose and study alternatives jointly within the framework of international meetings such as this great Conference.

The Forced Labour Convention, 1930 (No. 29), and the Abolition of Forced Labour Convention, 1957 (No. 105), are the basic elements for combating the various forms of exploitation. Their application depends on the will of the jurisdictional bodies of each government. Civil society, meeting together in various groupings, is called upon to ensure a balance in the form of sustained economic growth, capable of leading to a reduction of the gaps between employers and workers.

The current globalization, characterized by boundless competition amongst big businesses, will exacerbate the exploitation of workers using new and varied methods. But not everything can be left to the forces of supply and demand. Although it is true that there are laws imposed by the market and by big capital movements, it must also be recognized that the human factor, in the form of the end consumers, is fundamental in maintaining the economic cycle.

What would be the prospects for the international community if effective measures were not taken to eradicate forced labour? The challenges would be enormous if measures were not taken in time.

In the case of children, forced labour represents a flagrant affront to human development. To compel children to work means damaging their physical and mental development, while at the same time depriving them of their right to education.

In the case of adults, forced labourers are obliged to accept meagre wages and precarious living conditions in exchange for job opportunities. Migrations for economic reasons generally lead to the establishment of informal and illegal strata in the host regions and countries. If this situation becomes more widespread, it implies reducing human development to exclusively monetary considerations.

To this picture, we should add female domestic workers, workers in rural areas and prisoners in zones of armed conflict. In these cases, the conditions of exploitation are more serious. A number of mafias operate freely, developing prostitution, drug trafficking and prisoner exchange networks.

These conditions are encountered mainly in the developing countries. But they alone do not hold the key to the solution. The possible solutions must be sought in cooperation with the industrialized countries, which are called upon to take concrete action, such as prohibiting the sale of products if it is established that child labour has been used in their production, confiscating the assets of businesses when it is proved that international worker exploitation mafias are involved in them and punishing governments that tolerate illegal migration.

Yet, not everything should be concentrated on suppression of the symptoms. Basically, forced labour is the result of a lack of preventive action. There is a need to encourage the development of people within their own geographical frontiers. Governments and businesses could, by joining forces in local projects, pool the relative assets of the various regions. To this end, participation by organizations representing civil society could become a catalyst of major importance.

Our association calls upon this Conference to ensure greater participation by non-governmental organizations as basic partners in the preparation of sustained development projects to help the peoples of the Latin American region.

Original French: Mr. COSTACHE (*Employers' delegate, Romania*) — May I thank you for your welcome here today. It is a pleasure for me and my delegation to be here.

I will begin by a few words on the situation in Romania where private business is in its early stages, being only ten years old. As Chairperson of the National Business Association of Romania, I would stress that the gap between words and deeds, between possibilities and reality in our country must be narrowed.

Romanian business has to jump forward in time to become competitive in record time, which is why we have to reaffirm the basic principle of solidarity, we have to restore the feeling of a community of objectives and security for all, individuals, families, communities and the country itself.

The private sector, whose sphere of influence is continually growing, has to assume its responsibilities in society. Above and beyond financial results, a company has to be accountable to its shareholders and its local community.

The State has to play its role of ensuring a balance between market forces and the requirements of society. It must encourage a market economy, but not a market society. Social progress has to be globalized. This is why tripartite relationships between employers, employees and governments are so important for us. Governmental policies have to create the

right environment for investment, initiatives, enterprises, particularly SMEs because they are the driving force behind job creation.

By increasing the flow of trade, globalization has made frontiers easier to cross, and society more open but markets are also more unstable, businesses are under pressure and workers are more vulnerable.

In spite of the obvious real and potential advantages of globalization, such as a better allocation of resources, better economic efficiency and faster growth, the process has not given rise to improved standards of living, better employment and decent jobs as we had expected.

What concerns us most is the increasing gap between rich and poor countries, even among developed or developing societies. This is the backdrop to this feeling of insecurity in the face of globalization.

One of the great problems today, is how to promote growth. Millions of poor workers and their families, on the fringes of the work market in developing countries, are mere spectators of growth in the world economy or only have tenuous links with it. In some cases, their non-compliance with core labour standards, relating to the freedom of association and to the right to collective bargaining by governments wishing to attract investment, has only made matters worse in some countries.

In an overall view, our objective of decent work should be to embed social standards in the processes of economic growth and business development. All the questions we have reviewed are of greater or lesser importance depending upon each country's individual circumstances.

A lot more work still remains to be done but I am sure that we will get there in the end.

(*Ms. A. Sto. Tomas takes the Chair.*)

REPORTS OF THE FINANCE COMMITTEE
OF GOVERNMENT REPRESENTATIVES:
SUBMISSION, DISCUSSION AND ADOPTION

The PRESIDENT — We shall now move on to the second item on our agenda which is the adoption of the report of the Finance Committee of Government Representatives, contained in *Provisional Record* No. 11 and its addendum.

I now call on Mr. Elmiger, Government delegate of Switzerland, Chairperson and Reporter of the Committee, to submit the report of the Finance Committee.

Original French: Mr. ELMIGER (*Government delegate, Switzerland; Chairperson and Reporter of the Finance Committee of Government Representatives*) — It is my honour to present the report of the Finance Committee of Government Representatives which appears in *Provisional Record* No. 11 and contains the Committee's recommendations on the issues examined.

The resolutions placed before the Conference for adoption appear at the end of the report along with a certain number of informative appendices.

The Finance Committee has examined the requests received from the Governments of the Central African Republic and the Democratic Republic of the Congo, with a view to obtaining permission to vote at the Conference.

Satisfied that the non-payment of their due contributions was due to conditions beyond the control of these States, and that the required measures had been taken to settle their arrears, the Committee has recommended that the Central African Republic and the Democratic Republic of the Congo be granted permission to vote.

Proposals concerning amendments to the Financial Regulations, the composition of the Administrative Tribunal of the ILO and nominations to the ILO Staff Pension Committee were also examined by the Committee, which unanimously recommended the adoption of the resolutions pertaining to these issues.

The Committee looked particularly carefully at the proposals of the Director-General concerning the programme and budget for 2002-03 and the scale of assessment of contributions to the budget for the 2002-03 financial period. These two questions had already been the subject of discussions three months ago, during the 280th Session of the Governing Body. Following lengthy discussions, the Governing Body agreed to recommend that this Conference adopt a programme and budget fixed on the basis of a nominal increase of some US\$5 million. The Governing Body also decided to recommend that the Conference adopt the scales of assessment of contributions for 2002-03, which, as is our usual practice, is fixed on the basis of the United Nations scale of assessment.

I am pleased to inform you of the very strong will to reach a consensus within our Committee during all the discussions concerning these two issues.

The report which you have before you presents the views expressed by members during a rich and fruitful debate. During this debate we listened to eloquent statements particularly highlighting the urgent and continual need for ILO programmes in developing countries, but also the difficulties encountered by certain member States when faced with increased contributions.

In spite of the delicate and sensitive nature of the subjects discussed, I would like to point out that the various meetings took place in a harmonious atmosphere of mutual understanding, thus enabling the Committee to find the consensus it was seeking. I can therefore make a specific appeal to you who represent governments, employers, and workers, to support fully the resolutions concerning the scales of assessments of contributions and the programme and budget for 2002-03.

