



INTERNATIONAL LABOUR OFFICE

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300th Session

Governing Body

Geneva, November 2007

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**Minutes of the 300th Session  
of the Governing Body of the  
International Labour Office**

## **Minutes of the 300th Session**

The 300th Session of the Governing Body of the International Labour Office was held in Geneva, from Tuesday, 13 to Thursday, 15 November 2007, under the chairmanship of Mr Dayan Jayatileka (Government, Sri Lanka).

The list of persons who attended the session of the Governing Body is appended.

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**MINUTES OF THE 300TH SESSION  
OF THE GOVERNING BODY OF THE  
INTERNATIONAL LABOUR OFFICE**

Geneva, Tuesday, 13 to Thursday, 15 November 2007

**First item on the agenda**

APPROVAL OF THE MINUTES OF THE 299TH SESSION  
OF THE GOVERNING BODY  
(GB.300/1)

1. The Office received the following corrections:

Replace paragraph 65 as follows: “A Government representative of Canada agreed with the representatives of the United States and of Germany that more time was required for the Governing Body to consider this important issue.”

Replace the second sentence of paragraph 83 as follows: “However, he noted that although there was not a great deal of time before the forum, as the invitations had only been sent out the previous week, it should still be possible to increase the invitation list.”

**Governing Body decision:**

2. *The Governing Body approved the minutes of its 299th Session, as amended.* (GB.300/1, paragraph 3.)

**Second item on the agenda**

THE AGENDA OF THE INTERNATIONAL LABOUR CONFERENCE

*(a) The agenda of the 97th Session (2008) of the Conference*  
(GB.300/2/1)

3. *The Chairperson* recalled that the ILC at its 96th Session (2007) had adopted a resolution concerning the strengthening of the ILO’s capacity, in which it had requested the Governing Body to include “an item on the agenda of the 97th Session of the Conference (2008) with a view to following up its discussion on strengthening the ILO’s capacity, and the possible consideration of an authoritative document, possibly in the form of a Declaration or other suitable instrument, together with any appropriate follow-up, and the form they may take”. The same resolution also requested the Director-General to “make arrangements to facilitate the widest consultations among the constituents, including intersessional consultations, the results of which should be considered by the Governing Body in defining the relevant item, in a manner that would provide the best possible chance of obtaining a consensus at the Conference”. Pursuant to that resolution, informal tripartite consultations were held in October 2007. The aim of the present discussion was to complete the agenda of the 97th Session (2008) of the ILC.



4. *The Employer Vice-Chairperson* endorsed the point for decision contained in paragraph 8, on condition that, in subparagraph (a) after the words “Continuation of the discussion held by the Conference at its 96th Session (2007) and”, the text be aligned with the corresponding text of the resolution adopted by the Conference.
5. *The Worker Vice-Chairperson* supported the development of a Declaration, but would have preferred the consultations to have led to a decision to draft a Convention, and the possibility of that happening sooner or later could not be discounted. He endorsed the amendment proposed by the Employers to align the text of the Governing Body decision with the Conference resolution. He understood that there would be further consultations.
6. *A Government representative of Peru*, speaking on behalf of the Governments of the Group of Latin American and Caribbean States (GRULAC), supported the inclusion of the item under discussion in the agenda of the 2008 session of the Conference. In the view of GRULAC, the principal objective was to adopt a commitment within the ILO to promote decent work and each of the related strategic objectives, and to strengthen the capacity and efficiency of the Office as far as possible to meet the needs of its Members, especially the developing countries, by ensuring coherence in its programmes and activities. GRULAC reiterated the importance of ensuring that the process was transparent and involved consultation with governments, employers and workers, and that the results were based on consensus.
7. With regard to the nature of the outcome document, GRULAC considered that it should take the form best adapted to the objectives that had been outlined; the group could adopt a more definitive stance once more information became available on the content and scope of the document. On the other hand, GRULAC was not in agreement with the imposition of new reporting obligations on Members. GRULAC would be able to define its position once it had more information on the content and scope of the periodic reports and the way in which they would be linked to other reform processes in the ILO. The initiative would have to be connected to UN reform, more specifically, to the “Delivering as One” concept so as to ensure that the different programmes and activities of various institutions remained coherent among themselves and the level of cooperation was maintained among the different specialized areas.
8. *A Government representative of France*, speaking on behalf of the Governments of the Member States of the European Union (EU) and of Switzerland, endorsed the point for decision.
9. *A Government representative of Sri Lanka* emphasized the need to continue consultations in order to increase the chances of obtaining consensus at the Conference. He endorsed the conclusions adopted by the Committee on Strengthening the ILO’s Capacity, which emphasized the promotion of a more integrated approach to the strategic objectives within the Organization, among its constituents and in the work of the Office, and the need to improve the ILO’s knowledge base and review its administrative procedures. He acknowledged the need to adopt an authoritative document, that would unite the Organization’s Members behind tripartism and the ILO’s objectives.
10. *A Government representative of South Africa* approved the programme of work that had been presented, and the proposal to appoint a facilitator to move it forward, which would entail minimal cost and ensure the continuity of consultations. He endorsed the point for decision and, with regard to the nature of the document, favoured a Declaration.
11. *A Government representative of Nigeria* supported the point for decision, in view of its importance for Africa and especially Nigeria.

12. *A Government representative of India* supported the point for decision. She said that in order to assess the social impact of globalization, it was important to go beyond the issue of economic output and consider the extent to which employment was promoted and social inequalities and poverty reduced. In its efforts to deal with socio-economic realities, the ILO had succeeded in drawing the attention of the international community to the social dimension of globalization, highlighting the importance of decent work to achieving that goal. India firmly supported the ILO's Decent Work Agenda and all the measures adopted by the Organization to assist its Members, including employers and workers in the context of globalization. She emphasized that India had made constant efforts in the following areas: social security benefits; protection of wages; further training; combating child labour in hazardous occupations; and the effective application of programmes intended to reduce poverty among the active population.
13. *A Government representative of China* supported the point for decision. The Government of China was willing to enter into constructive dialogue with other constituents in order to ensure that the process would lead to a positive outcome and that the ILO would be in a position to make a useful contribution regarding the evolution of the world of work in the context of increasingly rapid economic globalization.
14. *The Worker Vice-Chairperson* explained that the Workers' group had submitted a subamendment to the modification proposed by the Employer Vice-Chairperson: subparagraph (a) of the point for decision contained in paragraph 8 of the Office paper should reproduce the second clause of subparagraph (a) in paragraph 2 of the resolution adopted by the Conference.
15. *A Government representative of Cameroon* said that the "possible consideration of an authoritative document" was not the same as consideration of "a possible authoritative document". The implied probability of the document's actual existence was greater in the first case than in the second.
16. *The Employer Vice-Chairperson* proposed, accordingly, a text as follows: "Strengthening the ILO's capacity to assist its Members' efforts to reach its objectives in the context of globalization: Continuation of the discussion held by the Conference at its 96th Session (2007) and possible consideration of an authoritative document, which could take the form of a Declaration or any other suitable instrument, together with any appropriate follow-up, and of the form they might take".
17. *A Government representative of Canada* emphasized that the secondary question of examining a possible authoritative document should not be discussed to the detriment of the central issue, which was the strengthening of the ILO's capacity. It was not clear that the two issues should be covered in one and the same agenda item.

#### **Governing Body decision:**

#### **18. *The Governing Body decided to:***

- (a) *place on the agenda of the 97th Session (2008) of the International Labour Conference the following item:***

***“Strengthening the ILO’s capacity to assist its Members’ efforts to reach its objectives in the context of globalization: Continuation of the discussion held by the Conference at its 96th Session (2007) and possible consideration of an authoritative document, which could take the form of a Declaration or any other suitable instrument, together with any appropriate follow-up, and of the form they might take.”***

**(b) request the Director-General to report to its March 2008 session on relevant developments for the preparation of the Conference discussion.**

(GB.300/2/1, paragraph 8.)

19. A representative of the Director-General reported on the outcome of the tripartite consultations held pursuant to the resolution concerning strengthening the ILO's capacity. There was general agreement that, in the interests of consensus, it was necessary to carry on joint work on the authoritative document and on the issues of capacity and governance, issues which were referred to in paragraph 2(a) and (b) of the resolution. In the first phase of implementing the programme of work, the Office would prepare a text on the basis of the elements presented in Report V and its Appendix I (ILC, 96th Session, 2007) of the discussions that had taken place and of the oral and written contributions concerning the relevant paragraphs of the Office draft that had served as a basis for consultations. The Office text would be examined during a round of consultations planned for the beginning of February 2008. The next phase would be completion of the work in connection with the proposal for periodic reviews, which was the principal reform and was intended to improve vertical governance through the presentation to the Conference of periodic reports on progress made in achieving the strategic objectives. In that regard, consideration was being given, in order to avoid increasing the workload for Members, and to facilitate the work of the Office in examining reports, to the possibility of gearing the selection of General Surveys to the cycle for examining the strategic objectives. In view of the importance of advancing in parallel with efforts relating to paragraph 2(a) and (b) of the resolution, a number of documents before the Governing Body at the present session took into account improvements registered in the Office's capacity and knowledge base. That concerned in particular documents dealing with the review of the Office's field structure, the strategic framework, and the standards strategy (which considered the implications of strengthening the ILO's capacity in standards-related policy and strengthening the supervisory system). The other element of the programme of work would remain linked to the "horizontal" and "external" aspects of governance: the strengthening and integration of the Decent Work Country Programmes (DWCPs), the possible establishment of a framework for voluntary country studies, and new partnerships for decent work. Documents would be prepared on those important topics, and they would be examined in the appropriate forums before any future examination by the Governing Body. It was proposed that the Governing Body should establish a steering group with a membership, similar to that of the Working Group on the International Labour Conference, and responsible for further discussion on the periodic reviews and the need to improve the Office's knowledge base and analytical capacity, and for considering the order in which the remaining elements of the programme of work on "horizontal" and "external" governance would be considered.
20. In accordance with the resolution, the Director-General would present, at the 97th Session (2008) of the Conference, a report which could be prepared as a *Provisional Record* so that the time allowed for its approval and finalization could be extended until February. This would permit the reflection of the forthcoming consultations. The report in question could be updated subsequently to include contributions from the Governing Body after its meeting in March 2008. It was acknowledged that the competent national authorities required sufficient time to be able to give the matter due attention.
21. The Worker Vice-Chairperson said that the Workers' group would submit its comments on this matter in writing by the deadline that had been set.
22. A Government representative of France, speaking first on behalf of the Governments of the industrialized market economy countries (IMEC), said that it was essential to pursue the consultations that had been started, preferably under the guidance of an independent chairperson who could be a Government delegate with a thorough knowledge of the

process of strengthening the ILO's capacity. The IMEC group considered that a steering group should be established made up of representatives of the constituents, whether or not they were members of the Governing Body. The steering group would have to assume responsibility for monitoring closely the results of the tripartite consultations held between Governing Body meetings and give guidance to the Governing Body at its plenary session in March 2008.

23. On behalf of the Governments of the Member States of the European Union; candidate Members Turkey, Croatia and The former Yugoslav Republic of Macedonia; possible candidate Members, the stabilization and accession process countries, Albania, Bosnia and Herzegovina, and Montenegro; Norway, member State of the European Free Trade Area which is part of the European Economic Area; Ukraine; and Switzerland, he stated that it was essential to strengthen the ILO's capacity to assist its Members in achieving their objectives in the context of globalization, and emphasized that any activities undertaken with a view to that goal would have to adhere strictly to the terms of the resolution adopted by the Conference at its 96th Session (2007). The EU was convinced that drafting an emblematic and authoritative document would help the Organization and its Members to contribute to the Decent Work Agenda in accordance with an integrated approach, and looked forward to receiving a preliminary draft of the document. Activities pursuant to paragraph 2(a) and (b) of the resolution should be undertaken in parallel. The EU considered that the periodic reviews could be a key element when it came to preparations for future sessions of the Conference and determining a more circumscribed agenda for Governing Body and Conference meetings, but wanted clarification as to the mechanism for the periodic reviews and their impact on the Office and the constituents. In order to avoid an excessive workload on Members and the ILO's supervisory machinery, consideration should be given to analysing the information provided in the existing reports to determine whether it could be used for the periodic reviews. With regard to the ILO's supervisory machinery, it was important not merely to avoid weakening it, but to strengthen it further.
24. The EU considered that the consultation process should continue, preferably under the guidance of an independent chairperson who would be appointed from among the Government members and have a thorough knowledge of the process of strengthening the ILO's capacity. The EU agreed that in March 2008, a steering group charged with guiding the work of the Office should start to meet; representatives of all the constituents could participate, whether or not members of the Governing Body, in addition to the group's chairperson, and the group would operate in an open, transparent manner and in coordination with any discussions taking place in the Governing Body of relevance to the issue of strengthening the ILO's capacity and those of the LILS Committee on improvements in standards-related activities.
25. *A Government representative of the United States* endorsed the statement made by the IMEC group, and added that the discussion should focus on issues relating to governance and the development of capacity, that would strengthen the ILO's ability to provide assistance to its Members, not on what the Members should be doing. No "authoritative document" should assert that membership of the ILO entailed an obligation to ratify or apply ILO Conventions or to achieve the four strategic objectives around which the Organization's work was centred, nor should it dictate that the Members must have integrated social policies. Unlike the case of the fundamental principles enshrined in the ILO Declaration on Fundamental Principles and Rights at Work of 1998, there was no consensus on the manner of achieving the ILO's four strategic objectives. The speaker pointed out that the policies of every country, in democratic societies, reflected a choice made by its citizens. On the other hand, the document could and should emphasize that the ILO's activities had to be characterized by coherence and integration. She said that the United States was able to support the inclusion as a regular item on the Conference agenda

of an item to allow Members to obtain some idea of the effectiveness of the ILO's assistance to constituents, but could not support any programme of work that duplicated or undermined the ILO's well-established and respected supervisory machinery. Nor could it agree to the creation of a new reporting obligation for Members.

26. *A Government representative of Nigeria*, speaking on behalf of African Governments, which faced the negative aspects of globalization, supported the drafting of a reference document. He requested the Office to submit to the Governing Body in March 2008 draft reports which would include clarifications regarding the planned technical review, the "horizontal" and "vertical" aspects of governance, and the methodology that would be adopted to develop the ILO's ability to promote each constituent's capacity. Lastly, he supported the establishment of a steering group and would be willing to be a member of it.
27. *A Government representative of Canada* endorsed the statement made on behalf of the IMEC group. She requested the Office, in the period leading up to the 97th Session of the Conference, to pay due attention to three aspects. First, it should ensure that the document to be submitted was made available sufficiently far in advance to allow constituents time to hold consultations and formulate their own positions in the light of all the relevant facts. Second, it needed to ensure that as part of that process, all issues raised in the Conference discussions, including those on governance and capacity, were considered. She noted in that regard that the programme of work submitted to the Governing Body did not include the changes that had been made in the tripartite consultations, according to which there were to be discussions on other questions relating to capacity and governance in the tripartite consultations planned for February 2008, which would allow those topics to be examined at the 97th Session (2008) of the Conference. Thirdly, the Office needed to ensure that the consultations were open to everyone, in order to ensure that a consensus could be reached on the proposals that would be examined at the 97th Session of the Conference.
28. *A Government representative of China* maintained firstly that even if the authoritative document in question were to indicate what had been achieved in implementing the Decent Work Agenda, attention needed to be focused on the issue of strengthening the ILO's capacity to assist its Members in their efforts to achieve the objective of decent work and, in particular, to promote employment and reduce poverty. He emphasized in addition that it was important to respect the way in which each member State approached the issue of decent work, in the light of its history, its culture, level of economic development and prevailing economic climate; that the document and its follow-up should be promotional in character and should encourage, but not oblige, member States to act; that in order to ensure that periodical reviews did not entail an excessive workload in terms of reporting, over and above the existing obligations of member States, and did not duplicate existing mechanisms, it was important to coordinate and strengthen the different activities of submitting reports under the ILO Constitution, the Declaration on Fundamental Principles and Rights at Work, and the various publications of the ILO; that the general consultation was a fundamental element and should be conducted in the light of the consensus reached; and that the outcome of the 97th Session (2008) of the Conference should have unanimous support. Lastly, the speaker endorsed the proposed programme of work and trusted that it would be implemented effectively, and that the composition of the steering group would observe a tripartite balance, in particular with regard to representatives of the developing countries.
29. *A representative of the Director-General* said that, for the purpose of preparing the document and the next round of consultations, due account would be taken not only of the statements made during the current meeting of the Governing Body but also of all written communications received by the end of November 2007.

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**Governing Body decision:**

**30. *The Governing Body confirmed the programme of work presented orally by the Office and accepted the principle that a steering group should be established by the Governing Body, the exact composition of which should be determined and communicated to the Officers of the Governing Body during the round of consultations planned for February 2008, and which would be able to begin its work at the next session of the Governing Body.*** (Decision drawn from the discussions.)

*(b) Proposals for the agenda of the 99th Session (2010) of the Conference*  
(GB.300/2/2)

**31. *The Chairperson*** drew attention to the fact that the Governing Body would have to select, from among four proposals, the proposal(s) which the Office would have to develop in greater depth in a document to be submitted at its 301st Session (March 2008) with a view to a final decision regarding the agenda of the 99th Session (2010) of the International Labour Conference. Those proposals were as follows:

- (a) Decent work in global supply chains (general discussion)
- (b) Social finance: Microfinance for decent work (general discussion)
- (c) The right to information and consultation in the framework of economic restructuring (general discussion)
- (d) Decent work for domestic workers (standard setting)

**32. *The Employer Vice-Chairperson*** welcomed the fact that, thanks to the substance of the topics dealt with, the 96th Session (2007) of the International Labour Conference had had a strong impact and achieved high visibility; this needed to be maintained at future sessions. The topics proposed in the Office paper had not been sufficiently enlarged upon to allow a selection to be made from among them, and the speaker recalled that an examination of the items indicated by the LILS Working Party on Policy regarding the Revision of Standards was still dependent upon a decision by the Governing Body. Subject to those reservations, the topic which could benefit from debate and assist in alleviating the problem of informal employment was that of social finance.

**33.** In their concern to achieve employment growth and provide the ILO with a programme that would offer specific and flexible responses under current economic conditions, the Employers proposed the following subjects which could complement the topics for examination for the month of March 2008: flexicurity as a means for achieving systems of employment that were more flexible yet combined with protection; improved productivity through the use of information technology; the promotion of entrepreneurship among young people from a dual perspective, namely, as a response to social and labour problems seen in societies where unemployment and lack of prospects were on the increase among young people, but also as a stimulus to the creation of enterprises offering decent jobs and generating sustainable growth; lifelong training in the knowledge society; and the establishment of an effective labour inspection system based on a transparent administration and provided with an effective system for implementing standards in large enterprises and SMEs.

**34. *The Worker Vice-Chairperson*** acknowledged the importance of training but did not agree with the proposal to examine in 2010 a topic that had been discussed more than adequately at the ILO and had also been on the agenda of the 96th Session of the Conference in 2007.