I would also like to express my particular thanks to the Vice-Chairperson of the Committee, Mr. Klekner, Government adviser of Hungary, and all members of the Committee and the secretariat who helped me considerably in my job as Chairperson.

In conclusion, I can but ask you to adopt, on the basis of a consensus, the report of the Finance Committee.

The PRESIDENT — The general discussion on the reports is now open.

Original Spanish: Mr. MORA GODOY (*Government delegate, Cuba*) — I would like to make a statement on behalf of the Group of 77, which represents more than 130 developing countries. In view of the importance our members in the ILO attach to this matter, we felt that we must make a statement in this regard.

The Group endorses the decisions taken by the Finance Committee on the budget for the biennium 2002-03 and the scale of contributions as regards the membership of the ILO. We would like to see the interests of developing countries given special attention in the implementation of the programme and budget.

We want to make it clear that the new scale of contributions of the ILO can in no way be seen as a precedent as regards the application of the same scale in any other specialized agencies of the United Nations family, in accordance with paragraph 3(c) of resolution 55/5 of the General Assembly of the United Nations. We have noted that, according to the scale of contributions approved by the Finance Committee, a group of developing countries will benefit from a reduction of their contributions, which has our full support. Nevertheless, we note with some concern that there is a considerable reduction in the amount of contributions of some of the major contributors from the developed world, at a time when the dues of many developing countries are being increased.

We believe that both the developed as well as the developing countries have a joint commitment towards international cooperation and particularly towards ensuring that the international organizations of the United Nations family function properly. Nevertheless, it does not seem to be fair and equitable that certain countries which have the means to make an important contribution to the International Labour Organization should benefit from a reduction in their contributions, whereas another group of the developing countries, which face increasing problems of unemployment, social security deficit and external debts, disease, a lack of financial resources for development purposes and technological development, quite simply because they do not have the necessary funds to solve these issues, must bear the burden of the reductions which are being enjoyed by a number of developed countries.

This situation should be analysed very carefully so that in future no developing country finds itself negatively affected. Any new discussion of budgetary issues and the scale of contributions should ensure the full participation of developing countries in the adoption of any decisions.

Original Spanish: Ms. ROVIROSA (*Government adviser and substitute delegate, Mexico*) — The Government delegation of Mexico endorses the statement made by the Government delegation of Cuba on behalf of the Group of 77.

Despite the fact that the new scale of contributions does mean an increase in Mexico's contribution to the ILO at a time when we are making substantial reductions in our domestic budget, we do accept the application of the United Nations scale of contributions to the ILO, on the understanding that it will not constitute a precedent for other international organizations, as set out in paragraph 3(c) in United Nations General Assembly resolution 55/5 on this subject.

Original Arabic: Mrs. SAAB (*Government adviser and substitute delegate, Lebanon*) — On behalf of Lebanon I would like to repeat certain ideas which I have already developed in the Finance Committee discussions.

A multisectoral mission went to Lebanon to observe the projects, plans and efforts being developed by Lebanon to rebuild the country, particularly since the liberation of the south of the country.

The expert group in question which went to Lebanon understood the requirements of the country. I am sure you are aware of the fact that there is an ILO action programme on countries emerging from armed conflicts. As we can see from the ILO budget, that project has not been sufficiently funded. Many countries have expressed a request for financial assistance and support in this connection.

We hope that in this Organization the employment creation programmes will have the necessary resources allocated to them. Lebanon requires assistance for the creation of jobs.

Original Chinese: Mr. LI (Government adviser and substitute delegate, China) — We are very happy to have this opportunity to take the floor. We support the budget proposals for 2002-03. We welcome the efforts made by the Director-General to adjust the budget. However, with regard to the scale of assessments of the ILO, we would like to make the following comment.

According to the resolution adopted by the 55th Session of the United Nations General Assembly, the reductions of the highest quota in the scale of assessments adopted by the United Nations should have no automatic implication for the specialized agencies. We hope the ILO will respect that consideration.

Secondly, with regard to the basic principle of the scale of assessments and the capacity to pay, this is a universal principle that the ILO should not disregard.

We think that amending the scale of assessments is a very complicated financial issue, and requires more detailed study.

The PRESIDENT — As there are no requests for the floor to speak on the programme and budget proposals and other financial questions, we shall proceed with the adoption of the report, i.e. the summary of the Committee's debates in paragraphs 1-152, the six appendices, the seven resolutions at the end of the report in *Provisional Record* No. 11, as well as paragraphs 1-6 and the resolution appended to the report contained in *Provisional Record* No. 11(Add.).

If there is no objection, may I take it that the report, i.e. paragraphs 1-152 and the Appendices I-VI, are adopted, as well as the second report, i.e. paragraphs 1-6 and the annex?

(The report — paragraphs 1-152 — and Appendices I-VI, are adopted; the second report — paragraphs 1-6 and the annex — are adopted.)

Resolution concerning the arrears of contributions of the Central African Republic

We shall now move to the adoption of the resolutions. If there is no objection, may I take it that the resolution concerning the arrears of contributions of the Central African Republic is adopted?

(The resolution is adopted.)

In accordance with article 13, paragraph 4, of the ILO Constitution, a record vote on this resolution will be taken after all the resolutions submitted by the Finance Committee have been adopted.

Resolution concerning amendments to the Financial Regulations

If there is no objection, may I take it that the resolution concerning amendments to the Financial Regulations is adopted?

(The resolution is adopted.)

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization

If there is no objection, may I take it that the resolution concerning the composition of the Administrative Tribunal of the ILO is adopted?

(The resolution is adopted.)

Resolution concerning appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board)

If there is no objection, may I take it that the resolution concerning appointments to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) is adopted?

(The resolution is adopted.)

Resolution concerning the assessment of contributions of new member States

If there is no objection, may I take it that the resolution concerning the assessment of contributions of new member States is adopted.

(The resolution is adopted.)

Resolution concerning the scales of assessment to the budget for the 2002-03 biennium

If there is no objection, may I take it that the resolution concerning the scales of assessment to the budget for the 2002-03 biennium is adopted?

(The resolution is adopted.)

Resolution concerning the adoption of the Programme and Budget for 2002-03 and the allocation of the budget of income among member States

If there is no objection, may I take it that the resolution concerning the adoption of the Programme and Budget for 2002-03 and the allocation of the budget of income among member States is adopted?

(The resolution is adopted.)

In accordance with article 13, paragraph 2(c), of the ILO Constitution, this resolution will be the subject of a record vote which will take place on Thursday, 21 June in the morning.

Resolution concerning the arrears of contributions of the Democratic Republic of the Congo

If there is no objection, may I take it that the resolution concerning the arrears of contributions of the Democratic Republic of the Congo is adopted?

(The resolution is adopted.)

A record vote on the resolution concerning the arrears of the contributions of the Democratic Republic of the Congo will also be taken on Thursday, 21 June at 11 a.m. sharp.

RECORD VOTE ON THE RESOLUTION CONCERNING THE ARREARS OF CONTRIBUTIONS OF THE CENTRAL AFRICAN REPUBLIC

We shall now conduct the record vote on the resolution concerning the arrears of contributions of the Central African Republic, which is contained in *Provisional Record* No. 11.