The Workers were opposed to increasing the number of items proposed for future sessions of the Conference, unless of course an urgent topic arose. The first proposal selected by the Workers for standard setting concerned decent work for domestic workers, as that was a real and contemporary issue which concerned a far larger group of people than was suggested by the Office document, and one that was constantly growing in countries like the Russian Federation, where levels of wealth were rising. The ILO had been drawing attention to this issue for many years, and the question now needed to be approached from the point of view of the flows of migrant workers and their growing need for legal protection. The Workers also endorsed the other three items proposed, in the following order: decent work in global supply chains; the right to information and consultation in the framework of economic restructuring; and social finance. The last of these had the support in particular of the African Workers. Of the proposals that would have to be examined with a view to future sessions of the Conference, the Workers favoured those concerning protection of children and young workers, on the understanding that the situation taken as the norm was the one in which a child attended school, there being no need to water down the universality of standards in this area; and export processing zones.

35. *A Government representative of South Africa* expressed a preference for the proposals concerning social finance, in view of the potential from microfinance for helping the poor, and decent work for domestic workers, in view of the need to improve the social and working conditions of that growing segment of the active population.
36. *A Government representative of Sri Lanka* acknowledged that the decent work concept was one that underlay the four proposals that had been made. He endorsed, first, the proposal concerning decent work in global supply chains because the experience of Sri Lanka suggested that activity in that sector was subject to growing pressures to outsource not only production and related services, but also other core activities, with consequent impacts on workers' rights. While the sector in question had high potential for job creation and economic growth, the subject would need to be examined from the point of view of enterprise, both national and global. The proposal selected in second place concerned social finance, since microfinance was a potentially effective tool for reducing the decent work deficit and creating productive employment among the poor. The proposals for future sessions of the Conference supported by the speaker included the following: protection of children and young workers; working time; export processing zones and new trends in the prevention and solution of labour disputes.
37. *A Government representative of the United States* said that microfinance for decent work was the best hope for employment, alleviating poverty and spreading the benefits of growth. The Grameen Bank's experience was an example of the way in which microfinance could have consequences on a macro scale. She expressed her support for the proposal on decent work in global supply chains on condition that, when the Office looked into the matter, the role of enterprise should be better integrated with that of the Government which, in the final analysis, was responsible for drafting and implementing labour legislation. As far as decent work for domestic workers was concerned, the matter was more suited to a general discussion or, better still, direct action in the field.
38. *A Government representative of India* emphasized that the immediate aim should be to revise existing standards. She therefore supported the proposal on social finance, as microfinance was a tool which could provide the poorest and most neglected people in society with employment and economic resources. If implemented in India, that tool could become an important strategy for attaining the aim of economic growth for all. As far as future sessions of the Conference were concerned, the speaker expressed her preference for the proposal on occupational safety and health, which could be examined in the light of the work carried out by the Working Party on Policy regarding the Revision of Standards, and from the point of view of synergy between safety and productivity.

39. *A Government representative of the United Kingdom* expressed his preference for proposals on decent work in global supply chains, the review of which could produce recommendations for the ILO; and for decent work for domestic workers, given the need to adopt a Recommendation which took into account the differences between labour markets. The speaker reserved judgement on proposals for sessions of the Conference beyond 2010.
40. *A Government representative of the Republic of Korea* said that, in order to facilitate a more comprehensive discussion on the relationship between productivity and efficiency, on the one hand, and labour standards and social dialogue, on the other, two of the proposals put forward, namely those relating to decent work in global supply chains and the right to information and consultation in the framework of economic restructuring, should be examined jointly. Had she been restricted to one point, she would have opted for the one that had been selected in second place. The number of points to choose from had decreased and, in order to make the Conference discussions more effective, a clearer and more strategic method should be adopted for setting the agenda.
41. *A Government representative of Spain* said he found himself in the contradictory position of having to choose a topical subject for examination at a session of the Conference which would only take place in just under three years. It would be better to leave a blank so that the topic could be selected, for example, at the meeting of the Governing Body in November 2009. The Conference delegates were not unduly dependent on the preparation of lengthy documentation which necessitated the current scheduling.
42. *A Government representative of Argentina* endorsed the item on decent work for domestic workers. Given that the vast majority of domestic workers were women, an examination of the subject would be linked to inequality between men and women, which the ILO had determined to eradicate. As far as proposals for future sessions of the Conference were concerned, the speaker expressed her preference for working time and, in particular, hours of work in road transport.
43. *A Government representative of the Netherlands* said that the items normally on the agenda of the Conference sessions generally included a standard-setting item, an item for general discussion based on an integrated approach, and an item for general discussion. However, if, at the end of the debate on strengthening the ILO's capacity, which would take place at the next session of the Conference, a decision were taken to begin periodic examinations, that would replace the item for general discussion based on an integrated approach, in which case the Government of the Netherlands would prefer the 2010 periodic examination to deal with social security. It was also likely that the second reading of the Recommendation on HIV/AIDS in the world of work would take place in 2010. As a result, it would not be appropriate to select another standard-setting item for the same session. The speaker expressed his support for the item on decent work in global supply chains, given its relevance to the current debate on corporate social responsibility. As far as future sessions of the Conference were concerned, he was in favour of following up the conclusions of the Working Party on Policy regarding the Revision of Standards in the field of occupational safety and health.
44. *A Government representative of Brazil* expressed support for the proposals relating to social finance and decent work for domestic workers. His decision was based on the importance of productive microcredit in the creation of jobs for people with limited resources, and on the need to formalize domestic work and provide it with a protective framework.
45. *A Government representative of Mexico* endorsed the item on social finance. He reserved judgement on the selection of proposals for the agenda of Conference sessions beyond 2010.



46. *A Government representative of Singapore* said that, in order to maintain competitiveness, companies tried to outsource their secondary operations to more efficient service providers. Many of those companies believed that restructuring their activities was a way of controlling costs. However, it was important for restructuring to be accompanied by appropriate social dialogue, which would guarantee that workers' rights were respected. It would therefore be worth examining the item on the right to information and consultation in the framework of economic restructuring. With regard to future Conference sessions, the speaker expressed support for the proposal on occupational safety and health, which would follow up the conclusions of the Working Party on Policy regarding the Revision of Standards in the area of occupational safety and health.
47. *A Government representative of Finland*, speaking on behalf of the Governments of Denmark, Iceland, Norway and Sweden, said that it was necessary to examine the following points in greater detail: decent work in global supply chains; the right to information and consultation in the framework of economic restructuring; and decent work for domestic workers. One item should be left blank to allow a current topic to be selected closer to the date of the Conference.
48. *A Government representative of France* suggested that strengthening the ILO's capacity would facilitate and streamline the process of selecting Conference agenda items. His delegation was particularly interested in the items on the right to information and consultation in the framework of economic restructuring and decent work in global supply chains. Referring to the latter, he trusted that the ILO would provide guidelines on the development of appropriate instruments to analyse the situation in global supply chains, as well as how effectively to apply social policies that covered them. As far as proposals for future sessions of the Conference were concerned, the speaker expressed his support for the item on export processing zones.
49. *A Government representative of Greece* supported, first, the proposal on the right to information and consultation in the framework of economic restructuring, given the need to find a way of informing workers and ensuring that they were consulted on certain issues which were currently subject to the employer's discretion. Secondly, she endorsed the item on social finance aimed at promoting the creation of jobs in medium-sized companies in particular. As far as proposals for future Conference sessions were concerned, the chosen item was working time.
50. *A Government representative of Germany* said that he viewed the following proposals as a priority: decent work for domestic workers, a subject on which much had been said but very little had been done and an examination of which should possibly lead to the development of a standard which would bring real benefits to domestic workers everywhere; the proposal on decent work in global supply chains, given its importance in relation to globalization and its relevance to the work of the ILO; and the item on social finance and microfinance for decent work, on which a joint outcome had been planned in the Programme and Budget for 2008–09. If the latter was not selected for 2010, it should be chosen for future sessions of the Conference, as should the proposed item on export processing zones, and the report which should be examined as part of the follow-up to the resolution on strengthening the ILO's capacity, which would have been introduced at the 97th Session (2008) of the Conference.
51. *A Government representative of the Russian Federation* said that his list of priorities for 2010 included the proposal on decent work for domestic workers, given the need to regulate the working conditions of that large group, and information and consultation in the framework of economic restructuring. For future sessions of the Conference, he supported occupational safety and health, working time and new trends in the prevention and resolution of industrial disputes.

52. *A Government representative of Canada* emphasized the need to select and prepare agenda items for the Conference more strategically and in a manner that was clearly linked to the ILO's Strategic Policy Framework. Her delegation supported the proposals on social finance and decent work in global supply chains. With regard to decent work for domestic workers, the speaker shared the view of a previous speaker that, before placing this topic on a Conference agenda, it would be necessary to find the most appropriate means of addressing the issue. As far as the agenda of future sessions of the Conference was concerned, the speaker asked the Office to prepare in more detail the question concerning new trends in the prevention and resolution of industrial disputes and working time. The latter, on which more than one proposal had been put forward, needed to be examined in a general discussion based on an integrated approach. Of the proposals mentioned by the Employers' group, the speaker expressed her support for labour inspection and monitoring of compliance with standards, as well as social security as mentioned by the Government representative of the Netherlands.
53. *A Government representative of Poland* expressed his support for inclusion in the 2010 agenda of the proposed items on decent work in global supply chains, and the right to information and consultation in the framework of economic restructuring. As for future sessions of the Conference, he supported the items on the protection of children and young workers and occupational safety and health – two issues which, when examined, would certainly result in the revision of obsolete standards – and new trends in prevention and resolution of industrial disputes. The speaker thanked the Office for the efforts made to promote ratification of the 1997 Instrument of Amendment to the ILO Constitution, Poland had been able to ratify the Instrument and encouraged other countries to do the same.
54. *A Government representative of Côte d'Ivoire* expressed support, first of all, for the proposal on social finance, as an examination of that topic could contribute to raising the public authorities' awareness of its effectiveness as a tool to combat poverty. Secondly, the speaker expressed support for the proposal on the right to information and consultation in the framework of economic restructuring, as it was necessary to find a way of ensuring that workers were informed of, and consulted on, decisions affecting them and which normally arose as a result of restructuring carried out by companies in response to labour market flexibility.
55. *A Government representative of the Islamic Republic of Iran* expressed his support for the proposal for 2010 on social finance and, for subsequent sessions, the proposal on occupational safety and health.
56. *A Government representative of the Bolivarian Republic of Venezuela* expressed his support for the proposal, for 2010, on decent work for domestic workers and, for subsequent sessions, the proposal on working time. The latter was being examined by his Government which planned, as part of a future reform of the Republic's Constitution, to reduce the working day from eight to six hours per day or 36 hours a week.
57. *A Government representative of Morocco* noted that the proposal chosen for 2010 was decent work for domestic workers with a view to standard setting, as that type of work, which was linked to child labour, was not normally regulated. As a result, domestic workers found themselves in a very vulnerable position. With regard to proposals for future sessions of the Conference, the speaker expressed support for hours of work in road transport, as a discussion of that item would facilitate an examination of problems related to the monitoring of compliance with standards in that sector, which had a high level of accidents at, and on the way to, work. Finally, the speaker expressed his support for the proposal on export processing zones.

58. *A Government representative of Malawi*, emphasizing that all work should be performed in decent conditions, supported the proposal on social finance, given the possible positive social consequences of implementing microfinance for decent work. In terms of proposals for future sessions, the speaker expressed her support for occupational safety and health, as companies often only focused on productivity; and the proposal on working time, which was an unequivocally important topic, especially in the manufacturing industries.
59. *A representative of the Director-General* recalled that the Governing Body had a certain flexibility within the current practice of selecting Conference agenda items. Summarizing the discussion, he said that the four items proposed for the agenda of the 99th Session (2010) of the International Labour Conference had, to differing degrees, received considerable support and that, if the Governing Body so decided, they would be further developed in the document that would be presented to the Governing Body in March 2008.
60. Regarding the proposals put forward for consideration for possible inclusion in the agenda of subsequent sessions of the Conference, the speaker indicated that their examination was not a simple job, given the resources it involved. For the moment, the items concerning work in ports and hours of work in road transport had been rejected, not only because they lacked support in general, but because work was already going ahead on both themes, as the document pointed out. With regard to the proposal concerning the protection of children and young workers, the speaker made clear that this subject had not been included with a view to calling into question or revising Conventions Nos 138 and 182, both of which were core Conventions, but because there were many ILO Conventions on this subject, the oldest of which dated from 1919, and it was felt that the time had come to begin thinking about what should be done about these instruments in the close future. There had also been support for the item on export processing zones.
61. Several speakers, including the Employers, supported giving priority to the revision of standards in general, which would cover the proposals on working time and on occupational safety and health. Regarding labour inspection, the speaker mentioned the General Survey on the Labour Inspection Convention, 1947 (No. 81), prepared in 2006, but explained that this would not prevent the proposal being taken into account. Social security in the context of the resolution concerning strengthening the ILO's capacity was a subject that would be discussed outside the Governing Body. Finally, the Employers mentioned the question concerning information technology and the employment of young persons.

**Governing Body decision:**

**62. *The Governing Body decided:***

- (a) *that the following proposals would be examined in greater depth, if possible for decision, at its 301st Session (March 2008):***
- (i) *Decent work in global supply chains (general discussion)***
  - (ii) *Social finance: Microfinance for decent work (general discussion)***
  - (iii) *The right to information and consultation in the framework of economic restructuring (general discussion)***
  - (iv) *Decent work for domestic workers (standard setting);***

- (b) *that research work and consultation should be accelerated for future Conferences on the following items:*
- (i) *Protection of children and young workers*
  - (ii) *Working time*
  - (iii) *Occupational safety and health*
  - (iv) *Export processing zones*
  - (v) *New trends in the prevention and resolution of industrial disputes;*
- (c) *to request the Office to develop new proposals, taking into account the suggestions made during the discussion.*

(GB.300/2/2, paragraph 11.)

### **Third item on the agenda**

MATTERS ARISING OUT OF THE WORK OF THE 96TH SESSION (2007) OF THE  
INTERNATIONAL LABOUR CONFERENCE

*Follow-up to the adoption of the Work in Fishing Convention and  
Recommendation and related Conference resolutions  
(GB.300/3/1)*

63. *The Employer Vice-Chairperson* supported the point for decision but requested an amendment to subparagraph (i) in order to take into consideration the resources earmarked for the promotion of the international labour standards in question.
64. *The Worker Vice-Chairperson* commended the efforts of the Office to promote those instruments and the arrangement that allowed the social partners to be included in the exercise. He stressed the need of the representative organizations of fishing vessel owners and fishers for capacity building, and drew attention to the situation of migrant fishers from Myanmar who could benefit from the Organization's expertise.

#### **Governing Body decision:**

65. *The Governing Body requested the Director-General:*
- (i) *to take all the necessary measures for the promotion of the Work in Fishing Convention, 2007 (No. 188), and its accompanying Recommendation, in accordance with the resolutions adopted at the 96th Session (June 2007) of the International Labour Conference, and as referred to in paragraphs 5 and 6 of document GB.300/3/1, taking into account the resources available for the promotion of the international labour standards and for sectoral activities under the regular budget and any voluntary contributions that can be obtained from extra-budgetary donors; and*
  - (ii) *to make concrete proposals in due course to the Governing Body, with regard to the implementation of those resolutions reproduced in the appendix to the document.*

(GB.300/3/1, paragraph 9.)

*Follow-up to the adoption of the conclusions on  
the promotion of sustainable enterprises  
(GB.300/3/2)*

66. *The Employer Vice-Chairperson* explained that this was a very important matter for his group and that he would like a programme of activities to be submitted to the Governing Body in March 2008 for debate and guidance.
67. *A Worker member from Italy* felt that the document submitted to the Governing Body did not correspond to the task entrusted to the Office in the conclusions adopted by the Conference. Those conclusions gave strong guidance to the governments, the employers' and workers' organizations and the Office for the finalization of a global approach to the promotion of sustainable enterprises. They invited the ILO to cooperate with international institutions to promote decent work through microeconomic and trade policies. They emphasized that the Office should focus on its normative role, its Decent Work Agenda, its tripartite structure and its Global Employment Agenda, and should avoid any overlapping with the programmes of other institutions. The Workers therefore invited the Office to submit plans for the implementation of the conclusions, including the promotion of training programmes to the Governing Body session in March.
68. ***The Governing Body took note of the report.***

**Fourth item on the agenda**

THE UNITED NATIONS AND REFORM  
(GB.300/4)

*Developments in the multilateral system*

69. *The Director-General* said that although the UN General Assembly had not yet taken a formal position in respect of the recommendations in the report of the High-level Panel on UN System-wide Coherence, published over a year previously, reform at the inter-agency level, aimed at greater efficiency and better servicing of constituents' needs within countries, was significant. It was concentrated in three areas: reform of the inter-agency architecture through the UN system Chief Executives Board for Coordination (CEB), the "Delivering as One" pilot countries, and the system-wide move to policy coherence.
70. With respect to the CEB and at the UN Secretary-General's request, the Director-General and Mr Pascal Lamy, Director-General of the World Trade Organization (WTO), had initiated extensive consultations within the CEB, and put forward proposals for a new CEB structure and working methods. These were endorsed by the Board at its meeting in April 2007. The principal innovation was the integration of the UN Development Group (UNDG) into the CEB, thereby including it under the coordination of the UN Development Programme (UNDP). The UNDG thus became the third pillar of the CEB, focusing on development cooperation alongside the High-level Committee on Programmes (HLCP), in charge of policy development, coordination and coherence across the system, and the High-level Committee on Management (HLCM). The main impact of this was that the role of the UNDP Resident Coordinator system had been reinforced and made accountable to the whole CEB.
71. With regard to the "Delivering as One" pilot countries, the eight countries were making progress, through intensive discussions and difficult negotiations. Interaction within the system was increasing. A recent meeting hosted by the ILO, attended by the Resident Coordinators from the eight pilot countries, with the Europe-based UN agencies,

demonstrated significant progress in coordination at country level. Increasing recognition of the key importance that countries attached to the Decent Work Agenda had made it a crucial part of the UN country programmes in many of the countries. The Organization's tripartite constituency was being increasingly valued, and its knowledge and expertise appreciated and drawn upon. One of the main thrusts of the ILO's action thus far had been to ensure that other agencies should be able to relate to tripartite institutions. The pilot countries provided a learning path, and a process had been initiated to capture lessons learned, and detect good practices. There would probably be no new pilots before a full evaluation of the current experience.