(A record vote is taken.)

(The detailed results of the vote will be found at the end of the record of this sitting.)

The result of the vote is as follows: 239 votes in favour, 3 against, with 3 abstentions. The necessary quorum is 272. Since the quorum has not been attained, the resolution at this point is not adopted. We shall vote again on the matter on the morning of 21 June. So please be ready to vote again on 21 June.

At this juncture, I should like, on your behalf and on behalf of the Office, to thank the Chairperson, the Vice-Chairperson and all the members of the Finance Committee for the excellent work that they have done.

REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY AND OF THE DIRECTOR-GENERAL: DISCUSSION (*cont.*)

The PRESIDENT — We will now resume the discussion of the Reports of the Chairperson of the Governing Body and of the Director-General.

(Mr. Parrot takes the Chair.)

Original Arabic: Mr. ASFOUR (*Employers' delegate, Jordan*) — In the name of God, the Compassionate, the Merciful!

It is a pleasure and an honour for me to speak to you today on behalf of the organization of Jordanian employers. First of all, I wish to express our congratulations to the President on her election and thank the Director-General for his Report, which deals with issues of great importance to the ILO. I have read rapidly through this Report and note that it concentrates on decent work, which is only possible within a climate of security and stability.

In his work *People's security* the Director-Generals states "In civil society lies the essential force and strength with which things can be changed in the world" and that "security cannot be based on the insecurity of others". He notes that "there are more poor people, more unemployed people, more and more uncertainty in families and more social insecurity" and "social peace will be the foundation of world peace".

All this is crowned by his statement that "we need to ask ourselves why it seems to be more urgent to see the United Nations act when someone is killed by a bullet than when someone dies of malnutrition".

Social security should provide us with a stable income, besides all the benefits it brings in terms of ensuring social protection for all. According to World Bank data, Jordan is among the countries of rapid population growth. This growth rate is 5.2 per cent on average, whereas the average annual per capita income is not more than \$1,150, with a purchasing power parity of \$2,615. The annual rate of economic growth is 2.1 per cent. Unfortunately, Jordan continues to be one of the countries that do not enjoy full social protection. Since we are moving towards globalization, we need a global social security to allow the populations of developing countries to exercise a purchasing power which will be of benefit to employers throughout the world.

According to ILO estimates, only a small part of world income would be needed to alleviate the most severe poverty in the developing countries, as we see in the Sixth Report on Social Security of the 89th Session of the International Conference. While the Report also asserts that social security is the responsibility of the countries, if world income were injected back into the developing countries, then there could be radical changes that would encourage development at all levels. Industry and business could not fail to flourish in such a new international context.

True globalization can only occur when the peoples of the world can meet their needs and enjoy security. True globalization is when we do not see children begging in the streets, when all children can eat nutritious food and when individuals are able to earn their daily bread and receive an adequate wage. This is how we see the wheel of production must turn and the life cycle continue in a human way.

Just imagine if all the peoples of the world were able to meet their needs; imagine what effect this would have on business, our lives and our buying power. Imagine a world without famine and poverty. This is the way of true social security.

I hope that the ILO will take these comments to heart and discuss them in due course with the World Bank and all countries.

Original Portuguese: Mr. PINTO PEREIRA (*Minister of Public Administration and Labour, Guinea-Bissau*) — May I begin, on behalf of the Government of Guinea-Bissau, by congratulating the President on her election to chair the business of this 89th Session, and for the excellent way in which she is doing her job. I would also like to extend my greetings and congratulations to her fellow Officers of the Conference.

I am very pleased and honoured to be able to take part in this session of the Conference, not just because of the opportunity it has given me to meet the distin-

guished members of governments and representatives of workers and employers throughout the world, but particularly because it has given me the chance to work with the greatest world specialists in such vital matters as social dialogue and social protection, labour regulations and standards, and the promotion of employment.

I would like warmly to congratulate Mr. Somavia for his excellent Report *Reducing the decent work deficit: A global challenge*, which gives a very complete picture of the global situation in that regard, and which admirably develops this central concept for our Organization, which is also a prime objective of the ILO.

First of all, without work, and secondly, without decent work, there can be no harmonious or sustained development. The task, therefore, is to promote forms of employment and conditions of work which are compatible with fundamental human rights, and which will provide proper social protection, generating social dialogue and a high standard of living for all.

We are, today, both spectators and actors in the process of globalization, and we are all aware that if we just sit there with our arms folded, whether we are governments, employers or employees, the pressure of trade and profits will override the high principles and labour standards for which we have fought so hard, and will undermine the objectives which underpin the whole concept of decent work.

Our Organization must continue its efforts to spread awareness and universal acceptance of the Declaration on Fundamental Principles and Rights at Work so that, as is comparable to what takes place with the World Bank and the IMF, its recommendations and decisions are universally respected.

Any model for social development which respects these principles, and which promotes decent work, will be a good model for development.

I would also like to take this opportunity further to congratulate the Director-General on the quality of his Report, *Stopping forced labour*. Forced labour, bonded labour, or any form of slavery is intolerable. I am certain that the nations represented in this room will unite behind this Report, and behind the values it stands for, to make every possible effort to eliminate forced labour and any form of slavery.

In conclusion, may I declare to this distinguished assembly that the Government of Guinea-Bissau, which I represent, will do everything it can to combat any form of forced labour as a question of absolute priority, particularly if it involves children. We are aware of the errors of the past which have dragged our country down to a situation of poverty in which most of our people still live. However, we solemnly declare that we will do everything possible to build a brighter future for our children and for the other nations in the region.

We would like to thank all those who helped us during the political and military conflict in our country from 1998 to 1999. Guinea-Bissau is a country which has just emerged from a civil war, with very fragile institutions, but with enormous potential. We are going to invest everything we can in the development of our human resources to create a strong and capable administration, and a healthy, dynamic economy to consolidate peace and democracy. This will be our contribution to developing a harmonious and sustainable global economy. We would like to

thank the ILO and all countries and organizations which have offered us assistance for all the support they have provided to Guinea-Bissau in the past and which I am sure we will be able to count upon in the future.

Original Spanish: Mrs. PORTOCARRERO (Minister of Labour, Venezuela) — The gap between globalization and decent work indeed causes us to think very deeply about the problem. In Venezuela, we believe that the advances in scientific and technological thinking that encourage an information-based society at this historic moment, which wants to define itself as global, alerts us in a responsible way to go into detail in the analysis of fundamental problems currently affecting majorities excluded from the benefits of development. This naturally implies breaking with the old models which are standardized, linear, stereotypical and totally unrealistic, and returning to the transcendental philosophy as well as restoring respect for the endogenous diversity of national peoples, who on a daily basis are enriching their political, legal and cultural heritage with their activities, customs, traditions and popular knowledge, together with rigorous and obligatory consultation, in order to implement global development policies aimed at the whole of society's role. Today more than ever before, we feel the need to review economic approaches which still persist in the global society and in some way impede the development of processes to tackle the causes of poverty, which currently put into question the very survival of contemporary civilization, where large majorities have still not reached levels which demonstrate decent work that improves their quality of life. Education, health and work would appear to be the social triad to be conquered by all citizens in the near future.