72. The challenges remaining included, first, increased policy coherence at the country level, and the integration of the normative and policy dimensions into country operations; second, compatible business practices; third, clear relocation mechanisms and easier and fair access to pooled funds at country level; fourth, increased capacity building and accountability for Resident Coordinators. The ILO, with the UNDP, was developing training courses for these Coordinators, so that they might clearly understand the ILO structure and agenda. Fifth, further recognition of the wide global constituencies of the various components of the UN system, with a view to working together more effectively: in the ILO's case, this involved accustoming other agencies to working with a tripartite constituency; sixth, greater clarity in the division of labour and respect for the specific competencies and mandates for effective deployment of competencies; seventh, the establishment of a firewall to divide the functions of the UNDP on its own behalf, and its functions on behalf of the system.
73. Finally, following the CEB decision that full and productive employment and decent work for all was to be a system-wide priority for policy coherence, the ILO had helped to develop a *Toolkit for mainstreaming employment and decent work* throughout the system. The Toolkit had been warmly greeted, and the UN Economic and Social Council (ECOSOC) had issued a resolution calling the whole multilateral system to collaborate in using, adapting and evaluating the application of the Toolkit, and developing and implementing an action plan to 2015 to promote the goals of productive employment and decent work for all. The ILO was therefore increasingly appreciated as a key player in the multilateral system.
74. The ILO's partnership with the UNDP was strong, and was growing significantly with the specialized agencies; the executive heads of five of these agencies, the ILO, the World Health Organization (WHO), the Food and Agriculture Organization (FAO), the UN Education, Scientific and Cultural Organization (UNESCO) and the UN Industrial Development Organization (UNIDO), were meeting regularly to enhance the mix of normative and operational expertise they brought to the UN system. Chancellor Angela Merkel of Germany, as part of her G8 responsibilities, had organized a meeting of the heads of the Organisation for Economic Co-operation and Development (OECD), the World Bank, the International Monetary Fund (IMF), the WTO and the ILO, to discuss policy coherence. UN reform was progressing, and policy coherence was growing around the Decent Work Agenda, through the development of the Toolkit.
75. *The representative of the Director-General* said that the Toolkit had been developed collectively by the whole multilateral system, including the World Bank, the IMF and the WTO. This had allowed the system to understand how the Decent Work Agenda could be a catalyst to reach internationally agreed development goals, including Millennium Development Goals (MDGs). The purpose of the Toolkit was to enhance the employment and decent work outcomes of the work of multilateral agencies and thus contribute to system-wide, coherent implementation of the World Summit recommendations and the ECOSOC resolution mentioned above by the Director-General. In this way, if for example WHO was required to advise a government on how to set up a public health system, the

76. The Toolkit expanded ILO outreach by demonstrating to other agencies the contributions of the tripartite constituency; it raised awareness of ways in which the Decent Work Agenda contributed to each agency's mandate; it helped detect decent work deficits, and facilitated self-assessment; it fostered dialogue for action, by setting out a road map for agencies to produce action plans for enhanced decent work outcomes. It was likely to prove most useful at the national level, and the pilot country Resident Coordinators present at the recent meeting had asked to be issued with the Toolkit as soon as possible, for training the UN country teams, and to adapt at national level in order to promote the Decent Work Agenda. The Toolkit was basically a self-assessment checklist, organized under the four ILO strategic objectives. An interactive version also promoted knowledge-sharing, by providing boxes in which resources could be posted under three headings: "how-to" tools (manuals, guidelines, training materials and advocacy materials); knowledge-based tools (policy briefs, research, knowledge network data); and good practices at global, national and regional level.
77. *The Worker Vice-Chairperson* asked for information on the effect of the reform in individual countries and on how the social partners were being involved in the process, what capacity building the Office was providing them with and what were the mechanisms and structures that had been established for reform at local level. Had the Office managed to integrate the Decent Work Agenda into the "One UN" plan of action in at least one of the pilot countries?
78. The Workers' group fully supported the Toolkit, on the understanding that it would be reviewed. Additional chapters containing reference documents on tripartism, on the Global Employment Agenda, and the relevant ILO standards referred to in the Toolkit should be added. The Bureau for Workers' Activities (ACTRAV) should be fully involved in the revision, and the Bureau for Employers' Activities (ACT/EMP) would no doubt also wish to participate. The Toolkit should state quite clearly that it was presenting ILO values and the ILO way of acting. Resources should be allocated to complete the kit properly, and then to allow for UN reform-awareness campaigns at national level. This could be done through activities involving unions, employers and UN agency representatives and government officials at national level. Information had been given regarding numerous meetings and consultations that had taken place. However, the purpose of the Toolkit was to integrate full and productive employment and decent work in the work programmes of other UN agencies, and the Workers' group therefore wished to know more about its operative use. The group proposed the development of complementary guides, with input by the social partners, on each of the four strategic objectives, particularly with regard to international labour standards and social dialogue. These would clearly demonstrate the difference between working with workers' and employers' organizations and working with non-governmental organizations (NGOs). Tripartite consultations with other strategic agencies, such as the Bretton Woods institutions, on using the Toolkit in their country operations should continue. Such consultations should also be arranged with the UN country teams, on the use of the Toolkit and the involvement of the social partners in development frameworks. ACTRAV and ACT/EMP should be fully involved in all future initiatives regarding the Toolkit, with the Officers of the Governing Body, and the content of the Toolkit should be revised and updated every two years.
79. Further clarification was required in respect of the Resident Coordinators' role. These officials would report through the UNDG to the CEB. What were the implications of this for the ILO's institutions – the Conference, the Governing Body, and for ILO staff in the field? Was the implementation of programmes that had tripartite approval being affected? Would there be increased bureaucracy and therefore higher costs? Improved or increased

administrative structures should not absorb resources for programmes needed by the constituents.

- 80.** The pilot countries had been introduced to facilitate experimentation under the “Delivering as One” umbrella. The Workers’ group felt that indicators for establishing whether this experiment had proved successful or not were lacking. The group demanded that the tripartite nature of the ILO should be protected and promoted, and that international labour standards, and in particular the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), as well as the Termination of Employment Convention, 1982 (No. 158), should be reflected in the work programme. In Pakistan, the committee set up to oversee the reform included neither unions nor employers, nor the Ministry of Labour. Despite the efforts of the ILO office in Pakistan, this situation remained unchanged. In Malawi, Mozambique, Pakistan, Uruguay and Zambia, the UNDP had established consultative relations with civil society organizations. Trade unions were expected to function as a part of a group which might include as many as 40 individuals, as civil society organizations. There was little hope that they would be able to exert much influence under these circumstances. A further concern was the failure to include international labour standards and a rights-based approach to development in some DWCPs. The group wished for concrete details regarding “Delivering as One”, concerning for example the number of capacity-building exercises that had been carried out for workers’ organizations. Further information regarding the funding systems in the “One UN” countries was also needed. The group noted ILO participation in the youth employment and migration “thematic windows” developed by the UNCT as part of the fund management system, but felt that the ILO should also be making proposals under the economic governance window. The ILO must ensure that the social partners were involved in the reform, and not leave participation to their own initiative. Finally, the Office should establish a time-frame for the process, setting a date at which the Governing Body could make a review and provide further guidance.
- 81.** *The Employer Vice-Chairperson* said that his group understood the full measure of the search for policy coherence, both inside and outside the ILO. Tripartism was the Organization’s trump card, but the question remained as to how this card was to be played within UN reform. In what ways would the UN reform, the Toolkit or action undertaken in the “One UN” countries, impact on the work of the ILO, and on its institutions of governance? The question of interaction with other agencies also called for deep reflection, as did the means of ensuring that tripartite thinking was represented in this interaction, and whether this should be achieved through ACTRAV and ACT/EMP, or through the presence of the social partners.
- 82.** The group would have preferred to be more involved in the development and design of the Toolkit; as it already existed, the group should now be involved in raising awareness of the Toolkit and in adapting it to regional and national circumstances. The Employers had often had occasion to draw attention to a lack of tripartism within the Office itself, but this lack was far more serious, and occurred daily, at national level. The Toolkit had to reflect tripartism. This was all the more important as the UN system was not tripartite, and only the ILO could add this extra dimension. There was now time to become fully acquainted with the latest version of the Toolkit, and at its March session the Governing Body would be able to discuss it in greater detail.
- 83.** Paragraph 13 of the report concerned the selection of indicators for the four additional targets selected alongside the MDGs by the 2005 World Summit. This was an issue of central concern to the group which wished to participate actively in the development of these indicators. In respect of “Delivering as One” in pilot countries, clearly the impression received so far was of agencies working with governments, rather than agencies working



with tripartite constituents. The social partners were not involved and their involvement did not appear to be a priority. The Governing Body should decide on a strategy that would truly allow principles to be translated into action and ensure a tripartite participation in the DWCPs.

- 84.** *A Government representative of France*, speaking on behalf of the Governments of the EU, indicated that Albania, Armenia, Bosnia and Herzegovina, Croatia, Georgia, the Republic of Moldova, Montenegro, Norway, Serbia, Switzerland and Ukraine wished to associate themselves with his statement. The EU welcomed the ECOSOC Ministerial Declaration and resolution. The Toolkit would help to promote full employment and decent work, and would raise the profile of the Decent Work Agenda. The EU agreed with the suggestion that the Toolkit should be adapted and evaluated after practical application on the ground, and supported the additional objective of full and productive employment and decent work for all, including women and young people. Policy coherence within the multilateral system was also important. The reform of UN activities at local level should be strengthened and better coordinated to gain in efficacy and in visibility; the activities of the UN system should be grouped under a common programme per country so as to respond better to the needs of governments; these should be judged on a results-based system.
- 85.** The EU wished the ILO to continue its active engagement in the “One UN” pilot countries, but recognized that the promotion of the ILO’s tripartite structure, the central role of social dialogue within the Organization, and its standards-related activities presented challenges in this. The reform would enable the UN specialized agencies to clarify their mandates and to work better together, under the guidance of the Resident Coordinator, in line with priorities established at national level. Action undertaken at the local level should remain coherent with the agencies’ fields of competence. The EU would welcome an update on the partnership between the ILO and the UNDP, and encouraged the ILO to pursue its participation in UN reform actively, using the opportunity, through closer cooperation with the other agencies, to promote the Decent Work Agenda. The EU welcomed the development of information resources, tools and concepts, supported by certain European countries and the Turin International Training Centre. The Governing Body should continue to receive updates on progress and lessons learned.
- 86.** *A Government representative of Peru* welcomed the Toolkit, which would allow greater UN system coordination and promote the Decent Work Agenda within that system. The ILO input into the choice of MDG indicators was already a sign of this, as was the Organization’s participation in the eight “One UN” pilot countries. In this connection, it was important to maintain an inclusive approach, making full use of the combined and diverse resources; care should be taken to ensure that the single budget did not diminish ILO action in the pilots, especially when dealing with themes connected to the Decent Work Agenda. He approved the ILO’s proposals for the youth, employment and migration “thematic windows”.
- 87.** UN reform was an opportunity to raise awareness of the concept of decent work, but it was necessary to preserve and strengthen tripartism. The ILO should use the tools that were part of its very essence when applying its programmes at national level. GRULAC stressed that the ILO should involve itself still more deeply in UN reform, and keep the Governing Body closely informed: indeed, the Managua Agreement of 26 June 2007, supported by 31 Latin American and Caribbean States, identified the eradication of economic and social inequalities as a fundamental goal. The ILO had a critical role to play in this connection, especially as part of the UN reform process.
- 88.** His Government was concerned that the ILO, working as part of “One UN”, might lose its tripartite voice. The ILO was the legitimate actor in the protection and promotion of labour rights, and this must be preserved.

89. *A representative of the Republic of Korea*, speaking on behalf of IMEC, welcomed the ILO's involvement in UN reform. IMEC believed that the Toolkit could be useful in interlinking policies, strategies, programmes and activities within the UN system, to promote decent work at country level. IMEC therefore supported the ECOSOC suggestions to adapt and evaluate the Toolkit on the ground, and believed that the Organization should work with other UN agencies to establish a UN system action plan by the end of 2009. IMEC approved the introduction of an MDG target on achieving full and productive employment and decent work for all, including women and young men. The proposed indicators should be supplemented by further indicators, to be able to measure progress towards decent work. IMEC further supported the participation of the Director-General in the reorganization of the CEB, as well as that of the ILO in the "One UN" pilot programmes, and the action taken to ensure that the ILO was fully involved in the reform process at country level, for example the signing of the two-year partnership with UNDP and the establishment of an internal UN task force. These approaches gave coherent structure to international technical cooperation. A more strategic approach based on in-depth analysis could help the ILO respond to UN reform, especially in regions where there was no ILO presence. UN reform should not be used by the ILO to increase its geographical profile by opening up new country representations. It should use the Resident Coordinator and UN country team system to avoid duplication and reserve resources. The ILO should therefore issue clear action plans and outcomes in pilot countries, and should define its mandate robustly so as to make the key contributions to national development of which it was capable within the UN reform process.
90. *A Government representative of Spain* endorsed fully the statements made on behalf of the EU and of IMEC. His Government was of the opinion that talk of toolkits, of instruments and of pilot countries should not mask the route mapped out by principles and ideas. The essence of the question was the maintenance of lasting peace through social justice, through a reformed UN that was more effective, efficient and better adapted to the twenty-first century. Tripartism was not an ideology, but a means of working. By stressing this fact, the ILO could avoid conflict with others wishing to take over its work. However, the Governing Body was not the correct place to make such an affirmation: it should be stated in the UN headquarters in New York. Decent work and tripartism were the ILO's fundamental contributions to the ultimate UN goal of lasting peace. The Employers and Workers were right to call for involvement in UN reform, and though the Government of Spain was not concerned by this participation in committees and meetings, it was absolutely concerned that the ILO's tripartism in the final result of the UN reform should be maintained, and would do all it could to guarantee it.
91. On 4–5 October 2007, the WTO had held a forum on "How can the WTO help harness globalization?" attended by some members of the Governing Body. President Halonen of Finland had spoken there in defence of the social dimension of globalization. The President deserved the gratitude of the Governing Body, as this was an excellent way of ensuring coherence of policy and of action. Many members of the Governing Body attended meetings in other agencies to discuss what actions those agencies should take: they also should speak out in respect of ILO interests at these meetings.
92. *A Government representative of South Africa* welcomed the continued efforts of the ILO to ensure that the issue of full and productive employment and decent work for all was promoted across the UN system, and that the ILO fully exploited its role as a lead agency ascribed to it by the coordination segment of ECOSOC. The Government of South Africa also welcomed the Toolkit as a means of ensuring the ILO message was understood and absorbed into the action of other agencies. This was made clearer still by the adoption of a new MDG target of full and productive employment and decent work for all, including women and young people. South Africa supported the "One UN" programme, but insisted

that the ILO should continue to make its comparative advantage felt, and not be swallowed up by that process.

93. *A Government representative of India* supported the Toolkit, which would ensure policy coherence and knowledge sharing. The Government fully shared the ILO's position that concerted efforts were required for developing coherent policies on issues such as child labour. The ILO had a unique role to play within UN reform in the context of tripartism. The reform should be carried through on the basis of careful assessment at country level.
94. *A Government representative of Nigeria* wished to associate his Government with the views and suggestions put forward by the Workers' group. UN reform should not result in the surrender of any of the ILO's unique features, objectives and values, especially tripartism. Progress in the reform should be reported periodically in the Governing Body. In closing, the speaker asked for information as to how countries other than the eight pilot countries, could become involved in the reform.
95. *A Government representative of Cameroon* endorsed the comments made by the Employer and Worker Vice-Chairpersons. He pointed out that the President of Finland had been the guest of the Governing Body some years previously, and had called for globalization with a human face; the ILO alone could promote this idea. Globalization would only have a human face if the ILO occupied a central position in the process, and it was tripartism that would enable it to do so.
96. *The representative of the Director-General* thanked the participants for their support and guidance. The past year had been a steep learning experience, but had greatly clarified what the ILO's standards and mandate meant in terms of UN reform and of action at global and at national level. It had moreover become clearer as to how the ILO's tripartite constituency could enrich UN reform. In this, faced with other agencies that were purely governmental, ministries of labour had a strong role to play in conveying the voices of employers and workers and bringing tripartism to the table.
97. The structures for the inclusion of the social partners in the UN country teams differed from country to country. The first step was to try to include the ministries of labour, which were not involved yet in most countries. The more training and capacity building provided by the ILO, the more this situation would improve, but it would be a long-haul job. A plan for capacity building, involving the social partners, was due to be launched in March 2008.
98. The Toolkit had been drawn up in response to a request from the UN, in order to facilitate an understanding of the Decent Work Agenda, and the support that it had received across the globe as a means of development. The Toolkit was designed for use by the institutions of the UN system; it would generate feedback as it contained self-assessment factors that encouraged the institutions to report on the employment and decent work outcomes in the implementation of their own mandates, policies, programmes and action. This feedback would provide the basis of a partnership, as it would indicate where the gaps in action and in knowledge lay. The Toolkit was constructed very closely around the Decent Work Agenda, and reflected all the key ILO issues. These were structured under each of the four strategic objectives, and there were sections on international labour standards and on tripartism.
99. The first stage of the road map, to which the Worker Vice-Chairperson had referred, was the self-assessment by the agencies of the system. A report would have to be made on this to ECOSOC, together with a common overall action plan for the whole system up to the end of 2009, linked to the assessment and to the measurement of the achievement of the MDGs in 2010 and 2015. The Governing Body would be informed and consulted at all stages and its guidance and assistance would be sought in developing the Toolkit further. It

might be possible to have an in-depth information session on the Toolkit at the March session of the Governing Body.

- 100.** Performance was improving at country level under the “Delivering as One” initiative and one of the ways of participation was through the DWCPs. These were the ILO’s contributions to “One UN” action, and were therefore part of the broader UN reform and as such, untouchable. At the same time, the ILO was acting to make the UN country programmes much more aware of the concept of decent work, and how it might relate to the different components of the UN country programmes so that their outcomes could be maximized in harmony with the DWCPs. ILO action would therefore not be swallowed up in the UN reform process, and the ILO would continue to make its distinctive contribution to the overall system.
- 101.** With regard to the funding, and in particular the funding provided by the Government of Spain, it had not been an easy process to present the ILO in many of the different “thematic windows”. Under the “economic governance” window, which had been singled out by the Workers’ group, ILO proposals had been included, and funds had been allocated accordingly, for example, to projects in Angola and Nicaragua. The ILO was more strongly positioned in the window for youth employment and migration, more directly linked to the Organization’s mandate. The “gender mainstreaming” window should have been more successful, as it concerned an area in which the ILO had considerable expertise, because of gender issues in the world of work. However, only certain projects had been awarded to the ILO, involving small amounts of funds. Finally, the ILO was very pleased that its mandate had been so clearly reflected in the new MDG indicators on decent work.
- 102.** *The Director-General* stated his conviction that the Decent Work Agenda and the ILO’s action in general had never had such a degree of political support. It was recognized at the highest level by the heads of regional organizations such as the European Commission, the European Parliament, the Council of Europe, as well as by the Interparliamentary Union. Another sign of recognition of the ILO’s agenda was the call by the Executive Director of the United Nations Environment Programme (UNEP) for tripartite reflection on climate change: such change would affect production systems, and the world of business and work, and without the input of the ILO no progress would be possible.
- 103.** UN reform had been initiated with a view to harmonizing the policies of the UN system agencies, which were seen as occasionally contradictory, especially as regards those of the Bretton Woods institutions. In terms of “Delivering as One”, this was undoubtedly true. The Office had responded to this by producing the Toolkit, which it would continue to implement, seeking always to adapt it, so that it became more practical, more concrete and provided more means of defining policies, to enable the other organizations to converge with the ILO. Another part of the work had to be accomplished by governments. Countries across the world acknowledged that the Decent Work Agenda was important. He had been told by many presidents that they had been elected on campaigns that had included the elements of the Decent Work Agenda, without necessarily calling it as such. This showed that it corresponded to the democratic and political wishes of their countries.
- 104.** Government members of the Governing Body could play an enormous role in taking this message to other executive bodies of organizations that were applying the Toolkit. The IMEC group had spoken strongly in favour of the Toolkit, and should do likewise in other forums. The same was true in all countries, in Africa and in the Americas: governments could help ensure policy coherence in the same way, by promoting the tripartite values of the ILO, which had produced a series of policies that had already achieved strong political support in many countries of the world.