The uncertainty created by this expansive wave of globalization concerning the future of small and medium-sized enterprises, micro-enterprises, family businesses, cooperatives and community associations in the popular economy which form the network of a simple market economy in the hands of the artisans of development, obliges us to maintain social vigilance for monitoring public aspects to ensure that the profitability of production, which originates in a global area, and the work of people, results in a better quality of life and decent work.

Recent data show that 500 million workers live on the fringes of extreme poverty, with wages of \$1 per day to support their families; that 250 million children aged between 5 and 14 years work, and 120 million of them do so in high risk and dangerous conditions; that most women are actually housewives. This is the challenge. Faced with this, there is a growing resentment concerning the struggle to reabsorb environmental pollution produced by economic growth, and this inevitably requires us to tackle the challenges of human growth, as a fundamental element of development.

What can we do to close not only the digital gap of information technology, but also to satisfy the basic needs of human beings who are hovering between the uncertainty and certainty of a different type of development that restores their fundamental rights?

A rigorous and profoundly human study of the sector affected by globalization to identify its weaknesses and strengths would enable us to build a globalization where all of us are not just relative actors, but the true

sustainers of development at this new crossroads in civilization, characterized by the values of equity, justice, ethics, solidarity and peace.

In the case of Venezuela, the recently promulgated Constitution makes integral human development the strategic objective of its socio-economic plan, where the State, in conjunction with private initiatives, is jointly responsible for the development of the national economy, by means of a strategic, democratic, participatory plan and open consultation.

The co-responsibility of various social actors and the State, and the progressive, indivisible and interdependent nature of human rights, constitute a conceptual tool which defines a new relationship between rights and obligations among the individuals who work together to build a democratic, participatory, self-governing and influential society.

Gender equality runs through the entire Constitution and defines the new relation which in legal, family, political, socio-economic and cultural affairs characterizes the new society with regard to the use and enjoyment of opportunities, all within the principle of non-discrimination.

Family relations promoted by the new Constitution, based on solidarity, joint effort, mutual respect, the full exercise of elderly peoples' rights, and their guarantee of suitable work should they wish to work, the independence of persons with disability, the progressive civic education of children defined as an absolute priority by the State, young people who are understood to be active individuals in the process of development, are all fundamental elements of a new jointly responsible society, which encourages political stability, juridical legitimacy and the functioning of society.

Finally, today we are meeting in this area of reconstructive ideas and technical cooperation, which is the International Labour Organization. Venezuela wishes to accompany the challenge of social dimensions and globalization, proposed by this Organization, with a rigorous study into what decent work means for development and, at the same time, development which encourages decent work.

In this context, we make a joint invitation to employers, workers and national governments present here, so that together we can achieve the goals of economic growth with a human face. This is an old slogan not heard these days, but something which people are calling for. I am sure that from this will emerge the conceptual strength and practical implementation of what the ILO is beginning to call decent work.

Mr. MARONI (*Minister of Labour, Italy*) — I would like to reiterate the appreciation and full support of the Italian Government for the activities of the ILO and for the work of its Director-General in promotion and respect of fundamental rights at work.

I thank the Director-General for having issued the second Global Report on the elimination of all forms of forced or compulsory labour under the Follow-up to the ILO Declaration. The report highlights how numerous forms of bonded, forced or slave labour still exist.

In this context, I would also like to reiterate the full support of the Italian Government for the implementation of the resolution adopted last year by this Conference aimed at ensuring the respect of the Government of Myanmar of the measures of the Forced Labour Convention, 1930 (No. 29).

Italy supports the decent work programme of the ILO aimed at enhancing the social dimension of globalization and is undertaking to ensure that the international financial institutions and the multilateral system for the liberalization of international trade increasingly take account of the social and human consequences of globalization.

Social dialogue in this context is crucial. I would like to confirm the Italian Prime Minister's intention to consult social partners in view of the 2001 G8 Summit in Genoa.

The Italian Government reaffirms its strong interest and support for the standard-setting activities of the Organization. To date, Italy has ratified 108 Conventions, 90 of which are still in force.

In the course of this Conference, we look with special interest at the debate on the promotion of cooperatives. We consider cooperatives as a means for their members to achieve common economic and social goals in industrialized transition and developing countries. Universally applicable standards could therefore enable cooperatives to develop more fully their self-help potential and enhance their ability to address a number of current socio-economic problems, including unemployment and social exclusion, and to compete in the global market-place.

Italy supports the principles of the proposed Convention and Recommendation on safety and health in agriculture. We hope that the final text of the revised Convention may constitute a comprehensive instrument that adequately covers the complexity of agricultural activities, a field of great relevance for both developing and developed States.

For the first time in this Conference, the ILO is taking a global approach to social security. We think this is a necessary complement to the initiative on decent work. Ensuring a better quality of work means also to guarantee workers full access to social rights. For these reasons, we think that a new strategy is required. As tangible proof of its support of the decent work strategy, Italy has almost doubled its voluntary contribution to the ILO for the year 2001. In addition, new multi-bilateral initiatives have been approved for an amount of several million dollars and the activities under the trust fund to promote decent work through training development, Universitas have started following approval of the respective plans of operations.

Italy continues proudly to support the International Training Centre of the ILO based in Turin, both through the annual contribution to the regular budget of the Centre and through co-financing of training activities. Such contributions for the year 2001 totalled the amount equivalent to \$12.5 million, which represents roughly one-third of the total budget of the Centre. Additional financial contributions of local authorities will enable the Centre to modernize its structures in view of the increasingly important role it is called to play within the context of the Decent Work Agenda.

Finally, the Italian Government fully supports the ILO programmes for promoting small enterprises so that the Organization may become a focal point of the United Nations system for this sector. The Italian experience in this field is important. Therefore, we consider with enormous favour the organization by the ILO of training courses for entrepreneurs, especially youth, to spread the culture of small enterprises and self-employment. Moreover, the Italian-funded project devoted to the promotion of Italian good prac-

tice related to mutual guaranteed cooperatives in developing countries will be helpful. The most representative Italian artisans' associations, which signed a letter of intent with the ILO, have been strongly supported in this latest regard.

Original Russian: Mr. DANENOV (*Government delegate, Kazakhstan*) — First of all, I thank you for giving me this honour in the form of the opportunity to speak at this session of the International Labour Conference, which is discussing pressing labour issues facing the world community.

We note the relevance and depth of the analysis contained in the Reports of the Chairperson of the Governing Body and of the Director-General of the ILO.

Of course, in Kazakhstan we view the situation described in the Reports through the prism of the social and economic reforms which have taken place over the ten years since of our State gained independence. In recent years, fundamental changes have taken place in Kazakhstan. We are completing our transition to a diversified economy and free market relations and experiencing positive factors of economic and social development.

The development of further cooperation between Kazakhstan and the ILO is one of our main priorities in our relations with international organizations, and on the whole such development is in Kazakhstan's interests. One of the main areas of fruitful interaction with the ILO is the cooperation in improvement of the legal framework and legislation on labour and social matters, including employment, labour protection, tripartism and social dialogue.

Kazakhstan is working consistently and vigorously to bring its national legislation into line with international standards, and I am pleased to inform you that to date Kazakhstan has ratified seven of the eight core ILO Conventions.

For the first time in the post-Soviet era, Kazakhstan has adopted a social partnership Act, which will facilitate more active and targeted collective bargaining and the conclusion of agreements with the status of legal instruments. We are completing work on the state concept of public social protection, which defines the fundamental approaches to the creation of a national system of social insurance.

I should like to take this opportunity to assure you that Kazakhstan is committed to fulfilling its obligations as a State Member of the ILO.

We are determined to comply with the fundamental principles on the representativity of national delegations. The tripartite agreements in our country provide for the Government to pay the costs of participation by the Kazakh delegation in the annual sessions of the International Labour Conference within a framework of tripartism that includes representatives of the Government, employers and trade unions.

We are encouraged by the favourable assessment given by the ILO to the results of the cooperation programme between Kazakhstan and the ILO for 2000-01 and very much appreciate the attention that the International Labour Office is giving Kazakhstan as part of its work in the Central Asian region. We are grateful to the ILO for the assistance given and for its participation in educational programmes. Over the past three years, with ILO participation, Kazakhstan has held a number of international symposia and

conferences on social development, employment and labour protection issues.

Importantly, our Central Asian neighbour States are supporting and showing interest in the organization and implementation of such conferences. As part of the work of this session, the Kazakhstan delegation has continued its intensive contact with the ILO secretariat, and is glad to note the constructive nature of the recent meeting between the Kazakhstan delegation, headed by the Minister of Labour and Social Protection., and the Director-General of the ILO, Mr. Somavia, at which they discussed the situation and prospects for cooperation between Kazakhstan and the ILO and established the fundamental approaches for the development of a new programme of cooperation. For us, it is a matter of great honour and responsibility that, amongst the countries with economies in transition, Kazakhstan has been chosen as the location for the pilot project on decent work. We realize that reducing the decent work deficit is a global challenge and will require a pooling of efforts. For our part, we will do everything in our power to ensure this project is a success.

I should also like to share with you some of our thinking about the qualitative increase in the authority and effectiveness of the work of the ILO. In view of the unique role of the ILO, resolution of complex tasks facing the organization in the context of globalization requires a greater focus on these tasks, both by the world community as a whole and by individual States. We would think it appropriate to institute a practice of inviting to individual sessions the Heads of Government of States Members of the ILO and the leaders of international organizations, especially the World Bank, the IMF and other financial institutions. We think this issue requires special attention and we hope that it will be comprehensively studied by the ILO secretariat.

Kazakhstan intends consistently to implement the noble goals proclaimed by the ILO for the establishment of social justice and, to this end, we will support the very dynamic relations that have been achieved with the ILO.

Original Portuguese: Mr. DANTAS DOS REIS (*Government delegate, Cape Verde*) — On behalf of the Government of Cape Verde, I would like to wish this 89th Session of the International Labour Conference every success, and to congratulate the Director-General on his Report, which is clear, practical and inspiring.

The phenomenon of globalization has created opportunities with tremendous potential to reduce poverty and to promote economic development, but at the same time it has created, or exacerbated, an enormous number of problems, such as unemployment and poverty, which are on the increase throughout the developing world, and the globalization of drug-trafficking and organized crime.

Curable diseases continue to cause the deaths of millions of people in the sub-Saharan area of Africa, and in many regions, cholera remains a threat.

The benefits and opportunities have been distributed very unequally between countries and individuals. Frequently, people and their basic human rights are forgotten. Action needs to be taken to ensure a less unjust distribution of wealth, improved safety conditions in the workplace, and the necessary balance between economic growth and human progress.

Cooperation for development, which is indispensable in the present phase for the developing countries, should be more generous, and should be more vigorous at the same time. Respect for the fundamental principles and rights, which includes the right to be different, are also conditions upon which human development must be based.

In the developing countries, which have high levels of unemployment, and informal sector economic activity, accompanied by poor social security systems, the sustainability of development is highly problematic. New ideas and models are required if we are to reconcile costs with the requirements of the systems, and thereby guarantee the basic right to social security to all our citizens.

In Cape Verde, the agricultural sector is extremely vulnerable because of a shortfall in tillage, outdated production systems, and drought. All the ways and means which we can mobilize to increase the safety of agricultural work and rationalize activity would reduce the vulnerability of the sector and thereby improve productivity.

In the first years after the independence of Cape Verde, in 1975, cooperatives did have a more important role to play in market activities than they have at the present time.

The integration of the economy of Cape Verde into a globalized economy has progressively marginalized the cooperative movement. However, its capability to mobilize the population, to deal with problems successfully and to have a positive influence upon employment, is such that Cape Verde has always given a role to the support of cooperatives, and we would like to see them participating in the market economy on an equal basis with other economic operators.

Original French: Mr. TUNGAMWESE (Minister of Labour, Public Service and Vocational Training, Burundi) — As with those who have preceded me, I should like to express my most sincere congratulations to the President on her election to the presidency of the 89th Session of the International Labour Conference.

There is no doubt whatsoever that, with her experience and her human and intellectual qualities, she will conduct the work of this session to the absolute satisfaction of all concerned.

I would also like to take this opportunity of congratulating Mr. Juan Somavia, the ILO Director-General, for his initiatives and for the quality of his Report, submitted to this session of the Conference.

The Government of Burundi is both pleased and grateful for the excellent contacts which exist between the ILO and my country. Thanks to the collaboration of the ILO Regional Office in Kinshasa and the Central Africa Multidisciplinary Advisory Team in Yaoundé (Cameroon), my country has now implemented a series of activities included in the national programme. Moreover, the ILO has been a loyal partner at a time when others withdrew all cooperation and assistance, and this, indeed, has encouraged us.

Burundi endorses the approach of the ILO to reduce the decent work deficit. Indeed, this is a legitimate aspiration of all human beings. All individuals feel in their hearts that they should be appreciated for their appropriate worth and that they should have a job where they are able to give of their best, thus contributing to the well-being of others.

In return, these efforts have to be compensated by fair wages so that individuals may meet their basic needs.

Despite our internal difficulties, Burundi has invested itself in promoting decent work in connection with the four strategic objectives held in common with the other Members of the Organization.

With regard to the promotion of fundamental principles and rights at work, Burundi has already ratified seven of the core Conventions and the instruments of ratification for the Worst Forms of Child Labour Convention, 1999 (No. 182), have just been adopted by our national assembly. Our country has therefore now joined forces with the other Members of the ILO to defend the rights and the dignity of children and workers.

In the field of employment promotion, there are continuing problems, some internal, others external. At the internal level, my country has been experiencing the worst crisis in its history since October 1993. Since then, development cooperation has ceased. The embargo imposed on our country from 1996 to 2000 has drained the national economy and accentuated the precarious conditions of life of our population. At the same time, the work deficit has further increased and young people find it difficult to get jobs. It is therefore urgent to consider action to ensure that these young people are not caught up in political manipulation which would be prejudicial to peace and social stability.