- 105.** Another dimension that concerned governments – especially the donor governments – was the fact that the subjects dealt with under the Decent Work Agenda were not traditionally part of cooperation policies, which tended to concentrate on education, on health and various areas included by each society or country as a result of political changes that they might wish to encourage. Given the political support accorded to it, governments should reflect the Decent Work Agenda more clearly in their cooperation policies, not in terms of providing resources to the ILO, but in their multi- and bilateral cooperation agreements with other States.
- 106.** The question of the role of the social partners was of great importance. Clearly, the employers and workers were not the sole parties responsible for the reform of the UN, however neither should they stay at home and be inactive. The social actors who wished tripartism to be recognized should discuss among themselves what their contribution could be. Although perfectly legitimate, coming to the ILO every six months to ask what the Office had done to promote their presence was not sufficient. It was essential that a collective strategy should be formulated, with the support of the Employers and Workers, and with input from the Governments, to give the Office guidance as to what it should do in this connection. This was already taking place and the Director-General believed that its outcome would be successful.
- 107.** In response to points raised by the Government representatives of Peru and of Spain concerning the visibility and identity of the ILO, he stated that the ILO was paying great attention to the question of “ownership”. Governments had called on the international institutions to act more closely in coordination with each other. This did not mean that the only action undertaken by the ILO in a country would be joint action with other agencies, for a very simple reason: the ILO had a global, standard-setting responsibility, based on values and principles enshrined in the Organization’s Constitution. Faced with a country claiming that in a certain UN programme, the element concerning the strengthening or reorganization of the labour administration did not interest its government, the ILO would uphold the fact that if the government believed in the Decent Work Agenda, then reform of the labour administration was very important. The ILO was trying to ensure that most of its agenda was one desired by governments, and that it could be part of a whole. However, certain responsibilities were enshrined in the Constitution and were exclusive to the ILO because it was tripartite. The Organization would continue to fulfil these responsibilities. Combined action with other agencies posed very considerable operational problems, but there was no confusion in respect of the broad lines of ILO action within this territory.

**108. *The Governing Body took note of the report.***

*World Bank Doing Business report:  
The employing workers indicator  
(GB.300/4/1)*

- 109.** *The Employer Vice-Chairperson* stated that the World Bank report was highly useful, as it permitted an evaluation of the difficulties existing, in particular, in developing countries with respect to the creation and adequate functioning of enterprises, particularly small enterprises. The document offered an evaluation of time and bureaucratic aspects, as well as the standards to determine the best enterprise creation experiences which, ultimately, generated jobs. For instance, in Latin America and Africa 50 per cent of the economy was informal and, consequently, 50 per cent of jobs fell within the informal sector. This implied that there was no worker protection. He added that the report was important even if, like any human work, it could be further enhanced.

110. In the section relating to labour indicators, the report did not analyse labour policies but certain aspects thereof, linked to hiring and termination. If it was remembered that, from the workers' point of view, the endeavour was to uphold income purchasing power, enterprises, on the other hand, and particularly small enterprises, were faced with the concern of the cost of termination. That did not imply, however, that the Employers were advocating reduced observance of the fundamental principles and rights at work: a competitive world without respect for those principles and rights was impossible.
111. The World Bank report touched solely upon the interpretation of four ILO Conventions: the Termination of Employment Convention, 1982 (No. 158); the Weekly Rest (Industry) Convention, 1921 (No. 14); the Holidays with Pay Convention (Revised), 1970 (No. 132); and the Home Work Convention, 1996 (No. 177). In relation to the first of these, the Employers had expressed their concern regarding the interpretation given and were not in agreement with it. This concerned the so-called new forms of employment which might prove useful within a new labour organization context; it also concerned the hiring of young workers and women. Regarding the other Conventions relating to work time, it was necessary to take into account that their application could engender non-productive work, although this was in no way a call for the non-respect of reasonable limits upon the working day. He stressed that the labour indicators used in the study could still be further refined. It could not be claimed, on the basis of certain theoretical assumptions, that labour policy or a particular labour system were endangered. At the same time as there were attempts to achieve sustainable enterprise, there were also endeavours to secure labour systems of the same kind. He recalled that, as previously stated, it was important in the multilateral system for there to be coherence both in models and policies and efforts should be deployed to achieve that objective. Consequently, the Office was urged to work together with the World Bank. That work should be designed within the context of tripartite action. The Employers' group was available to cooperate and reflect upon these issues.
112. In many parts of the world the problem of unemployment was serious but the problems of the informal economy were equally important. Consequently, it was useful to consider the most appropriate mechanisms for enterprise and job creation, which could be linked to hiring, the cost of termination and unemployment protection. He made an appeal for dialogue machinery to be put in place and expressed the will of the Employers' group to participate. This would permit reflection together with the World Bank, built upon the significant elements of *Doing Business*. He stressed that the reduction of the informal economy combined with job creation should be an essential objective of this exercise and that there was no endeavour to sacrifice the rights of workers who already had jobs, but to create opportunities for those who had no job to gain access to work and for those in the informal economy to be admitted into the formal economy.
113. *The Worker Vice-Chairperson* commented that the Employers appeared to be favouring a legal framework under which it was possible to hire and fire at will, with no protection accorded to workers at all. This was in stark opposition to the Workers' belief that hiring and firing should only be undertaken in strict accord with the collective agreement, where one existed, or with law and practice. Moreover, the Workers' group deplored a situation where funding institutions, such as the World Bank, were only prepared to provide funds where employers were free to hire and fire as they pleased, irrespective of either collective agreements or of laws and practice. The group had information that the World Bank was exerting pressure in Nepal by linking funding to a relaxation of labour laws. The group considered the indicators in *Doing Business* to be limited. For example, the definition of worker for the purposes of the EWI, implied non-membership of a union, except where membership was mandatory. This would lay the worker open to the removal of his fundamental rights at the stroke of a pen. If the World Bank was promoting this sort of tactic, then there was clearly a serious breach of policy coherence between the World Bank and the ILO. Moreover, the order of the rankings on the EWI suggested, for example, that

Haiti and Zimbabwe were better places to do business than Germany, Finland and Mexico, not to mention Portugal, Senegal, Spain and the United Republic of Tanzania. In another list, favoured by the Workers' group, Zimbabwe came right at the end. He said that the Employers, as business people, must certainly agree that low wages, and facility in hiring and firing, were not the only criteria for setting up an enterprise. A climate must be created where workers wished to generate profit, in which they were motivated to give high productivity. *Doing Business* suggested that commerce in no way benefited from labour laws and regulations, and that those countries where there were fewer regulations would provide a better business environment and have higher rates of job creation. Ease of dismissal was one aspect; the next step would be to increase working hours, reduce weekly rest or even remove maternity leave benefits and protection. The World Bank was overtly contradicting its own commitment to respect core labour standards, again pointing to a lack of policy coherence, this time internal.

114. Many of the Government representatives of the Governing Body also attended the executive bodies of the World Bank and of the IMF. They should support policy coherence by defending the fundamental principles and rights of workers at the meetings of those executive bodies. Equally, the Workers' group had been disappointed to learn that the International Organization of Employers had made a blanket statement of agreement with *Doing Business*, congratulating the World Bank for creating a reform movement that had already begun to improve people's lives. The Workers questioned whether lives were being improved and pointed to the extent to which the World Bank and the IMF had been mistaken by advising developing countries to impose austere economic policies in the 1980s and 1990s.
115. The Workers' group favoured an enabling legal and regulatory framework that would facilitate formalization and boost systematic competition. This must include universal respect for labour standards. Only in this way could sustainable employment be generated. A high-level meeting should be arranged with the President of the World Bank and with key executive directors of the Bretton Woods institutions, so that the workers could provide input to make the indicators more accurate. Trade unions should be supported through training by ACTRAV, or by other means that the Governing Body might envisage, to engage with the World Bank and the IMF, to be able to articulate clearly the positions of workers around the world. The Governing Body should be kept informed of the capacity-building action taken by ACTRAV to allow the workers to give technical input to *Doing Business*.
116. *A Government representative of Peru*, speaking on behalf of GRULAC, said that the aim of the UN reform was to strengthen the unity of purpose of the UN system and of the Bretton Woods institutions, and make for more coherent action in the face of development problems, humanitarian aid and the environment in the globalization process. The common objective should be to achieve the MDGs. Note was taken of the recent agreement between the Director-General and the President of the World Bank concerning the use of the Toolkit. Moreover, GRULAC also noted that the World Bank had increased its cooperation with the ILO since the adoption of the 1998 Declaration on Fundamental Principles and Rights at Work.
117. The 2008 *Doing Business* report was drawn up by the World Bank to encourage countries to adopt regulations likely to favour investment and entrepreneurship – a concern which rejoined the ILO's efforts in fostering an environment conducive to sustainable businesses. GRULAC agreed with the Office that the *Doing Business* EWI raised concerns as it appeared to indicate that the best investment options were to be found where there was minimum social protection and maximum flexibility. This was in clear breach of workers' rights upheld by ILO Conventions, and ignored the productivity gains arising from a cohesive society and the role of social peace in sustainable development. GRULAC

recalled the 2006 Ministerial Declaration adopted during the ECOSOC meeting which called on the agencies of the multilateral system, including the Bretton Woods institutions to promote the objectives of full and productive employment and decent work for all. Decent work should be at the centre of policy coherence efforts.

118. *A Government representative of the Bolivarian Republic of Venezuela* recalled how the World Bank and the IMF made economic aid and credits subject to a reduction in the size of the State, and to cutting social costs, including health, social security and education, to a minimum, with subsequent privatization of services. This had multiplied the numbers of poor and dependent persons. His Government therefore wished to state its flat disagreement with the indicators put forward by the World Bank and the ranking based on the EWI. Countries ranked highly on the list would have problems in applying ratified ILO Conventions. The indicator appeared to have been conceived so as to show that the best option was to reduce protection to a minimum and maximize flexibility.
119. In his country, an international policy based on real and effective solidarity and cooperation was being implemented, designed to promote liberalization rather than dependency. For these reasons, the Government was taking steps to cancel World Bank and IMF loans engaged by previous governments, and regain the sovereign right of the Bolivarian Republic of Venezuela to direct its own economy, without reference to World Bank or IMF strategies.
120. *A Government representative of the United States* said that *Doing Business* contributed constructively to the promotion of employment. Excessive rigidity in the labour market had long been recognized as contrary to economic growth. However, a good business environment that fostered growth and employment should not be based on flexibility at the expense of workers' rights and internationally recognized labour standards. The ILO should therefore work with the World Bank to address these concerns. Cooperation between the ILO and the World Bank would be profitable to both institutions, and the US Government wished to know whether such cooperation had been requested or offered to date. It would result in a report that promoted business without endangering the rights defended by the ILO.
121. *A Worker member from South Africa* pointed out that if the methodology applied by the World Bank to calculate the EWI had been applied to black workers in South Africa during the apartheid period, it would have resulted in that country being ranked very near the top of the table. The reforms introduced under President Mandela would have shifted South Africa further down. No person in the Governing Body would argue that the former South African labour market was defensible, or provided a good environment for business. Moreover, the cost of hiring and firing were of far less use as an indicator than the unit cost of labour, which took account of productivity performance. Neither did the publication deal with the question of product markets. The true test was whether the ranking presented in *Doing Business* reflected reality. If this were the case, foreign direct investment (FDI) would flow into the highest ranked countries. This was not supported by the evidence. The ranking in fact placed some very unlikely candidates above countries with a proven and continuing record as good places in which to do business.
122. *A Government representative of India* said that in her country *Doing Business* had great influence, not only on national policy, but also on the opinion of employers. The report appeared to have been drafted without consulting the workers. Moreover, it contained errors: the speaker was beset with requests from the Ministry of Industrial Policy and Promotion on how to follow up on the *Doing Business* recommendation to combine the employers' provident funds with their social insurance funds – in fact impossible to do, as the first was a financial benefits fund, and the second a health insurance fund. People worked better when they had a sense of security produced by well-designed labour laws



and regulations. This was what was meant by a decent work environment. The ILO Decent Work Agenda should have just as much weight as *Doing Business*. Summary loss of employment could have a devastating psychological effect. The Government of India was currently drafting a range of measures that would provide social security for the informal sector, thus providing a degree of security in that field as well.

- 123.** *A Government representative of Sri Lanka* recognized the work done by the World Bank in placing emphasis on the goals of full and productive employment and decent work for all. However, the EWI in *Doing Business* gave rise to concern. It suggested that a country would become more investment-friendly by making hiring and firing easier, with reference neither to the existing industrial relations system, nor to social protection for workers. It did not consider the social cost of dismissal. Similarly, as regards working hours, which the publication appeared to suggest should be deregulated, no mention was made of the health and safety consequences of lack of rest. The report did not state that, in most developing countries, the absence of unemployment benefits meant that dismissal notice, or severance pay requirements, constituted the only form of income protection workers had. The elimination of all forms of protection from contract termination without cause would certainly increase workers' vulnerability to abuse. No reference was made to workers' fundamental rights, or to the beneficial effects of balancing flexibility and security. The EWI had serious methodological limitations, as listed by the Office in paragraph 28 of its report. The Government approved the strong working relationship between the ILO and the World Bank, and believed that *Doing Business* could promote investment and generate employment in the short term, but it was doubtful that it would have sustainable effects. The tripartite resolution on the promotion of sustainable enterprises, adopted by the 96th Session (2007) of the Conference provided a more constructive means of achieving decent work, and dialogue with the World Bank should continue on that basis.
- 124.** *A Government representative of South Africa* endorsed the statement by the Worker member from his country, and was confident that the Employer member from South Africa would also do so. *Doing Business*, as it stood, positively discouraged countries from ratifying ILO Conventions.
- 125.** *A Government representative of Germany* expressed satisfaction that the Office had taken up the question of *Doing Business*, and in particular the ranking drawn up on the basis of the EWI. She endorsed the views expressed by the Worker member from South Africa. It was now time to consider how the ILO could give input to the World Bank in respect of *Doing Business*, as had been suggested by the Government representative of the United States. What was the precise form of the cooperation, mentioned in the Office paper, between the two institutions? Cooperation with the World Bank had also been evoked in respect of the Toolkit. The indicators employed needed to be reviewed, and the Office should provide information on how interaction with the World Bank would proceed. A high-level meeting with the Bretton Woods institutions should be arranged.
- 126.** *A Government representative of Greece* said that the EWI was unclear in respect of the cost of firing. Legal practice could vary from country to country, as could the interpretation of abusive dismissal; where reinstatement of dismissed workers existed, what was its cost? What was the relation between the number of cases of unfair dismissal filed, and the cost of lawyers' fees incurred? What procedures had to be followed and how long did the process take?
- 127.** *A Worker member from Sweden* recalled that the Director-General, in his Report to the 96th Session of the Conference, *Decent work for sustainable development*, had highlighted that the Nordic countries were able to combine economic growth, productivity, competitiveness and social security, and ranked highly in almost all comparisons, such as

that of the World Economic Forum. *Doing Business* was poorly received by circles in the Nordic countries, and reflected a form of capitalism which had no place in a modern society. No worker, let alone a highly qualified worker, would enjoy being hired under the conditions suggested by the EWI. In Sweden, trade unions were recognized as business partners, and human rights and the right to decent work in dignified conditions were properly respected. The trade unions would do their best to highlight the lack of policy coherence apparent in *Doing Business*, and the disrespect for decent working conditions that the EWI suggested.

- 128.** *A Government representative of Argentina* recalled that the IMF had co-governed the country in the 1990s, imposing the economic policies it considered best suited to redressing the market and promoting social inclusion. By the crisis of 2002, the country had been seriously impoverished, and had an unemployment rate of over 22 per cent, more than 50 per cent of the economy was informal, and half the population lived below the poverty line. The Government had taken this situation in hand, with the result that the IMF debt had been repaid, unemployment was now at 8 per cent, poverty had fallen, the informal sector had diminished, and there was a higher level of investment. The labour legislation in force was conducive to economic development, employment and the creation of small and medium enterprises. Equally, ILO Conventions and fundamental rights were not contrary to economic growth and sustainable enterprises. Full observance of social justice was the best guarantee of growth. The Government endorsed the substance of the Office's report.
- 129.** *A Government representative of Spain* rejected the ranking appended to the Office paper.
- 130.** *The Employer Vice-Chairperson* said that his group did not consider *Doing Business* to be a template for drawing up employment policy. It was a tool designed to assist in the definition and construction of policies. The group supported maximum flexibility in the labour market, with account being taken of countries with a high level of informality, where small and micro-enterprises were hard hit in a strict regulatory environment. This in no way impaired the fundamental principles and rights at work. The discussion on *Doing Business* had concentrated on one sole indicator that concerned only issues on working time and dismissal. The group had full respect for ILO principles regarding working time, and believed, as far as dismissal was concerned, that there were models that combined protection with the dynamic necessary for enterprise development. Dialogue and the pursuit of policy coherence were needed, both within the ILO, and between international organizations. The group suggested that a process of discussions be initiated to achieve the necessary clarification, with tripartite meetings. A meeting could also be arranged with the International Finance Corporation (IFC) to seek common ground, to improve the indicators, resolve problems and promote better cooperation within the multilateral system. The fact that the groups did not agree on this point did not mean that a common path, with shared objectives, might not be found.
- 131.** *The Director-General* said that he had already met with President Zoellick of the World Bank to discuss areas of cooperation. These promised to be large and joint work had already begun in respect of the application of the Toolkit. *Doing Business* could be taken up after the Governing Body discussion which had shown that many felt that *Doing Business* was badly flawed. The Employers had argued that the text was not of critical importance, and had suggested dialogue in order to improve it. He proposed a further meeting with Mr Zoellick, to brief him on the Governing Body debate and decide how to move forward. He had already suggested that Mr Zoellick might be invited to address the Governing Body regarding ILO/World Bank cooperation in a wider context. The tripartite resolution on the promotion of sustainable enterprises provided a good basis for an understanding between the World Bank and the ILO, and the Governing Body might wish to take that as a starting point. However, the ILO resolution was a tripartite decision of the

Conference, and therefore a decision at the highest level, whereas *Doing Business* indicated that it did not necessarily represent the points of view of all the members of the Board of the Bank. Thus, it was a document prepared by a secretariat, but which became a policy instrument when used by countries. The ILO could also point out to the World Bank that the IFC had already absorbed elements of the Declaration on Fundamental Principles and Rights at Work. The space for dialogue was there, and this might provide a basis for discussion. The Director-General would be obliged to indicate that the majority of the Governing Body did not consider *Doing Business* acceptable as it stood, and that problems would have to be resolved. However, the cooperation between the two institutions should be viewed in a more global context; it was to be hoped that the World Bank President would be able to come to the ILO in March to discuss overall issues.

**132. *The Governing Body took note of the report.***

**Fifth item on the agenda**

THE ILO ACTION PLAN FOR GENDER EQUALITY  
(GB.300/5)

- 133.** *The Director-General* reaffirmed his personal and institutional commitment to gender equality at the ILO. He recalled that in 1999 the Office had adopted a policy document entitled *Gender equality and mainstreaming in the ILO* and that the 2008–09 Action Plan was based on progress achieved and the lessons learned since 1999. The Action Plan had three priority areas. Firstly, reinforcing gender equality in the four pillars of decent work. The Organization had been the first within the UN system to apply participatory gender audits to its own work. These audits had become a management tool; to date, 28 audits had been conducted in ILO offices and departments, and requests from constituents were increasingly numerous. The second priority area was the objective of gender parity within Professional ILO staff levels by 2010. At present, 40 per cent of all ILO Professionals were women, and 33 per cent of senior management posts were held by women. The third priority was effective institutional arrangements for gender mainstreaming in programming, monitoring and evaluation of ILO results and strategies. The Global Report presented at the Conference this year, *Equality at work: Tackling the challenges*, showed that in many countries considerable progress had been made towards gender equality.
- 134.** The aim of the Action Plan was to help tripartite constituents, governments, employers and workers, but also the Office, to make the relevant policy choices. The Governing Body had decided to address gender equality and decent work at the 2009 session of the International Labour Conference, and the Action Plan would help the Office prepare, with the constituents, for this important discussion.
- 135.** *The Employer Vice-Chairperson* welcomed the report and the Director-General's presentation. The Employers nevertheless wished for clarification on some points. For example, while the group was pleased that the constituents were being called on to take gender equality into account, they also wished to know what strategy was being used to this end. The group would like to see a compilation of data on best practices in the enterprise sector, and were at the disposal of the Office in this connection. He welcomed the guide prepared by ACT/EMP for employers, but wished to know the practical recommendations that had emerged from the participatory audits. All these questions were very important for the Employers' group, which supported ILO activities, and was requesting additional explanations because it was convinced of the need to work together.

136. *The Worker Vice-Chairperson* welcomed the Action Plan, as experience had shown that mainstreaming strategies to advance gender equality had no impact unless they were supported by proper institutional mechanisms. The Action Plan was timely as it would allow the Office to accumulate new experiences and lessons before the general discussion on gender equality at the heart of decent work to be held in 2009. The DWCPs encouraged and helped national governments and the social partners to take practical measures to reduce gender inequality in their programmes and policies. The system of accountability proposed in the Action Plan was a step towards the development of reliable instruments to ensure the implementation of the ILO's strategy on gender equality.
137. The Workers nevertheless felt that the document should be reinforced, since gender was a cross-cutting issue in all four ILO sectors. Efforts to promote the ratification of the four Conventions on gender equality should be redoubled. The Action Plan should envisage further technical assistance for the implementation of legislation at national level, and the Workers wished for greater emphasis on the practical impact of the legislation.
138. The group called for capacity building in the field of social dialogue and collective bargaining as a tool to promote equality. Targeted approaches should be used for certain special groups of workers such as migrant workers, domestic workers and informal economy workers. The group supported promotion of participatory audits and hoped that the constituents, within the ILO and within the UN system in general, would be able to profit from them.
139. The ILO should continue along the path of change, but the Workers wished to see benchmarks established, and would also like information on the mechanisms for promoting women within the Office. Finally, if the Human Resources Development Department had primary responsibility for equality, the collective agreement between the Office and the Staff Union should be used to advance in this field.
140. *A Government representative of Peru*, speaking on behalf of GRULAC, said that priority should be given to integrating the gender approach throughout the UN system. The new ILO Action Plan was built on the strategy launched in 1999 and was in conformity with the Organization's mandate. It was also in harmony with the Organization's objectives. The Action Plan was founded on a vision of gender equality that included women's as well as men's priorities, together with specific interventions that were directed at either men or women according to their social, political or economic vulnerability. It should be stressed that the Action Plan was also aimed at all ILO staff members, such that they should understand that progress towards gender equality was an integral part of their work. The Plan established clearly the duties and responsibilities of the staff and reinforced existing mechanisms. GRULAC welcomed the ILO's active participation in the integration of this policy within the UN system. He noted with satisfaction that the Plan could be taken into consideration during the discussion on gender equality at the heart of decent work which would be held in 2009; this discussion would permit a general examination of the Action Plan in terms of progress realized and would provide an opportunity for the constituents to make recommendations to the Office with a view to integrating gender questions more fully. The GRULAC Governments stressed the need to pursue action, within the ILO mandate, to promote the equality enshrined in the Constitution and in different international labour standards and, consequently, they approved the point for decision in paragraph 23 of the document.
141. *A Government representative of Finland*, speaking also on behalf of the Governments of Denmark, Iceland, Norway and Sweden, welcomed the new ILO Action Plan for Gender Equality for 2008–09, and pointed out that equality was not only a fundamental human right, but also a condition essential to economic and social development. It was important to know where the inequalities were in order to tackle them better and to take appropriate

steps. Gender-sensitive indicators should be developed with a view to evaluating the impact of measures taken. Gender mainstreaming had proved to be an effective, but complex tool. Capacity building of all constituents was necessary, and the specialist team at headquarters could play an important role in this field. A clear plan for implementation was required, indicating the objectives, the measures to be taken as well as follow-up activities and impact indicators. The Nordic countries strongly supported the detailed plan presented in the document and the follow-up procedure.

142. Targeted interventions were also necessary in the Nordic countries, especially where analysis showed that women were in a position of weakness on the labour market and in the economy. It should be recalled that gender equality concerned both sexes, and that analysis showed that positive measures could also be targeted at men. The Governing Body should be informed on a continuous basis on progress and the results of the Action Plan.
143. *A Government representative of Malawi* explained that his country supported the ILO objective of promoting opportunities for women and men to have decent and productive work in conditions of liberty, equity, security and human dignity. She also agreed that tripartism was essential for the promotion of equality. The Government of Malawi was attempting to increase the representation of women in decision-making posts and believed that training for women was of critical importance to the nation. She supported the point for decision.
144. *A Government representative of Senegal* praised the Office for its Action Plan and for its activities aimed at promoting gender equality. She explained that her country had taken important measures to promote equality, in the economic, political and institutional fields. A Ministry for Women's Entrepreneurship had even been established. Gender equality had just been enshrined in the Constitution of Senegal. Moreover, the Maternity Protection Convention, 2000 (No. 183), was currently under examination for possible ratification.
145. *A Government representative of Spain* supported the document and the point for decision, which coincided precisely with the policy put in place by the Spanish Government. However, on the basis of the proposals in the table entitled "Enabling institutional mechanisms for gender equality in the Organization", which referred to the use of gender-sensitive language in ILO rules, regulations and directives, the speaker proposed an amendment to article 3, paragraph 1, of the Standing Orders of the International Labour Conference, which ends with the phrase: "any of whom may be women". Moreover, this phrase was not supported by the ILO Constitution, which was more progressive as it stipulated in its article 9, paragraph 3: "A certain number of these persons shall be women".
146. *A Government representative of Canada* endorsed the statement made by Finland on behalf of the Nordic countries and welcomed the detailed Action Plan presented in the document. She supported the point for decision in paragraph 23.
147. *A Government representative of India* stated that the question of gender was at the heart of development policies and programmes at national and international levels. She explained that women represented an important part of the Indian labour force and that her Government had taken a certain number of steps to combat inequalities and establish a congenial working environment for women. She cited the Equal Remuneration Act and the Maternity Benefit Act as means of protecting women workers' interests. The Government also encouraged programmes to improve education and vocational training. A 1993 amendment to the Constitution provided that at least one third of seats in local government should be reserved for women, with the result that more than 1 million out of 3.4 million locally elected representatives were women. In India, women were present at all levels, but

it was nonetheless true that young girls and women without education and without employment were still in the majority. To bring about change, besides an effort from governments, social standards needed to evolve in order to recognize the contribution that women could make. She supported the point for decision in paragraph 23.

148. *A representative of the Director-General* thanked the speakers for their constructive comments regarding the Action Plan. In response to a question from the Employers' group, she explained that the Action Plan was in line with the programme and budget. She recalled that the wording of the joint immediate outcome on advancing gender equality in the world of work read "increase capacity of constituents to develop integrated policies and programmes to advance gender equality in the world of work". The internal Action Plan for the ILO was to build the capacity of all officials so they could better serve the constituents who in turn could enhance gender equality in their programmes and policies.
149. The audits were part of the tools designed to assess the position of the Office itself. They made it possible to see if internal practices for integrating gender questions were mutually reinforcing, and if they were genuinely followed. Each audit gave rise to a confidential report with recommendations whose application was evaluated some years later for the purpose of monitoring the evolution. The positive results at headquarters and in the field had prompted a certain number of UN institutions and the social partners to request audits.
150. ACT/EMP had done much work on promoting equality and had compiled a certain number of good practices. The Bureau for Gender Equality had also prepared a publication, available as a CD-ROM as well, in English, French and Spanish.
151. As regards the DWCPs, it should not be forgotten that decent work was based on the notion of equality of opportunity. Therefore the integration of non-discrimination and of equality into the DWCPs was essential if these programmes were to achieve their objectives. The Organization's expertise in gender issues was at the disposal of constituents when they drew up the DWCPs. This had been the case in Lesotho and in Jordan. However, much remained to be done if the DWCPs were to provide genuine answers to the needs of women and men.
152. The Workers' group had proposed putting more emphasis on the key equality Conventions. As the Action Plan was aligned to the programme and budget, the manner in which the Organization promoted these four Conventions was to be found in the section of the programme and budget dealing with standards and fundamental principles and rights at work.
153. *The Legal Adviser*, in response to a question from a Government representative of Spain, explained that a proposed amendment to the Standing Orders of the International Labour Conference could be submitted to the Committee on Legal Issues and International Labour Standards as part of its agenda for the March 2008 session, but that this question must be examined with the Officers of the Committee. She pointed out that article 9, paragraph 1, of the Constitution referred to the staff of the Office.
154. *A Government representative of Spain* referred to Annex III of the Office report, which concerned "international recognition of gender equality". The amendment to article 3, paragraph 1, of the Standing Orders of the Conference, rather than deleting the last part of the sentence, could simply be to add the word "naturally", so that the phrase read "any of whom may naturally be women."

**Governing Body decision:**

- 155.** *The Governing Body took note of the Action Plan for Gender Equality and requested the Director-General that it be kept informed about the progress and results of the Action Plan's implementation, with the intention that the Action Plan should be successfully acted upon by the entire Office.*

**Sixth item on the agenda**

REPORT AND CONCLUSIONS OF THE 11TH AFRICAN REGIONAL MEETING  
(ADDIS ABABA, 24–27 APRIL 2007)  
(GB.300/6)

- 156.** *The Chairperson* presented the document and in particular drew the attention of the Governing Body to the conclusions of the Meeting and to the resolution on Africa's representation on the Governing Body of the International Labour Office (ILO), adopted unanimously by the Regional Meeting. Following a request by the Governing Body at its 299th Session, a comprehensive document on the matter of criteria for geographical and country representation within the Governing Body had been submitted to the Committee on Legal Issues and International Labour Standards (LILS) during the current session.
- 157.** *A Government representative of Nigeria* commended the Office on the report and conclusions of the Meeting. Referring to the resolution contained in the document, he stressed that African countries were not satisfied with the current system of non-elective regular member seats, as it reflected neither social justice, which was prized by the Organization, nor developments within the United Nations system, which encouraged geographical representation within its competent bodies. On behalf of all African countries, he requested that the matter should be placed on the agenda of the March 2008 session of the Governing Body.
- 158.** *A Government representative of South Africa* thanked the Heads of State and Government and the high-level dignitaries who had graced the 11th African Regional Meeting with their presence, emphasizing that the African continent was home to the largest number of poor people and that the decent work deficit was particularly large. The Director-General, in his statement at the Meeting, had highlighted three concepts: true ownership, effective partnerships, and an effective and responsive system of tripartite social dialogue. These commendable concepts had yet to be put into practice and he requested the Director-General to hold appropriate consultations before defining priorities and making programme and budget proposals for the African region.
- 159.** The resolution on equality within the Governing Body, presented at the Meeting, was a product of the frustration felt by the region containing the greatest number of ILO member States. It was time to intensify efforts to ratify the amendment to article 7 of the ILO Constitution and to abandon the system of non-elective seats for the countries of chief industrial importance. He echoed the request of the Government representative of Nigeria for the matter to appear on the agenda of the 301st Session of the Governing Body for discussion and decision.
- 160.** *A Government representative of Cameroon* expressed support for the position outlined by the Nigerian Government on behalf of the African region. He commended the Office on the matters raised at the Meeting and in particular for having highlighted the scourge of HIV/AIDS, which affected 18 million Africans. The issue was urgent and should be examined without delay. Finally, he expressed regret that the African region had been

unable to preside over the 96th Session of the International Labour Conference in June 2007 and requested that, in the interests of equity, it should chair the Conference in 2008.

161. *A Government representative of Malawi* endorsed the position of the Nigerian Government. The many problems faced by Africa, in terms of both the informal economy and child labour, required concerted efforts, and this justified the request for a permanent seat for Africa on the Governing Body.
162. *A Government representative of Cuba* supported the request by the African Government representatives that the issue of Africa's representation on the Governing Body should be included in the agenda of the March 2008 session of the Governing Body.
163. *The Employer Vice-Chairperson* noted the report and conclusions of the 11th African Regional Meeting and expressed support for the point for decision. He requested clarification on the matter of Africa's representation on the Governing Body: if it was a question of governmental representation, it should be resolved at that level as it did not concern the other groups and there would be no need to involve the whole of the Governing Body.
164. *An Employer member from Nigeria* commended the Office for having organized the African Regional Meeting but expressed regret that the documents had not been available earlier and that no account had been taken of how close the Meeting had been to the session of the Labour and Social Affairs Commission of the African Union, preventing some Employer representatives from participating. He deplored the fact that some delegations had not been complete and called on governments to ensure that the principle of tripartism was as fully respected at regional meetings as at the International Labour Conference. He hoped that there would be adequate follow-up to the results of the Regional Meeting.
165. *The Worker Vice-Chairperson* stressed the importance of implementing the Decent Work Agenda in Africa and of combining it with time-bound programmes, as had been agreed in the conclusions of the 11th African Regional Meeting, an important and timely gathering, for which the Workers reiterated their appreciation. As regards Africa's representation, the African continent was undergoing a process of change and was now playing a major role in ILO activities; looking back at the early days of the Organization, he recalled that there had not been a single African State among the eight founding Members. Nevertheless, the Workers wanted a phased approach within the context of the 1986 Instrument of Amendment to the ILO Constitution and underlined the importance of the autonomy of groups. There could be no hint of discrimination if the ILO's quest for peace, harmony and development was to succeed. All States, regardless of their size or financial power, had to be treated equally. It was therefore important to find a mechanism, in the framework of the Constitution and the 1986 Instrument, that would enable Africa to make a proposal, allowing it to express its views and play an equitable role within the Organization.
166. *The Regional Director for Africa* assured members of the Governing Body that consultations would be stepped up in future to ensure better planning of meetings in relation to other events and every effort would be made to distribute documentation well in advance. As regards the African Regional Meeting itself, there had been high-level participation in the debate and the Meeting had generated a Decent Work Agenda for Africa for 2007–15 as part of the follow-up to the Ouagadougou Action Plan. The Agenda, comprising 17 overall objectives, would make for improvements in the targeting of activities in the four subsequent biennia and in the tailoring of DWCPs to the needs of tripartite constituents.



167. *The Legal Adviser*, in response to a question from the Employers' group, explained that the 1986 Instrument of Amendment to the ILO Constitution covered several matters, including the composition and governance of the Governing Body. She confirmed that the amendment to article 7 of the Constitution covered points concerning all three groups and not just the Government group. There was therefore no obstacle to placing a document concerning the Instrument of Amendment to the ILO Constitution on the agenda of the March 2008 session of the Governing Body, provided that such a document would be mainly concerned with the composition of the Governing Body and, in particular, of the Government group. Finally, she recalled that under the current framework it was the responsibility of each region to take the measures required for the distribution of elective seats.

**Governing Body decision:**

168. *The Governing Body requested the Director-General:*

(a) *to draw the attention of the governments of member States of the African region and, through them, that of their national employers' and workers' organizations, to the conclusions adopted by the Meeting, in particular, the time-bound targets they contain, and to the resolution on Africa's representation on the Governing Body of the International Labour Office;*

(b) *to take these conclusions into consideration when implementing current programmes and in developing future programme and budget proposals;*

(c) *to transmit the text of the conclusions:*

(i) *to the governments of all member States and, through them, to national employers' and workers' organizations;*

(ii) *to the international organizations concerned, including the international non-governmental organizations having consultative status; and*

*decided to place a document on the composition of the Governing Body, including reference to the 1986 Instrument of Amendment to the ILO Constitution, on the agenda of its 301st Session.*

(GB.300/6, paragraph 146, as amended.)

**Seventh item on the agenda**

ENHANCED PROGRAMME OF TECHNICAL COOPERATION  
FOR THE OCCUPIED ARAB TERRITORIES  
(GB.300/7)

169. *A representative of the Director-General* presented the document and the context surrounding the programme. She recalled that in the occupied Arab territories 70 per cent of households lived below the poverty line, a figure which approached 88 per cent in Gaza, with unemployment running at 23.7 per cent. The important progress achieved in women's education had not yielded concrete results in employment terms as female participation in the labour market was, at an average of 15.2 per cent, among the lowest in the world. Palestinian enterprises had been shrinking, and only two sectors, services and information

technology, had experienced modest growth in 2004 and 2005. This situation, coupled with the non-payment of public sector salaries, continued to feed poverty and an escalating socio-economic crisis.