In the field of social security, Burundi shares with the ILO the objective of extending social protection to the non-structured sector. The items on safety and health in agriculture and on social security forming part of the agenda of this session of the Conference are, therefore, highly relevant and reflect our concerns. In Burundi a social security code has been promulgated and the texts relating to its application are being drawn up. This code represents a framework law which modernizes social security and opens it up to include the informal sector.

The Government of Burundi is convinced that the practice of social dialogue and tripartite cooperation is the best way to ensure social peace and identify and implement sustainable solutions to problems that may arise. It is, however, regrettable that disputes over leadership within the professional trade union organizations are weakening dialogue and cooperation, even on key issues. The ILO, through its InFocus Programme on Strengthening Social Dialogue, is called upon to make a necessary contribution to promote constructive and participatory partnership where each partner plays a full role. We believe that social dialogue is extremely important, especially at this time of globalization of the economy.

Decent work is a priority objective for everyone. Unfortunately, a new parameter has emerged to distort the data and destroy the hopes of many people — namely, the HIV/AIDS pandemic, which is a real threat for the world of work and for humanity as a whole. It is no longer simply an issue of public health but it is a problem of development and even of security. It affects all age groups and all categories of the population. It undermines the output of workers, the performance and survival of enterprises and the balance of social security.

It is fortunate that the ILO has already taken action by drawing up a set of guidelines on HIV/AIDS and the world of work. This is an instrument

which should be integrated in all ILO member States because it can guarantee the fundamental rights of workers and make it possible to have a more human vision of this pandemic, avoiding exclusion and stigmatization. Indirectly, it also calls for national and international solidarity in the light of this terrible plague.

Burundi is happy to have set up a national therapy fund for those who are seropositive so that they can have access to appropriate drugs. This effort should be backed up by agreements with the pharmaceutical companies on price reductions for these drugs. My delegation, therefore, invites the ILO to undertake negotiations to that end in the light of the real threat which exists to the world of work.

I cannot conclude without congratulating the ILO Director-General once more for his eloquent plea in favour of decent work, aimed at improving workers' living standards, increasing production, strengthening fundamental rights and providing social security for the entire population.

Mr. THAKKAR (*Workers' delegate, India*) — I represent a workforce of 370 million out of over 1,020 million Hindustanis, one-sixth of the world population accounting for only 1 per cent of world GDP. This cultural nation State has an ancient civilization spanning 5,000 years, great achievement in the past and an equally great potential to contribute to the well-being of all humanity.

Let us all share the same without reservation.

The ILO and our Director-General, are all working round the clock for zero exploitation and decent work for the workers of the world.

But the scenario is dire. ILO press release bulletins are also full of grievous observations.

"Some 70 million young women and men worldwide are without work ... Millions more between the ages of 15 and 24 are underemployed, especially in the developing world" [ILO/01/11].

"24 million lost jobs in East Asia alone. Unemployment rates have nearly doubled in Hong Kong (China) and Philippines" [ILO/99/6].

"... 3 billion people who survive on less than \$2 per day mainly in the developing world, 1 billion ... are working but unable to provide adequate subsistence for themselves or their families" [ILO/01/10].

There are vexatious issues of gender discrimination, child labour, bonded labour and migrant workers. The ILO considers that it needs to cast its net wider to achieve decent work.

When experts draw a blueprint of their objectives, and find hurdles en route, they seldom review their own plans. Now we as an organization have been in existence over 80 years, we need a fresh vision.

The wealthy few of the world, in league with the World Bank and IMF, compel developing countries to adopt their designs through these very agencies. Changes to the economic policies of developing countries are made in accordance with the Economic Structural Adjustment Programmes (ESAP) of the IMF and the World Bank.

As a result of ESAP, developing countries face the following critical issues:

- reducing the number of permanent workers everywhere under the guise of downsizing;
- imposing subcontracting and casualization everywhere;

- financing the adoption of exploitative measures under the guise of minimizing the deficit;
- attempting to amend labour laws and withdraw protective measures achieved through great sacrifice.

The above issues arose on account of the terms and conditions of the IMF and the World Bank.

These institutions are controlled by the few. There is no democracy giving equal vote weighting to all member countries.

The policies of these institutions are dominated by the wealthy few who, by always protecting their own interests, run counter to the cherished goals of the ILO.

The ILO should therefore work towards strengthening the very basis of democracy. Democracy means unity in diversity and requires total freedom to pursue activities in accordance with a country's history, culture, aspirations and ethos. It also demands full participation of all sectors of society in the decision-making process. The ILO must try to bring internal democracy to the functioning of all the international organizations by insisting upon equal participation of all interests to their activities.

The IMF and the World Bank, in particular, must operate a system of equal expressions and rights, that is, equal vote weighting, one nation one vote, on a par with other international organizations within the United Nations, each country being asked to shoulder obligations according to its financial capacity to promote international fraternity and development without any sort of regimentation.

We urge the ILO to democratize these world organizations, while making every effort to overcome the forces which tried to scupper the ILO's programme of decent work.

I am tempted to quote a Sanskrit couplet: "When Artha and Kama are neither absent nor dominating the social mind, society comes into its own and the proper and dynamic movement of Dharmachakra is ensured".

Mr. SUBASINGHE (*Workers' delegate, Sri Lanka*) — We wish to convey our deep appreciation to the Director-General and the Governing Body for their excellent work in following up the Declaration on Fundamental Principles and Rights at Work, and in promoting the Decent Work Agenda.

The Director-General, in particular, should be congratulated for having introduced an operational culture based on clear direction regarding the mandate of the ILO, transparency and effectiveness. The establishment of the four ILO strategic objectives: standards, employment, social protection, and social dialogue, has contributed to focusing the work of the Office on promoting decent work more effectively.

In addition, the Director-General has introduced programme and budget operations to support the deployment of the limited resources of the ILO in an effective manner, with clear indicators for operations such as performance objectives and targets. This approach should foster efficient use of resources and improve monitoring, evaluation and transparent reporting to the constituents. We wholeheartedly support these initiatives of the Director-General to strengthen and empower the ILO to discharge its supreme obligations in facing the formidable challenges of globalization.

Over the years, public opinion, as well as the opinion of economists and sociologists the world over, on the process of globalization has crystallized on the verdict that it tends to marginalize the majority of developing countries and large populations within these countries. Serious problems are reported in developed countries as well. Even the Bretton Woods institutions have been compelled to acknowledge these phenomena. Protests are mounting everywhere. The goals set by the Copenhagen Social Summit seem utopian in the context of globalization. The documents submitted to this Conference aptly describe this situation and focus on the urgent need for the constituent parties to introduce corrective measures. In this context, we wish to express our deep appreciation of the establishment of the Governing Body Working Party on the Social Dimension of Globalization and we look forward to its progress, and the impact of the results of its work, on the strategies of the ILO and on all those concerned.

Like many developing countries, Sri Lanka too is affected by this same malaise. Criticism is mounting against the international financial agencies for their prescriptions that ignore the social dimension, and the Government is being strongly criticized for blindly following such prescriptions.

Sri Lanka has entered a crisis period in her economy, aggravated by the rise in oil prices and escalating military expenditure to fight a disastrous war with the Tamil separatists. While the economy is more vulnerable than ever before, the International Monetary Fund (IMF) has stepped up its conditionalities upon the Government to qualify for a standby loan facility as a rescue package.