170. The inter-agency multidisciplinary mission requested by the Government and the social partners to identify the elements of an emergency employment programme took place against this background. This mission concluded that a national employment policy was called for, with vocational training programmes supported by a revitalized private sector, and supplemented by significant institutional capacity, if sustainable employment was to be generated. These goals were clearly too ambitious. The employment-generation schemes established by the international community were undermined by weak institutional capacity, inefficient programming, the lack of clear development goals and an emphasis on humanitarian rather than development aid. The new programme must be able to adjust to the rapidly changing circumstances and be gender responsive, as women were particularly vulnerable. Its aim was to reduce poverty and promote the right of Palestinian men and women to decent employment. The approach was twofold: firstly, improved labour-market integration with a strengthened capacity of the Ministry of Labour and the social partners. This would result in improved employability and productivity of the labour force, on the basis of a restructuring of the Palestinian Fund for Employment and Social Protection (PFESP). The Fund should directly support employment and income and operate as an information and coordination focal point of the National Authority, ultimately evolving into a Palestinian employment agency. This idea was very well received by all constituents.
171. The second priority area was increased employment generation in the private sector, still an engine of growth. The ILO Beirut Office was currently being strengthened, which should make greater support possible to the Palestinian programme and to other programmes in the Arab region. Finally, the speaker indicated that the Office hoped to be able to supply the Governing Body in March with a programme of detailed projects, with their costs, and identification of projected partnerships.
172. *The Employer Vice-Chairperson* stressed the gravity of the situation. The creation of enterprises and of employment and the struggle against poverty were dual aims contributing to the overall goal of restoring peace. While it was clear that the ILO mission would not create the conditions required for peace, it was also true that without a social climate propitious to economic growth and development, there could not be sustainable peace. Technical cooperation and the reinforcement of programmes for the small enterprises and the trade unions of the region were indispensable if a favourable development framework were to be established. Technical cooperation required strengthened efforts, and the speaker pointed out that the interruption, even temporary, of these efforts spread discontentment and worsened the situation in the area. Finally, he urged the Office to find all necessary means to support the programme. The activities under way should be continued effectively and the human resources provided by the Office should be fully used so as to provide aid not only in terms of technical training, but also to enterprises and workers in the region.
173. *An Employer member from Saudi Arabia* underlined the social and economic gravity of the situation of the people of Palestine, and insisted that the workers in the occupied Arab territories were just victims. He called for the creation of a State for the Palestinians as well as an Israeli State, as both peoples had the right to a country. The objective of the Palestinian people was peace.
174. The Governing Body had considered a similar report a year previously and had already urged the ILO to strengthen its support. However the situation had worsened and become more complex still. The speaker therefore launched an appeal to all who supported the

peace process. Every human being had the right to peace, to life and to dignity, whatever his or her religion. These principles were at the basis of human rights, and the ILO was working to ensure their effective implementation.

- 175.** The speaker had full confidence in the ILO projects, which represented a gleam of hope. He appealed to all governments that they should support the technical cooperation programme and asked each to move beyond the breaches of the past to aid the Palestinian people to overcome this tragic situation.
- 176.** *The Worker Vice-Chairperson* said that the situation, as described by the previous speaker and made clear in the document, could leave none indifferent. The unemployment rate was already very high and, as the population was young, things would only get worse if significant efforts were not made. The Workers' group therefore urged the ILO to pursue its efforts and to seek to relaunch technical cooperation activities. The Fund should be appropriately financed; it should function in the manner decided by the Governing Body of the ILO to prevent giving free rein to those whose intention was to disrupt peace by fighting to divide and destruct.
- 177.** On behalf of the Workers' group, the speaker thanked the governments that had contributed to the Fund and urgently called on the others to contribute as well. Once reactivated, the Fund should help build capacities to allow trade unions to become true partners. It was regrettable that the workers still did not have the freedom of movement to allow them to work. Independent of political considerations, the populations could only be peaceful and cooperative if they had food and shelter. All efforts should therefore be engaged, especially diplomatic efforts, to persuade the parties to seek the road to peace and remove obstacles impeding workers from moving freely to supply their families' needs. The ILO Jerusalem Office should be provided with the necessary staff.
- 178.** *A Worker representative from Jordan* said that one of the many consequences of the dramatic conditions pertaining in Palestine was their negative impact on the economic situation of the entire region, feeding unemployment and encouraging fanaticism and terrorism. All action taken against the Palestinians had the effect of delaying the development of the region. The ILO should provide the aid necessary to the PFESP and to the Palestinian trade union movement so that the rights of Palestinian workers, which were violated daily, could be restored.
- 179.** *A Government representative of Jordan* congratulated the Director-General on the efforts engaged to support the technical cooperation programme in the occupied Arab territories, and the Office for the report submitted to the Governing Body. The worsening situation of workers in the occupied territories and their families, described in the evaluation of the annual high-level mission, showed that the financial and human resources of the technical cooperation programme should be reinforced. The effectiveness of ILO action in situ should be better evaluated. Regarding the new strategic national programme, this should not imply renouncing years of effort on the part of the ILO. The new strategy gave a central role to employment and job creation, and prioritized short interventions in response to the most pressing social needs; objectives should nevertheless remain clear and results concrete.
- 180.** The Government of Jordan supported the enhanced programme of technical cooperation for the occupied Arab territories, and considered that small programmes, centred on the most serious problems, should be launched. The speaker expressed the wish that the Director-General and the Governing Body should agree to finance these activities from the regular budget, and hoped that it would be possible to garner funds from other sources. The speaker invited the Governing Body to give all support possible to the programme of technical cooperation, and stressed the need to appoint a director of the ILO Jerusalem

Office and provide sufficient funding for this Office to enable it to perform effectively. Finally, the Government of Jordan looked forward keenly to receiving the programme that the Regional Director would be submitting at the forthcoming session in March 2008.

- 181.** *A Government representative of Tunisia* said that the inclusion of a Governing Body agenda item on the enhanced programme of technical cooperation for the occupied Arab territories showed the importance that the constituents gave to improving the situation in those territories. The evaluation carried out by the high-level mission revealed conditions incompatible with the basic human rights upheld by the Organization's fundamental Conventions.
- 182.** The speaker appealed to the Director-General to increase the resources allocated to the programme aimed at generating employment and combating poverty in Palestine. He supported strengthening the technical cooperation programme in Jerusalem and the creation of a rehabilitation centre for handicapped persons. Tunisia would collaborate in the work of this centre.
- 183.** *The Governing Body took note of the report.*

### **Eighth item on the agenda**

DEVELOPMENTS CONCERNING THE QUESTION OF THE OBSERVANCE BY THE GOVERNMENT OF MYANMAR OF THE FORCED LABOUR CONVENTION, 1930 (NO. 29)  
(GB.300/8(&Add.))

- 184.** *The Ambassador of Myanmar* reiterated his Government's willingness to cooperate with the ILO in the eradication of forced labour in Myanmar, pointing to the signing of the Supplementary Understanding (SU) on 26 February 2007 as evidence of this. The SU had immediately been commended by UN Secretary-General Ban Ki-moon in a statement of 27 February 2007. The mechanism to deal with complaints of forced labour established under the SU demonstrated the Government's commitment to ending forced labour and also provided for the punishment of persons guilty of exacting forced labour. Prompt legal action had been taken against such persons, and had been publicized in the national media. Orders had been translated into various different languages to raise public awareness of the elimination of forced labour in the country. The authorities had responded positively to the appointment of the new ILO Liaison Officer and had facilitated his installation in Yangon. He had been able to travel throughout the territory, and to assist the authorities in processing complaints of alleged use of forced labour. A joint visit by the Ministry of Labour and the Liaison Officer to Rakhine State from 27 to 30 August, to meet with the local authorities and discuss stopping forced labour, again showed the Government's willingness to implement the SU.
- 185.** Some 25 complaints of forced labour had already been submitted to the Ministry of Labour after processing by the Liaison Officer. Legal action had been taken against the perpetrators in 11 cases, and the other 14 cases were pending, subject to the findings of the Government Working Group. Regarding the case concerning Min Aung, the Ambassador wished to point out that Min Aung had been punished for organizing with a view to insulting the religion of the country with malicious intent. This was therefore a matter of national jurisdiction and not a breach of the SU, article 9.
- 186.** The Ambassador wished to make some clarifications regarding the case of the six labour activists referred to in the document. This case concerned neither Convention No. 29, nor the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). The six so-called labour activists were not arrested for holding a May Day event,

of which many had been celebrated in Myanmar. Charges had been issued under section 124(a) of the Penal Code, for inciting hatred or contempt for the Government; section 17(1) of the Unlawful Association Act, 1908, for being a member of, or contacting, an unlawful association, and section 13(1) of the Immigration (Emergency) Provision Act 1947, for illegally leaving and re-entering the country. The persons involved had been receiving instructions and financial assistance from the Federation of Trade Unions of Burma (FTUB), which the Ministry of Home Affairs had declared an unlawful association and terrorist group under Notifications Nos 3/2005 of 28 August 2005, and 1/2006 of 12 April 2006. The FTUB was a terrorist organization that had arranged bombings and supplied explosives with a view to destabilizing the political situation in Myanmar. It did not represent any workers in Myanmar.

- 187.** In line with the conclusions of the Committee on the Application of Standards at the 96th Session of the Conference, the Government had supplied a visa to an assistant for the Liaison Officer, and the visa had subsequently been extended. The Deputy Minister for Labour, now appointed Minister for Labour, had met with the Liaison Officer on 21 July and 17 September 2007, to discuss the implementation of the SU. Cooperation was thus progressing well, and the Government wished to continue in this constructive spirit.
- 188.** *The Worker Vice-Chairperson* thanked the Ambassador for his words and expressions of evident good faith. However, his group considered that the situation in Myanmar remained disheartening. During the political unrest in September 2007, according to official accounts, 11 demonstrators had been killed and at least 1,500 detained; there were numerous reports of torture, ransacking and other brutalities, acknowledged by the UN, governments and regional intergovernmental organizations, including the EU, and by the international media. These were facts, not the invention of the Workers' group.
- 189.** The documents indicated that 57 complaints had been received by the Liaison Officer, of which 19 had been discarded as not relevant to his mandate. Some of these discarded cases referred to land confiscation. However, the Committee of Experts had considered some years previously that these confiscations were made with the objective of imposing forced labour on persons who had lost their land. Land confiscation could therefore not be dismissed as irrelevant to the issue of forced labour. Some other cases related to threats to, dismissals of, and recriminations against, civil administration workers. The Workers' group feared that the civil administration might be being placed under pressure to dissuade it from punishing those exacting labour, and wished for further clarification in respect of these cases. Some 11 cases were pending, and the group hoped that some of these might concern the military, as none of the cases adjudged to date did so. If the army enjoyed impunity then perhaps recourse to the International Court of Justice (ICJ) would prove the only option.
- 190.** The group was weary of applauding expressions of good intentions by the Government. What was required was a clear statement by the Head of State, to the people of Myanmar and the world at large, that forced labour was abolished in the country with immediate effect, and that any breaches of this would be dealt with by the full force of the law. Until this was forthcoming, attention should be paid to countries and companies doing business with Myanmar; action should be taken to ensure that every time a tourist entered the country, or an enterprise established a presence there, they were aware that they were taking advantage of infrastructure built by forced labour, and even by children. The aim was not to bring the country to its knees, but simply to bring it to meet international standards of justice and respect for human rights.
- 191.** Forced labour must no longer be disguised as voluntary community work; the use of human minesweepers must cease; reports of torture, rape, arbitrary execution, indefinite detention and other crimes against humanity must stop. Justices or administrators must not

be punished for prosecuting perpetrators of forced labour; the forced enlisting of children into the army must be prohibited, on the basis of UN Security Council resolution No. 1612 on children and armed conflict. All political prisoners must be immediately released, especially those detained on May Day, who had received heavy sentences, some ranging from 20 to 28 years. The activist Mr Su Su Nway had been arrested merely for distributing pamphlets. If the Government was not prepared to act in good faith in respect of these issues, the ILO should submit the matter to the ICJ.

- 192.** *The Employer Vice-Chairperson* stated that in the era of globalization, no country could be outside the ILO and, consequently, no country should flout the requirements of Convention No. 29 and the fundamental principles and rights at work. Without respect for these principles, it was impossible to create the conditions necessary for trust between nations, between the social actors, and between human beings. He joined the Workers' group in thanking the Ambassador of Myanmar for his intervention and also for his kindness, and saluted the important work carried out by the Liaison Officer in Myanmar. He also welcomed the nomination of Wunna Maung Lwin as Minister of Labour of Myanmar, which would certainly facilitate dialogue. The Ambassador had clearly stated that his Government was committed to eradicating forced labour; the Employer Vice-Chairperson endorsed his Worker counterpart's call for a statement to this effect to be made publicly at the highest political level in the country. It was true that the problems were many, and the process would be lengthy, but the situation could be remedied. The group was firmly convinced that today's meeting was an historic opportunity to confirm the will to change, and make concrete progress.
- 193.** He noted from the Office report that it remained materially and financially very difficult for persons outside Yangon to lodge complaints, and he hoped that the network to overcome this, described in paragraph 9, would be made operational. Certain steps had been taken, thanks to the dialogue between the ILO and the Government, but more needed to be done in respect of access to all parts of the territory, dissemination by the public media to raise awareness among the victims of forced labour of their rights, and the full understanding by all public officials of the contents of the SU. The Governing Body must not relax its efforts, but must continue to demand explanations and clarifications, and to insist on the presence of the Liaison Officer in Myanmar. Practical and effective ways must be found to redress the situation dramatically.
- 194.** *A Government representative of France* spoke on behalf of the EU, the stabilization and association process countries, potential candidates Albania and Montenegro, as well as Norway, member of the European Economic Area; Armenia, Ukraine, the Republic of Moldova and Switzerland associated themselves with the statement. EU member States had expressed their concern at the serious violations by Myanmar of Convention No. 29 both in the Governing Body and at the Conference. At the special Conference sitting held during the 96th Session (June 2007), the EU had urged that the Government of Myanmar continue implementing the SU. At the Governing Body in March 2007, the EU had welcomed the signing of the SU, with its mechanism for receiving complaints of forced labour, and had supported deferral of the question of an ICJ opinion, while agreeing that the Office should continue to prepare for this procedure. Also in March, the Governing Body had requested that the Office should appoint assistants to the Liaison Officer, to deal with the volume of complaints. The EU recalled the specific request made to the Government of Myanmar that it supply to the December 2007 session of the Committee of Experts concrete and verifiable proof that the recommendations of the Commission of Inquiry were being implemented.
- 195.** Democracy, human rights and the rule of law were fundamental values; the EU therefore regretted the reaction of the authorities in the face of peaceful demonstrations. This could only have a negative effect on freedom of association in the country. Respect for human

rights was essential to the eradication of forced labour and to the effective application of the SU. The report contained certain details that were positive: complainants had access to the Liaison Officer; the Government Working Group was cooperating; training and awareness-raising exercises had been carried out; a further round of training had been discussed. However, the report mentioned that very few violations reported in the media were referred to the Liaison Officer. The EU believed that these allegations should fall within the scope of the SU, to allow the facts to be verified.

- 196.** The EU noted that six persons had been arrested on May Day 2007, and had received heavy sentences for violating legislation on unlawful association, on immigration and on sedition. The Liaison Officer had reminded the Government of its obligations under Convention No. 87, and the EU endorsed this approach and supported the ILO's call for the sentences to be quashed. The Government should increase its efforts to facilitate the submission of complaints throughout the entire country, thus creating a climate in which the effects of the SU could be felt. An evaluation of the complaints reporting mechanism should be made at an appropriate moment. Neighbouring countries should continue their efforts to bring Myanmar towards national reconciliation.
- 197.** *A Government representative of the Philippines* welcomed the commitment of the Government of Myanmar to eradicate the practice of forced labour. The Government had demonstrated a cooperative spirit and had responded to the SU in establishing a mechanism to deal with forced labour complaints. The Government had also undertaken widespread training for administrators to explain the SU's working. A Declaration of this commitment, issued at the highest political level in Myanmar, as called for by the Workers and Employers, would reassure the community of nations as to the Government's intentions. The ILO should maintain its dialogue with the Government.
- 198.** *A Government representative of Japan* called on the Government of Myanmar to continue its cooperation with the ILO. There was little tangible progress regarding the recommendations of the Commission of Inquiry, and there were clear violations of Convention No. 87. The Government should release the labour activists mentioned in the document, and other persons imprisoned, immediately. The situation in Myanmar was serious, and would remain under international scrutiny as long as the Government failed to take the necessary remedial action. A progress report should be made to the March 2008 Governing Body.
- 199.** *A Government representative of the United States* appreciated the work the ILO was doing in Burma. Conditions had recently been complicated by the decision by the Government to expel the senior UN representative in the country, Mr Charles Petrie. The US Government joined Secretary-General Ban Ki-moon in deploring this action. The report showed certain positive steps had been taken, however reports persisted regarding the forced recruitment of minors into the army; arrest and conviction of workers seeking to enjoy their right to freedom of association; and detention and harassment of persons lodging forced labour complaints. The Government should stop forthwith the use of forced labour, including forced child labour. All persons illegally detained should be freed and their right to freedom of association upheld. Complainants should have free access to the ILO, and vice versa. The Government must comply with the recommendations of the Commission of Inquiry.
- 200.** US President Bush, addressing the UN General Assembly in September 2007, had expressed outrage at the prevailing situation in Burma, pointing out that basic freedoms were severely curtailed, ethnic minorities were persecuted, and forced child labour, human trafficking and rape were common. The regime was holding more than 1,000 political prisoners, including Aung San Suu Kyi. He announced further sanctions following the repression of the demonstrations in August and September. The ILO was the leading UN

agency to have implemented a true human rights agenda, and had worked superbly in the country, with a clear mandate and well-constructed policies. The Yangon office should be reinforced so it could process all complaints, and develop a mechanism to expand its coverage to the entire territory; it should work with the Government to gain more information from conflict areas, and continue its efforts in training and awareness raising.

201. *A Government representative of the Republic of Korea* expressed strong support for the ILO's action in Myanmar. Cooperation should continue with the Government as the SU demonstrated the effectiveness of this approach. It was to be hoped that the Liaison Officer would be able to provide a full report on results at the March 2008 Governing Body. The Government should continue to address the complaints received and to ban forced labour in the country, with ILO assistance. It should support the Liaison Officer and facilitate the obtaining of information throughout the territory. The mechanism established under the SU should be maintained beyond the expiration of the trial period in February 2008.
202. *A Government representative of Australia*, speaking also on behalf of New Zealand, paid tribute to the efforts of the Office in promoting observance by Myanmar of Convention No. 29, mentioning in particular Mr Tapiola, Mr Maupain and Mr Marshall. The two Governments also supported the efforts made by Mr Petrie, UN Resident Coordinator, and endorsed his assessment of the humanitarian situation in the UN country statement on Myanmar of 25 October 2007.
203. The number of complaints already received by the Liaison Officer testified to the gravity of the problem. The expansion of the Liaison Officer's activities, including at village level, was positive, and the establishment of a broad-based network of international organizations and NGOs would increase the reach of the Office and should be supported by the Government. However, it was unacceptable that persons using the complaints mechanism should be harassed and detained, and this raised questions as to the good faith of the Government. Moreover, it appeared difficult to receive information on military violations of the Convention, which were particularly worrying in cases of alleged recruitment of children. The Government must show absolute commitment to eradicating forced labour and must approach all cases transmitted to it seriously. The problem would only be solved through implementation of all the recommendations of the 1998 Commission of Inquiry. The Government should reinforce its dialogue with the ILO so as to strengthen the mechanism before the Governing Body assessed it at its next session.
204. There was concern at the Government's repression of peaceful protests in September 2007. The Government should heed the population's call for genuine political dialogue, reform and national reconciliation, and the international community should be ready to assist in this. Myanmar's agreement to receive the UN Secretary-General's Special Adviser, Mr Gambari, and UN Special Rapporteur on Human Rights, Mr Pinheiro, was therefore welcome. The Government should cooperate fully with these officials.
205. *A Government representative of India* was satisfied at the strengthening of cooperation between Myanmar and the ILO. Since the signing of the SU, the Government had facilitated the appointment of the Liaison Officer, and had made progress in taking action against violations of Convention No. 29. The Liaison Officer could travel within the country, and meet with local authorities and the people. Relations between the ILO and the Government should be reinforced further, in a spirit of vigilance, consistency and patience.
206. *A Government representative of Canada* said his Government deplored Burma's disregard for calls from the international community to respect human rights. The Government must take concrete action to demonstrate its commitment to genuine democratic reform. The SU had had some effect, but enormous problems remained, particularly regarding the military. The programme in place did not provide adequate coverage outside Yangon, or in conflict



areas. The arrest of labour activists showed the Government's disrespect for Convention No. 87. The recent repression of peaceful demonstrations and the expulsion of the UN Resident Representative were particularly worrying. In response to a point made by the Chairperson regarding the use of the State's chosen name of "Myanmar", upheld in UN practice, the speaker commented that his Government deliberately retained the name "Burma", and would do so until the change was made in a truly democratic process by the Government.

- 207.** *A Government representative of Singapore* expressed concern at the situation in Myanmar and at its impact on the rest of the Association of South-East Asian Nations (ASEAN). The Government, supported by ASEAN, had called on Myanmar for restraint in response to the demonstrations of September 2007, as well as to release all political prisoners, including Aung San Suu Kyi. ASEAN reiterated its call for national reconciliation in Myanmar.
- 208.** The ASEAN governments joined other governments in noting the elements of progress made in Myanmar and were moreover encouraged by the statement made to the international community by Mr Gambari on behalf of Aung San Suu Kyi. The return of the Special Rapporteur on Human Rights, and Mr Gambari's planned return in the near future, were also positive. Mr Gambari should have the backing of the international community in his efforts to bring about national reconciliation. All parties, including the military and Aung San Suu Kyi, should support Mr Gambari fully, to promote genuine, inclusive dialogue. ASEAN urged the Government of Myanmar to continue to cooperate with the ILO through the SU, and to reach an understanding as to how this cooperation should continue after February 2008. The choices concerning the continuation of the mechanism and reinforced cooperation between the ILO and the Government should be reported to the March Governing Body.
- 209.** *A Government representative of China* noted the positive developments enumerated in the report, which demonstrated the determination of the Government to solve the problem. The situation in Myanmar was stabilizing and this should be encouraged. China commended the efforts of the UN Secretary-General and his Special Representative. Ultimately the situation would be redressed by the Government and people of Myanmar. The international community must provide assistance in a fair and objective manner. The ILO should restrict its operations to its specific sphere of competence. The ILO and the Government should build on the basis of the SU, and maintain constructive dialogue and cooperation.
- 210.** *A Government representative of the Russian Federation* welcomed the positive developments in Myanmar, and saw continued cooperation and dialogue as the way forward. The various measures that had been taken and the complaints mechanism established under the SU were producing the desired results. His Government supported the conclusions drawn in the report, as well as those reached by the Governing Body in March and by the Committee on Standards at the June Conference.
- 211.** *A Government representative of South Africa* referred to the information in the document that allegations of brutal forced labour practices were published in the media, but never reported to the Liaison Office. He proposed that a system be found to coordinate multilateral institutions, both the UN and the ILO, to provide an integrating mechanism; there would otherwise be gaps and loopholes. He further noted that the ILO had issued a press statement calling for the review and overturning of the convictions issued against the six labour activists, and asked whether there had been any progress in this regard. Finally, he remarked that the fluid and unstable situation in Myanmar would certainly make it very hard for the Government to implement the SU completely. While this situation pertained, the total eradication of forced labour would be difficult.

212. *The Legal Adviser*, in response to the question of coordination between the UN and the ILO stated that there was a long-standing agreement between the two institutions providing for liaison and exchange of information.

**Governing Body conclusions:**

213. *The Governing Body considered all of the information before it including the comments and information provided by the Permanent Representative of Myanmar. It noted the progress reported in the operation of the Supplementary Understanding (SU) up to the time of public demonstrations and their suppression at the end of September 2007, including the educational activity that had been jointly undertaken by the Ministry of Labour and the ILO.*
214. *The Governing Body, however, expressed its serious concern at the Government's crackdown in response to the recent peaceful protests. In this respect, it noted with deep regret the imprisonment of persons exercising their fundamental right to freedom of association and the freedom of expression it entails, and called on the Government to comply fully with its responsibilities in accordance with Convention No. 87, which it has ratified. The long prison sentences given on 7 September 2007 to six activists should be reviewed and the persons concerned released. The Governing Body also noted with concern the detention of persons associated with the facilitation of forced labour complaints under the SU. This clearly contradicted the sense of the SU and the Governing Body called on the Government to immediately release those persons, in particular Daw Su Su Nway and U Min Aung.*
215. *The Governing Body expressed its full support for the United Nations Country Team in Myanmar and its leadership, expressing its deep regret at the Government's recent decision that the Resident Coordinator should leave the country.*
216. *The Governing Body recognized that the situation in Myanmar was unstable. It urged the Government to continue the dialogue process, in a balanced and results-orientated manner, towards domestic reconciliation and forward-looking solutions to the current difficulties. It was too early to fully assess what impact the recent civil unrest and its suppression had had on the current and future operational prospects of the SU. The Governing Body further agreed that, whilst the ILO activity for the eradication of forced labour was an important contribution to efforts to improve the rights and lives of citizens in Myanmar, it could not be considered in isolation and was dependent on the general environment and the evolution of current dialogue initiatives.*
217. *The Governing Body therefore called on the Government of Myanmar to make at the highest level an unambiguous public statement that all forms of forced labour were prohibited throughout the country and would be duly punished. The Government should ensure that the mechanism provided by the SU remained fully functional with no further detention or harassment of complainants, facilitators or others, and that it fully applied to the military authorities. Full attention should be given to preventing the recruitment of child soldiers.*

218. *The Governing Body further called for the putting into place of an appropriate network towards ensuring the nationwide application of the SU, including in the combat zones, and to ensure that forced labour victims were able to easily access the complaints mechanism. It was understood that the SU concluded on 26 February 2007 might be extended. It instructed the Office to undertake a full review of the operation of the SU for submission to the Governing Body at its March 2008 session together with recommendations for both the SU's future and the ILO's ongoing role in Myanmar.*
219. *Finally, the Governing Body again recalled that all these activities had to serve and strengthen the objective of ending forced labour in Myanmar through the full implementation of the recommendations of the 1998 Commission of Inquiry and all of the related decisions of the International Labour Conference and the Governing Body.*

### Ninth item on the agenda

MEASURES TAKEN BY THE GOVERNMENT OF BELARUS TO IMPLEMENT THE RECOMMENDATIONS OF THE COMMISSION OF INQUIRY ESTABLISHED TO EXAMINE THE OBSERVANCE OF 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)  
(GB.300/9)

*Information provided by the Government of Belarus on the measures taken to implement the recommendations of the Commission of Inquiry*  
(GB.300/9/1)

220. *A Government representative of Belarus summarized the most recent measures adopted to implement the recommendations of the Commission of Inquiry: the dissolution of the Republican Registration Commission by presidential order and the transfer of its functions to the Ministry of Justice and to local bodies; the inclusion of representatives of the Belarus Congress of Democratic Trade Unions (BKDP) in the National Council on Labour and Social Issues (NCLSI), and the participation of the Chairperson of the BKDP in all the meetings held by the NCLSI throughout the year; the publication of the recommendations in one of the newspapers with the largest circulation; the organization of a seminar for judges and prosecution staff in conjunction with the ILO, which was represented at the event by the Executive Director of the Standards and Fundamental Principles and Rights at Work Sector and the Director of the International Labour Standards Department; the reinstatement of Mr Oleg Dolbik in his post; the decision adopted by the NCLSI to draw employers' and workers' attention to the need to adhere strictly to the principles of social partnership embodied in the legislation of the Republic of Belarus and the ILO Conventions, and to consider unacceptable any interference in the internal affairs of trade unions; the inclusion of workers' representatives, on a voluntary basis, in the Council of Experts which was set up to improve labour and social legislation, and which would in future function independently.*
221. *The speaker recalled that, in June 2007, the Committee on the Application of Standards of the International Labour Conference had commended the constructive attitude shown by the Government of Belarus on implementing the recommendations of the Commission of Inquiry, in particular with respect to the revised text of the Trade Unions Act, which streamlined the registration procedure for trade union organizations. Following the recommendation formulated by the Governing Body, the text of the Act was the subject of*

intensive consultations with the ILO and the social partners, in particular with the Council of Experts, which had been established to improve labour and social legislation, as part of a clear process of reinvigorating social dialogue in Belarus. The ILO mission that had visited Belarus had held meetings with the Minister of Labour and Social Protection, the Minister of Foreign Affairs and representatives of the employers' and workers' organizations, and had reached the conclusion that the provisions of the revised text of the Trade Unions Act did not adequately address the issue of social dialogue. The mission had therefore proposed that, rather than approving a new Act, the Government consider the possibility of focusing on the key issue, namely, the registration of trade unions. As a result, the Government had persevered in its efforts to improve the text of the Act in order to bring about a consensus among the parties and it had communicated the pertinent information to the NCLSI.

- 222.** The speaker said that, over the past year, the Government of Belarus had been able to adopt a series of concrete measures thanks to the active participation of the social partners, and that it would continue its efforts to improve its collaboration with the ILO to implement the recommendations of the Commission of Inquiry.
- 223.** *The Employer Vice-Chairperson* recognized that the Government of Belarus was starting to make progress along the right lines, i.e. towards the recognition of freely established and autonomous workers' organizations. It was essential that the authorities continued to adopt concrete measures to implement their important decisions. There was reason to be optimistic, but maintaining that optimism required the adoption, without delay, of consensual solutions, in full conformity with ILO Conventions Nos 87 and 98 and with the approval of the executive bodies of the Organization. The Employers' group requested that the Committee of Experts on the Application of Conventions and Recommendations be at all times in a position to give its opinion on the progress that was being made.
- 224.** *The Worker Vice-Chairperson* was pleased that the initially reticent attitude of the Government of Belarus towards dialogue had given way to the present, more open stance. The Workers' group accepted in good faith the statement made by the Government representative of Belarus and had high hopes that the change of attitude would lead to a change of programme. However, the Workers continued to receive worrying news that the Government of Belarus had been ignoring the recommendations formulated by the ILO representatives on the revised text of the Trade Unions Act which, it seemed, continued to be a major obstacle to the right of workers to form trade unions of their own choosing and only allowed large organizations to register. They were also concerned that workers in Belarus could not express their opinions on the Act because they had not had an opportunity to study it, and that the agreement reached between the Government, the Employers and the Workers on the level of communication that should exist, in particular with regard to the situation of vulnerable groups, was not being respected. Despite having received contradictory information, the Workers preferred to focus on the statement made by the Government representative of Belarus on the reinvigoration of dialogue in the country and the possibility that all trade unions would finally be able take part in negotiations. The Workers wanted to be sure that the Government of Belarus understood, like them, that a change of attitude on their part meant that independent trade unions would no longer be persecuted and their activities would no longer be restricted. The Workers' group requested that, in March 2008, the Office and the Government of Belarus submit to the Governing Body a report on the progress made, showing that the comments of the Committee of Experts on the Application of Conventions and Recommendations had been taken into consideration.
- 225.** *A Government representative of France* spoke on behalf of the Governments of the Member States of the EU, the candidate countries (Turkey, Croatia and The former Yugoslav Republic of Macedonia), the stabilization and association process States and

potential candidate countries (Albania, Bosnia and Herzegovina, and Montenegro), a European Free Trade Association/European Economic Area State (Norway), Ukraine and Switzerland. The European Union supported the ILO high-level mission to the Republic of Belarus and took note of the proposals formulated by that mission encouraging the Government of Belarus to abandon the revised text of the Trade Unions Act, address through simple provisions the key issue of trade union registration, allow the swift registration of all trade union organizations and guarantee respect for the principle of non-interference in trade union internal affairs. The European Union would like more details on the proposal by the Government of Belarus that the ILO study the possibility of holding a joint seminar in the city of Minsk, and specified that a meeting of that kind had to respect the principle of tripartism and that a global approach had to be adopted towards the implementation of all of the recommendations that had been formulated.

- 226.** The European Union reiterated the conclusions adopted by the Governing Body at its 298th Session (March 2007), requesting the Government of Belarus to ensure that all employers' and workers' organizations could function freely and without interference, and that they could register; to abandon the current preliminary draft Trade Unions Act and revise all of its legislation, in consultation with the social partners concerned; and to collaborate fully with the ILO, above and beyond a simple exchange of opinions in order to implement the recommendations of the Commission of Inquiry. The European Union also recalled the conclusions adopted by the Committee on the Application of Standards of the International Labour Conference in June 2007, which recognized that some progress had been made with regard to complying with the recommendations, but regretted that the measures adopted by the Government of Belarus had not solved the problem, and it urged the Government of Belarus to take action without delay to guarantee that all employers' and workers' organizations could carry out their activities freely and without interference, and to redress the damage suffered by the workers' organizations.
- 227.** Given that the Government of Belarus had not provided any further background information, the European Union reiterated its deep concern at its failure to comply with the recommendations of the Commission of Inquiry. The European Union exhorted the Government of Belarus to continue its dialogue with the ILO, to improve its collaboration with the social partners, including independent trade unions, and with the ILO, to re-examine its corpus of laws to guarantee its conformity with ILO Conventions Nos 87 and 98 and, in particular, to withdraw all contrary provisions from the revised text of the Trade Unions Act. The European Union hoped to receive explicit information on the real progress made from the Committee of Experts on the Application of Conventions and Recommendations and the Committee on the Application of Standards of the International Labour Conference in June 2008.
- 228.** *A Government representative of India* noted that, according to the Government representative of Belarus, the authorities of that country had implemented many of the recommendations formulated by the Commission of Inquiry in 2004, they had adopted measures to step up dialogue with the social partners and they had submitted the revised text of the Trade Unions Act to the appraisal of the ILO experts. Given the tangible evidence that the Government of Belarus was determined to make definitive progress, in particular by approving a rational and transparent Trade Unions Act, the moment had come to remove the item from the agenda of the Governing Body sessions. A decision of that kind would be an incentive to the Government of Belarus to devote itself more fully to its commitment to implement the recommendations of the Commission of Inquiry.
- 229.** *A Government representative of the United States* recognized the fair and constructive way in which the ILO had addressed the serious situation of workers in the Republic of Belarus. She regretted that, in the three years since the report of the Commission of Inquiry had been published in 2004, the recommendations formulated by that Commission had still not

been implemented. The speaker noted with interest the consultations carried out at the ILO and was confident that they would be a catalyst for important changes which would encourage the Government of Belarus to comply with the requests made by the Governing Body. She supported the recommendations formulated by the ILO that the Government of Belarus should abandon the revised text of the Trade Unions Act and adopt simpler provisions to allow all trade unions to register, quickly and without harassment, and that the principle of non-interference in trade union affairs should be respected. She once again urged the Government to accept the 12 recommendations formulated by the Commission of Inquiry, to continue holding meetings with representatives of the ILO, to adopt without delay the relevant standards of the Organization and to respond to the requests formulated by the Governing Body. The matter should continue to be raised before the Governing Body until real progress on the issue had been made.

- 230.** *A Government representative of the Russian Federation* said that he had no doubts that the Government of Belarus had made progress towards implementing the recommendations formulated by the Commission of Inquiry, as had been made clear during the examination of the case concerning Belarus by the Committee on the Application of Standards during the 96th Session (2007) of the International Labour Conference. However, the progress made had not prevented some countries from imposing sanctions on Belarus, which was disappointing. Nobody questioned now that the Government of Belarus had established a climate of constructive dialogue with all the social partners, whose opinions would be taken into account, along with the recommendations of the ILO, in drafting a new Trade Unions Act. That text had been amended at the last tripartite meeting held by the NCLSI. It was obvious that the multifaceted, in-depth task under way required time. It was therefore important for the Government of Belarus to reiterate its willingness to collaborate with the ILO with regard to the application of ILO Conventions Nos 87 and 98.
- 231.** The previous discussions on the Republic of Belarus had taken place in a climate of tension and antagonism, which contrasted strongly with the constructive debate that was now taking place in an atmosphere that could almost be described as cordial. The Employer Vice-Chairperson had even recognized that the situation was changing for the better and that there was cause for optimism. For his part, the Worker Vice-Chairperson had tempered his criticisms and observed that it was in no one's interest to encourage confrontation in Belarus. The speaker therefore thought that there was nothing to justify keeping the present item on the agenda of the Governing Body session to be held in March 2008. Including the item would be counterproductive.
- 232.** *A Government representative of Cuba* said that the measures adopted by the Government of Belarus to comply with the recommendations of the Commission of Inquiry, the action it had taken to promote dialogue and the collaboration it had engaged in with the ILO were a reflection of the priorities it had set itself and of its good intentions. According to the information provided, eight of the 12 recommendations had been implemented and the remaining four were in the process thereof. The communication between the Government of Belarus and the ILO could be described as fluid, and a foundation had been laid to find a solution to the existing concerns. To avoid an undesirable outcome, the speaker requested that the issue be removed from the agenda of the Governing Body sessions.
- 233.** *A Government representative of China* was pleased that, since the 96th Session (2007) of the International Labour Conference, the Government of Belarus had collaborated closely with the ILO and had made some progress, in particular with regard to the drafting of a Trade Unions Act, the participation of the social partners, the implementation of the recommendations of the Commission of Inquiry and the guarantee of trade union rights. He was convinced that the ILO and the Government of Belarus would continue to strengthen their cooperation in order to promote the application of Conventions Nos 87 and

98, and he agreed with the previous speakers that there was no point in keeping the item on the agenda of the Governing Body sessions.

234. *The Employer Vice-Chairperson* repeated that, despite the positive signs, the Governing Body was still responsible for monitoring the situation closely until the standards in Belarus were in conformity with Conventions Nos 87 and 98 and the registration procedure for trade unions fully complied with the principles of autonomy and freedom of association. The issue should continue to be raised before the Governing Body as regularly as deemed necessary.
235. *The Worker Vice-Chairperson* disagreed with the decision taken by some Governments, no doubt in haste, to ask for the matter to be removed from the agenda of the Governing Body's sessions. If the Government of Belarus had made some progress, that was due in large part to the assistance it had received, in particular from the European Union, and therefore the situation should continue to be monitored to see whether the country was able to continue to progress at the same pace without assistance. The question should therefore be examined again by the Governing Body at its March 2008 session. The speaker was confident that, at that point, the report would demonstrate that even greater progress had been made and it would then be possible to cite the Government of Belarus as an example to other governments that were hesitant to apply ILO standards.