These conditions, introduced by the IMF, signal the launch of the so-called "second generation" economic and structural reforms, which include free-floating the local currency, removal of all price controls in public utilities and their privatization, removal of subsidies to agriculture, reform of labour law, and a one-year wage freeze in civil services, despite the phenomenal increase in the cost of living. Labour law reform aims to satisfy the oft-repeated demand for labour market flexibility, pressed for by local and foreign investors, which is echoed strongly by the IMF this year. The announcement of this programme by top government agencies has sent shockwaves through the trade unions and all working people.

Sri Lanka is being drawn further into the process of globalization, with its attendant painful and negative consequences. Protests are mounting at the steep rise in the cost of living and the downward plunge of real wages. Proposed labour law reform threatens rights won by our working people in over half a century of struggle.

Although Sri Lanka has ratified the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), there is a serious gap in our country in the area of tripartite consultation and social dialogue. It is necessary to search for and discuss alternative solutions to problems that can promote economic progress while safeguarding the vital interests of workers and peasants. Labour law reform cannot be allowed to undermine social security or undermine the fundamental rights of workers, in particular, the right to organize and the right to bargain collectively. To echo the words of the Director-General, "For the last two decades, governments and international financial institutions have focused on bring-

ing down budget deficits. It is now time to focus with the same energy on strategies to bring down the decent work deficit".

We fully realize, however, that successful social dialogue and right results depend finally on the strength of representative worker and other mass organizations in any given country.

On this occasion, permit me to express our deep appreciation to the ILO Office in Sri Lanka, and to the ILO's multidisciplinary team in New Delhi, for their continuous efforts to promote and strengthen tripartism and social dialogue in our country.

Original Arabic: Mr. DJEMAM (Representative, International Confederation of Arab Trade Unions) — In the name of God, the Compassionate, the Merciful! First of all, on behalf of the International Confederation of Arab Trade Unions, I would like to express my thanks to the Director-General, Mr. Somavia, for his excellent and comprehensive Report on decent work, a document of great importance in this third millennium. The new millennium brings a number of disasters, but also promises tremendous scientific developments and hence increased opportunities to provide decent work, which has such great importance, not only as an objective, but as a means of guaranteeing human freedom and dignity, essential factors for social stability and security. Unemployment and low pay, temporary work and work not freely chosen all represent violations of human rights and human dignity.

We believe that decent work presupposes a particular will. It is a goal for the human race. But how can we achieve this when one-fifth of the world's population lives in abject poverty and in conditions of imbalance and injustice and the absence of democracy? How can we guarantee decent work at a time when the international financial institutions and national and international enterprises are imposing conditions that overwhelm the capacities of the poor nations? Globalization has no respect for any limits or authorities.

We are all speaking of the gap which divides the rich and the poor, but this gap is widening even more. We speak of the freedom of peoples and individuals, but this freedom seems to be dwindling and disappearing in many countries as a result of the imposition of authority.

We speak of technical development, but the other side of the coin is a brain drain from poor countries, which thus become even poorer. And so the situation in our countries is becoming increasingly complicated and the financial institutions are gaining greater power over these peoples, which is a serious violation of all the fundamental rights.

We believe in the importance of the ILO's programmes to obtain the goal of decent work and that of its standard-setting activities, and efforts to provide technical assistance. However, we would like to say that democracy is a mere formality in many cases and freedom merely superficial. We see democracy and freedom reflected in the documents but not in reality. If a balance could be achieved between rich and poor and between North and South, this would bring improvement in many directions.

Globalization is a principle which has certain objectives, amongst them that of providing decent work for every individual and creating working conditions and an environment that can guarantee real justice. But

are we going to be able to achieve this with the debts that burden many countries, the attitude of superiority on the part of certain nations and the marginalization of others in the context of unfair competition? We should try to establish new international regulations which guarantee fair globalization that respects human dignity and goes hand in hand with financial and economic globalization.

We call upon the ILO to underscore the importance of the implementation of standards and particularly trade union rights and the right to collective bargaining, as well as that of the Declaration on Fundamental Principles and Rights at Work.

In relation to the rights of the individual, we would like to draw your attention to the need to save the peoples who are suffering from the repercussions of action taken by the various international financial institutions, including the International Monetary Fund, the World Trade Organization and the World Bank, which impose conditions that limit those countries' capacities for providing decent work.

Our Confederation takes the view that, although our cooperation with the ILO is growing, it must be consolidated and extended in order to support Arab trade union confederations and provide them with the capacity to guarantee and protect trade union rights and play their role as a fully fledged social partner.

Mr. GENDA (*Government delegate, Sierra Leone*) — On behalf of my delegation, let me first of all congratulate the President on her election to preside over this year's session of the International Labour Conference.

I would also like to apologise for the absence of our Minister of Labour and Industrial Relations, Mr. Alpha Timbo, who was not able to travel to Geneva for this session because he was presenting to our Cabinet a plan for the restructuring of our country's social security system.

The challenge which our Government is attempting to take up relates to our ability to guarantee decent employment conditions to each of our citizens in spite of the consequences of globalization. Our wish is to take advantage of this phenomenon which, notwithstanding its inevitable controversies, offers a range of benefits that include increased job opportunities and improved lifestyles.

On behalf of my Government, I would like to thank the International Labour Office for its precious assistance in helping us to implement the social policies which are so important to the creation and maintenance of decent working conditions. Such assistance also allows us to compensate for the socio-economic differences that exist between us and the European countries. We are not in a position to fight poverty effectively, although we do strive to improve our economic and social performance.

I wish to address this 89th Session of the International Labour Conference on how decent work might be achieved in practice at national level within the global economy, which should result in the creation of more employment.

In general, the aim of human endeavour is to acquire material wealth in order to live comfortably. This implies decent work for all the people of a nation. This decent work depends on high productivity and an equitable distribution of our goods and services among the people. Job creation is therefore the means to this end because it permeates the whole field

of economic activities in such a way that employment generates more employment through individuals and various organizations engaged in the production of goods and services.

However, my delegation has observed that since 1994, decent work at the national level within the global economy has never improved. On the other hand, most nations on the globe are plagued by the harmful effects of all kinds of problems, including rebel war, guerrilla warfare, partial war, ideological war, total war, civil war and imbalance in the global economy. If decent work, prosperity, lasting peace and security are to be ensured, then these problems will have to be eliminated by the mutual efforts of the international community and the International Labour Organization.

Without the elimination of these conflicts, especially in the Third World, there can be no improvement in the concept of decent work within the global economy and in the socio-economic situation at the national level.

It is appropriate at this point to reflect briefly on the situation in Sierra Leone, where, as in several parts of the globe, unemployment, underemployment and poverty have remained persistent. There has been no solution to this problem, which is associated with a number of causes.

First, there is a shortage of capital in Sierra Leone because of the long-term economic recession caused by the rebel war which started in 1991. It is difficult to raise capital for investment purposes because domestic saving is low. In this difficult situation, less effort has been made to promote industry through direct public and private investors in order to generate productive employment which would lead to decent work.

Second, the effort made by the Sierra Leonean Government to revive the crippled economy and attract investment, which is an essential instrument for improving the country's economy and consequently generating better employment opportunities, has been frustrated by the rebel war since 1991, which has left thousands of Sierra Leoneans out of decent work. Thousands of them have been made displaced persons because their homes and properties have been burnt down. The situation in Sierra Leone remains very bitter for the Sierra Leoneans because the country's economic infrastructures have been seriously damaged and thus the dream of decent work is far-fetched unless the international community comes to our aid and to the aid of all the other developing nations that need to achieve decent work.

It is through the global economy that all nations should look for material comfort and happiness. It would therefore be good to set up a new global socio-economic system to enable all nations to create decent work and social security for their respective people in order to live a happy and contented life.

This requires the establishment of a global decent work programme in every nation. Under this programme national and global attention should be paid to promoting rural employment because the principal vocation in rural areas is agriculture. It is true to say that there is a concentration of industrial establishments in the urban areas of every nation, which leaves the rural population with underemployment and poverty.

Indeed, decent work in a global economy means the developed and wealthy nations siding with the

downtrodden and the poor nations. It demands some sort of equitable sharing of global wealth. This is the meaning of global peace, equal justice, equal opportunity, equal rights, the security of member States and human freedom and dignity.

Original Spanish: Mr. LÓPEZ (*Workers' adviser, Paraguay*) — For the workers of my country, Paraguay, the Report of the Director-General, *Reducing the decent work deficit: A global challenge*, is extremely auspicious, because it means that progress is not only a matter of economics, but that it also includes social justice, fair wages, a worthy system of work, and health and safety at work.

The items on the agenda of the Conference, such as safety and health in agriculture, promotion of co-operatives, and social security, which are challenging and promising topics, are also topics of great interest for the workers of my country. For example, as regards safety and health in agriculture, 90 per cent of all workers in this sector remain totally ignorant of the situation, and there is a lack of job creation and compliance with the laws on the part of the Government and employers. This is aggravated by the lack of land for farmers, and any real agrarian reform to encourage industrialization and the marketing of farm goods.

As far as the promotion of cooperatives is concerned, we think that in a country like ours only self-help and solidarity can create jobs, owing to the lack of creativity on the part of the Government and businesses, aggravated by the economic crisis and political instability.

In the same way, the topic of social security is very important since, in recent times, the latest trend is for governments and businesses of MERCOSUR to opt for the private model of administration of insurance funds. Because of the nature of the situation in Paraguay, low wages, very high fiscal deficit and great corruption, this will not work. We therefore continue to advocate a fair system of distribution.

With regard to compliance with the ILO Conventions and standards, there is continuing violation of freedom of association and the right to collective bargaining. As an example, let me mention the case of the state enterprise, Capasa, where trade unions were left leaderless after the dismissal of their main leaders and workers' representatives. Other examples of the dismissal of trade union leaders are in to be found the Bertolucci enterprise. None of these leaders has so far been reinstated.

Another form of interference in trade union organizations is the encouragement of the creation of trade unions which do not comply with the minimum legal requirements in order to weaken the Paraguayan trade union movement.

On behalf of the Paraguayan Confederation of Workers (CPT), the Single Confederation of Workers (CUT) and the Trade Union Central of State Workers of Paraguay (CECITEP), we denounce the sustained and extreme persecution by the Government of Paraguay, of their main leaders: Alan Flores, CUT, Jeromino Lopez, CPT, and Reinaldo Barreto Medina, CECITEP, by lodging criminal complaints in connection with the bankruptcy of the National Workers Bank. This took place on the initiative of the public prosecutor in June 2000, when there was a general strike by workers, calling for wages and employment, denouncing the promulgation of Act No. 1626 on the

civil service, which undermines the rights of workers, and denouncing privatization by decree without participation of the workers. It must be stressed that the initial proceedings were brought against the leaders of this Bank in 1977 and were extended to trade union leaders in June 2000, after the period of prescription had expired.

Trade unionists whose associations are represented at this Conference, agree that the situation in Paraguay is worrying.

We are grateful to the ILO for the tremendous efforts made on the topic of social dialogue, although so far the desired results have not been produced.

Mr. OSWALD (*representative, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations*) — On behalf of the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) and the 14 million members we represent globally, I am delighted to have this opportunity to address the 89th Session of the International Labour Conference.

Like many before me, I welcome the Report of the Director-General, which highlights as it does, some of the remaining social scourges of our time, including the existence of forced labour. As evidence of its existence, for example, I may cite recent revelations of the use of child slaves on cocoa plantations in Côte d'Ivoire.

In these remarks, however, I wish to speak mainly about the Convention and Recommendations on safety and health in agriculture that were adopted unanimously by the Committee yesterday, after diligent and responsible work aimed at benefiting some of the world's poorest workers.

In anticipation of their adoption by the plenary on Thursday, I welcome these two new instruments on behalf of the millions of agricultural workers whose unions are affiliated to the IUF workers engaged in a sector that ranks alongside mining and construction in the shamefully high level of fatalities, accidents and ill health inflicted on the workforce.

By adopting a strong Convention, the ILO will have expressed its commitment to decent work for those who are active in the world's largest employment sector. The ILO will also have once again established that our world needs minimum standards and enforceable social rules if we are to look forward to sustained and equitable development in the future. Without such rules, development can be neither equitable nor, I would contend, sustainable. We now look forward to rapid and extensive ratification by governments and to the positive and concrete impact of these new international instruments on the ground, where it matters.

I would also wish formally to draw the attention of the Conference to the adoption by the Workers' group at this Conference of a strongly worded resolution in support of the workers at the Shangri-La Hotel in Jakarta. These are workers who for the past five-and-a-half months have been illegally denied their rights as defined in ILO Conventions ratified by the Indonesian Government, as well as their right to employment. The resolution of the Workers' group calls upon the Indonesian Government and the ILO itself to guarantee the rights enshrined in these ILO Conventions, and particularly the Freedom of Association and Protection of the Right to Organise Convention,

1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), which form a central part of the Declaration on fundamental principles and rights at work. Failure to uphold these rights will leave the Indonesian Government devoid of credibility within this important global body. We again make a plea to the Government to exercise any and every possible influence it may have to defend the rights of Indonesian workers, in accordance with the spirit and the letter of the ILO Conventions it claims to be ready to uphold and adopt.

Finally, I would like to take this opportunity to thank formally the Director-General for agreeing to take time out of his busy Conference schedule last week to achieve a historic agreement that the IUF signed here at the Conference with the world's largest banana company — Chiquita Brands International.

On 14 June, in the presence of Juan Somavia, Chiquita and the IUF, with the Coordination of Latin American Banana Workers Unions (COLSIBA), signed a critical agreement committing the company to respect all the ILO core Conventions, and notably those Conventions concerning freedom of association and collective bargaining. In so doing, particularly in an industry which has traditionally too often been the scene of violent repression of workers' rights in the past, two major social counterparts — the IUF and Chiquita — have underlined the absolutely critical importance of ILO standards in a world ever smaller and more globalized, a world more than ever in need of agreed and enforced global, social and environmental rules.

(The Conference adjourned at 12.45 p.m.)

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