#### **Governing Body conclusions:**

236. *The Governing Body took note of the information provided by the Ministry of Labour of Belarus and welcomed the Government's stated intention to reach an agreement between all parties concerned on the question of trade union legislation.*
237. *It underlined that solutions based on consensus and dialogue had to be aimed at the full implementation of the recommendations of the 2004 Commission of Inquiry. All trade unions and employers' organizations should be able to function freely and obtain recognition in law and in practice.*
238. *The Governing Body noted that the Committee of Experts on the Application of Conventions and Recommendations would be reviewing the state of the legislation and its conformity with Conventions Nos 87 and 98 at its next meeting.*
239. *While it trusted that significant progress towards satisfactory solutions would be made in Belarus, the Governing Body would review developments with due care at its March 2008 session.*

#### **Tenth item on the agenda**

##### REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

*348th Report*  
(GB.300/10)

240. *The Chairperson of the Committee* said that the Committee had 142 cases pending, and had examined 36 on their merits. Urgent appeals had been launched in respect of Cases Nos 2392, 2508 and 2547, concerning respectively Chile, the Islamic Republic of Iran and the United States. These three governments had still not sent in complete observations on

the allegations made against them. The Committee noted positive developments in respect of the recommendations it had made concerning Cases Nos 2302, 2388, 2342 and 2416, respectively on Argentina, Ukraine, Panama and Morocco.

241. Regarding a serious and urgent case, No. 1787 on Colombia, the Officers of the Committee had met with the Public Prosecutor of Colombia, who had explained the steps being taken to investigate and take action regarding the numerous outstanding cases of violence against trade unionists. A special unit in the office of the Public Prosecutor had been created to deal with trade union affairs and this, with other measures adopted, should accelerate the treatment of unresolved cases and help to stop the situation of impunity in the country. The Committee requested information from the complainant and the Government concerning allegations of links between the Administrative Department for Security (DAS), and paramilitary groups, particularly as to whether the DAS had passed information to the paramilitary concerning a plan to eliminate the trade union movement.
242. Case No. 2450 on Djibouti concerned the repeated harassment, arrest and dismissal of trade union officials, lack of response to trade union complaints and refusing to allow an international trade union solidarity mission to enter the country. The Government had failed to reply to a number of these allegations and should do so forthwith. An inquiry should be made into the alleged dismissal on anti-union grounds of Hassan Cher Hared during his training at the ILO Turin Centre; if the allegations were correct, he should be reinstated. The Committee requested the Government to keep it informed on developments regarding the direct contacts mission it had accepted.
243. In Case No. 2516 on Ethiopia, the Committee called on the Government to observe fully the right of the Ethiopian Teachers' Association (ETA) to organize its internal administration without interference, and to initiate a full and independent investigation into the allegations of harassment, arrest, detention and maltreatment of teachers in this case and an earlier complaint by the ETA. The ETA should meanwhile be enabled to carry out its activities freely. ETA members detained for trade union activities should be released and compensated. Any members charged should be granted an independent trial without delay, with all guarantees necessary for their defence. The allegations of the treatment of Mr Getnet and Mr Mengistu during their detention – torture, release and re-arrest without reason – should be subject to an independent inquiry to clarify the situation and punish those responsible. The Committee urged the Government to accept a direct contacts mission, as requested by the Conference Standards Committee, which should examine the matters raised in this complaint.
244. Cases Nos 2445 and 2450 concerned Guatemala. No. 2445 contained serious allegations of murder and violence against trade unionists, anti-union dismissals, non-payment of wages and other acts of discrimination and obstacles to collective bargaining. The Government had failed to supply sufficient information to answer these allegations, and had provided no information on measures to ensure the personal safety of the wife and children of murdered unionist Rolando Raquec. The Government should urgently inform the Committee on the proceedings into his murder, and that of Luis Quinteros Chincilla, and the assassination attempts against Marcos Alvarez Tzoc and Imelda López de Sandoval. It should take all steps needed to safeguard the lives of Mr Raquec's threatened relatives. Case No. 2450 concerned the murder of portworker trade union official, Pedro Zamora and the wounding of his son, following reported death threats, that the Attorney-General had not acted upon. The Committee urged the Government to take all steps to expedite the investigations and to provide protection to trade unionists under threat.
245. In Case No. 2494, on Indonesia, the Committee requested that the Government institute an independent inquiry into allegations of anti-union discrimination, arrest and police interrogation of the union President and two other union members following a strike. If the



charges were found to be anti-union based, they should immediately be dropped. The Government could take the offer of ILO technical assistance to establish a mechanism to prevent anti-union discrimination.

- 246.** *The Employer spokesperson of the Committee* highlighted his group's appreciation of governments that provided the full information requested. In cases concerning Costa Rica, Luxembourg, Peru and Uruguay, this had enabled the Committee to make definitive reports. But a number of cases were outstanding because governments failed to respond or responded inadequately. Besides the question of timely submission of information, the Employers were also reviewing some of the Committee's working methods to enhance its operation.
- 247.** A number of the cases touched on legislative matters of interest to the Employers in respect of Conventions Nos 87 and 98. Case No. 2540 on Guatemala was one of these; the speaker drew the Governing Body's attention to the fact that the Committee had requested the Government to review and amend its legislation on essential services, specifically in consultation with representatives of employers' and workers' organizations, and taking account of particular circumstances of the country. These aspects underscored, firstly, the role that employers and their organizations should play in helping to develop legislation and, secondly, the importance of taking account of differing national circumstances. Another aspect of concern to the group revolved around national legal processes. It was important to identify clearly what legal processes had been undertaken by countries, to ensure that the Committee performed its proper function. Regarding the question of reinstatement where there had been acts of anti-union discrimination, the Employers drew attention to the need for flexibility, and for respecting realities on the ground, which justified the appropriate references in the report to the payment of compensation.
- 248.** The Employers supported sending a direct contacts mission to Ethiopia in respect of Case No. 2516. Regarding Case No. 1787, on Colombia, having met with the Public Prosecutor of Colombia, the group recognized that the Government had taken steps to address the issues, but encouraged efforts to accelerate the process and increase resources. In some instances, new allegations were being added to existing cases. However, the employers believed that it was often more appropriate for the Committee to draw an existing case to a close, and deal with new allegations in a new case.
- 249.** Case No. 2254 on the Bolivarian Republic of Venezuela raised very significant issues for the Employers' group. The case concerned matters brought before the Committee by the Employers, but which were nonetheless relevant to the work of the Committee, and connected with the universal values that underpinned Conventions Nos 87 and 98.
- 250.** *The Worker spokesperson of the Committee* drew attention to the utmost severity of the allegations in Case No. 1787 on Colombia. Between 21 September 2006 and 13 August 2007, 16 trade unionists had been murdered and additional assaults, threats, harassment, detentions and violence against demonstrators had occurred. The Committee's recommendations made it clear that this violence persisted. There were signs of progress, and the Workers approved the expectations in the recommendations that this would continue. The group wished to express its concern at the alleged links between the DAS and the paramilitary, and urged the Government to shed full light on these matters and take action, if necessary. The same was true in respect of the alleged existence of "Operation Dragon" – a plan to eliminate several trade union leaders.
- 251.** Case No. 2450, on Djibouti, was marked by consistent lack of cooperation by the Government in the face of many forms of trade union discrimination and harassment. Dismissals of trade unionists had been pending for more than ten years, and the Government's 2002 commitment to reinstatement remained neglected. Moreover, a new

Labour Code had been adopted which spelt the end for a free and independent trade union movement. The recommendations therefore stated that all workers dismissed following a strike must be reinstated, or receive compensation if they so wished. The Government should reply promptly to the alleged refusal of entry to an international trade union mission to the country, and regarding the arrest and interrogation of an ILO official. The speaker hoped that the direct contacts mission proposed by the ILC, and accepted by the Government, would bring tangible results.

- 252.** In respect of Case No. 2516, on Ethiopia, the ETA should be allowed to exercise their trade union rights free from harassment and interference from the Government. The arrested trade unionists should be immediately released or brought to trial with an independent judicial authority. A full inquiry should be launched into the alleged torture of Mr Getnet and Mr Mengistu, as well as immediate and impartial investigations into the allegations of arrest, detention and disappearance of more than ten trade unionists. The Government should accept the direct contacts mission proposed by the Conference Committee on the Application of Standards.
- 253.** Case No. 2540, on Guatemala, included the wholly unacceptable murder of Pedro Zamora Alvarez, Secretary-General of the Puerto Quetzal Harbour Company Trade Union, who had been killed while driving with two of his children, one of whom had been wounded in the attack. There was a clear link between this murder and Mr Alvarez's trade union activity, and the Government should take immediate action to follow up the case, bring the guilty to trial and protect other trade unionists under threat. Regarding the recommendation that the Government review and amend legislation prohibiting strikes in the port sector to align it to Conventions Nos 87 and 98, the Workers believed that the port sector was not an essential service. The Conventions upheld universal standards for freedom of association and collective bargaining, which could not be disrupted by regions, countries or companies. Of course, the circumstances of each case should be examined.
- 254.** Case No. 2494, on Indonesia, had been classified as serious and urgent because of consistent lack of government cooperation in matters involving all kinds of trade union discrimination. The Government should take steps to amend the legislation and protect trade unionists and unions.
- 255.** In Case No. 2262, on Cambodia, 30 trade unionists had been dismissed for establishing a trade union in the garment sector. The companies involved were the INSM, Top Clothes, Splendid Chance and Cung Sing Garment Factories. The Government was not cooperating, despite repeated requests to provide sufficient information, and was strongly urged to provide such information, launch an impartial investigation, and provide for reinstatement or sufficient compensation.
- 256.** Case No. 2355, on Colombia, concerned the dismissal of 200 workers in the oil industry. After four months' negotiation with the respective trade union, the authorities declared the strike illegal by compulsory arbitration and made the dismissals. The Government was requested to amend the Labour Code so that strikes were allowed in the petroleum sector. The workers believed that the sector was not an essential service sector but understood that a minimum service, negotiated with the social partners, might be necessary. The dismissed workers and trade union leaders should be reinstated and the Government should not make use of compulsory arbitration.
- 257.** Regarding Case No. 2518, on Costa Rica, the administrative and judicial procedures had been very slow and ineffective. The case involved all sorts of anti-union discrimination in which the following companies were concerned: Chiquita Global Enterprise, Chiquita Chiriquí Land Company, Desarrollo Agro-industrial de Frutales and Santa Maria del

Monte. The Government should amend its legislation and practices in line with Conventions Nos 87 and 98, and reinstate the dismissed unionists.

- 258.** In Case No. 2492, on Luxembourg, the Committee had recommended a review of the legislation, in consultation with the social partners, following the refusal to allow the Professional Association of Agents of the Central Bank to bargain collectively in defence of its members. The law should be aligned with Conventions Nos 87 and 98.
- 259.** Case No. 1787, on Colombia, had been before the Committee for more than ten years, and it involved thousands of murders of trade unionists. The Workers wished to do the utmost to help create a situation where trade unions could operate freely in the country, and did not agree that the case should be closed, and a new one started, as the Employer spokesperson had intimidated.

**Governing Body decision:**

- 260.** *The Governing Body adopted the introduction in paragraphs 1–184 of the report as well as the recommendations in paragraph 200 (Case No. 2499: Argentina).*
- 261.** *A Government representative of Argentina* referred to Case No. 2515, and explained that the Historic Federation of Teachers had already been granted the trade union status called for in paragraph 214(a) of the recommendations. She added in respect of paragraph 214(b), that the law in force in Argentina was modified by resolution No. 255, which established that associations of public employees, including teachers, were not subject to size-of-membership requirements to obtain trade union status. Any unions that wished could therefore participate.

**Governing Body decision:**

- 262.** *The Governing Body adopted the Committee's recommendations in paragraphs 214 (Case No. 2515: Argentina); 230 (Case No. 2262: Cambodia); 287 (Case No. 1787: Colombia); 319 (Case No. 2355: Colombia); 378 (Case No. 2356: Colombia); 401 (Case No. 2497: Colombia); 439 (Case No. 2490: Costa Rica); 510 (Case No. 2518: Costa Rica); 532 (Case No. 2542: Costa Rica); 560 (Case No. 2450: Djibouti); 584 (Case No. 2551: El Salvador); 619 (Case No. 2538: Ecuador); 628 (Case No. 2449: Eritrea); 695 (Case No. 2516: Ethiopia); 710 (Case No. 2203: Guatemala); 723 (Case No. 2295: Guatemala); 754 (Case No. 2361: Guatemala); 787 (Case No. 2445: Guatemala); 821 (Case No. 2540: Guatemala); and 837 (Case No. 2517: Honduras).*
- 263.** *A Government representative of India*, with reference to Case No. 2512, said that her Government firmly believed that trade unionism was an integral part of sound and participative economic governance. This was upheld by the Law on Industrial Disputes and by the Trade Union Act. The implementation of these laws was subject to constant monitoring and review to ensure the correct application of all provisions. Moreover, a very senior officer had just been appointed to supervise enforcement by state governments required under a federal system. The Government would examine all aspects of the case to be sure that the rights of workers were fully protected.

**Governing Body decision:**

- 264.** *The Governing Body adopted the Committee's recommendations in paragraphs 906 (Case No. 2512: India); 942 (Case No. 2472: Indonesia); 966 (Case No. 2494: Indonesia); 993 (Case No. 2492: Luxembourg); and 1015 (Case No. 2317: Republic of Moldova).*
- 265.** *A Government representative of Pakistan* stressed his Government's commitment to the implementation of all ILO instruments it had ratified. A delay had occurred in respect of Case No. 2525, but the Government's reply had since been forwarded to the ILO on 6 November 2007. Industry and services connected with defence had been excluded from the ambit of the Industrial Relations Ordinance (IRO) 2002. The Karachi Shipyard and Engineering Works, because of its strategic importance, were subsequently under the administrative control of the Ministry of Defence Production and the registration of the Karachi Shipyard Trade Union (KSLU) had been cancelled. A complaint had been filed in this connection, and the case was sub judice. The Government could not therefore take a decision pre-empting any that might be taken under the legal procedures.
- 266.** In respect of the recommendation to amend section 12(3) of the IRO 2002, the speaker recalled that the Ordinance had been drafted in consultation with representatives of the employers and workers. The Committee also recommended investigating obstacles to collective bargaining during the 2003–06 period; the course of action in this connection depended on the outcome of the case currently before the courts as well. The case should be returned to the Committee for reconsideration in the light of the Government's reply of 6 November 2007.
- 267.** To promote a reporting procedure based on equity and tripartism, and find solutions to the problems encountered by governments in the efficient implementation of ratified Conventions, governments should be given appropriate opportunity in the discussions of the Committee to present and update the Committee on a case in light of facts and laws of the country. In view of the explanations given, the present case should be removed from the draft report before the Governing Body.
- 268.** *A Worker member from Pakistan* said that the Committee had underlined that civilian workers in the manufacturing establishments of the armed forces should have the right to establish organizations of their own choosing. The cancellation of the long-established KSLU therefore ran counter to the principles upheld in Conventions Nos 87 and 98, both ratified by the Government of Pakistan. The legislation should be brought into harmony with the two Conventions. The Government should examine the comments made previously by the Committee, as well as the observations of the Committee of Experts in relation to the IRO 2002, and to section 27-B of the Banking Companies Ordinance of 1962, which also infringed the principles of freedom of association. The Government had promised, at the 96th Session (2007) of the Conference, that it would take action in this respect.
- 269.** The Workers were deeply concerned at the situation in Pakistan, and hoped that the country would return to democratic rule as soon as possible. They believed that extremism could only be countered by democracy. The emergency rule which had been installed in the country should be lifted at the earliest date and any restrictions placed on lawful trade union activity should be removed.
- 270.** *A Worker member from Sweden* underlined that the complaint had been made on 23 September 2006, and had been promptly submitted to the Government for its comment. No response had been forthcoming, and an urgent appeal to the Government was made in the Governing Body in June 2007. Presumably, the Government of Pakistan had been

present at the June session and had noted this urgent appeal. The request to remove the case from the report would be contrary to established procedure and the Workers' group would not agree to it. The Government should respond in good faith and good time. Moreover, the Committee was always able to make its own decisions, irrespective of whether national judicial procedures, which could last for years, were in process or not. Violations of freedom of association required speedy procedures, and the fact that the case was sub judice in Pakistan would not prevent the Committee from continuing its work.

#### **Governing Body decision:**

- 271. *The Governing Body adopted the Committee's recommendations in paragraphs 1036 (Case No. 2520: Pakistan); 1047 (Case No. 2526: Paraguay); 1065 (Case No. 2248: Peru); 1091 (Case No. 2400: Peru); 1112 (Case No. 2527: Peru); 1146 (Case No. 2519: Sri Lanka); 1165 (Case No. 2501: Uruguay); 1194 (Case No. 2530: Uruguay); 1325 (Case No. 2254: Bolivarian Republic of Venezuela); 1348 (Case No. 2422: Bolivarian Republic of Venezuela), and adopted the 348th Report of its Committee on Freedom of Association in its entirety.***

#### **Eleventh item on the agenda**

##### REPORT OF THE WORKING GROUP ON THE INTERNATIONAL LABOUR CONFERENCE (GB.300/11)

- 272. *A Government representative of Argentina***, speaking on behalf of the Americas members of the Working Group on the International Labour Conference, reviewed the positive changes that had been introduced to the functioning of the 96th Session (2007) of the International Labour Conference, which included the organization of briefing sessions for the members of tripartite committees, the early convening of preliminary group meetings, the focus on technical work in the first two weeks and on political aspects in the third, and the greater use of information technology. Those changes facilitated, among other things, agreement and the identification of areas of common ground, allowed maximum attention to be paid to each of the technical issues under consideration and, during the week attended by ministers, promoted bilateral or regional dialogue between delegations. She supported the point for decision contained in the Working Group's report as she considered that there were other aspects of the functioning of the Conference that could be improved, in particular the scheduling of the plenary segment, which should not be overburdened with an excessive number of special guests.
- 273. *A Government representative of Peru*** endorsed the previous speaker's statement and added that the ILO should take advantage of the presence of eminent personalities during the session to initiate a dialogue on a topical and relevant issue, which would provide the Office with input and guidance. He proposed that, as was already the case in (for example) the Organization of American States, each session of the Conference should have a key theme or message, which should be linked to the theme of the Director-General's Report. He also proposed that round tables on specific themes related to that Report should be held in parallel to the plenary sittings. He supported the point for decision.
- 274. *A Government representative of Mexico***, elaborating on the suggestion made by the Government representative of Peru, said he also advocated holding round tables at which ministers would have the opportunity to enter into direct dialogue, without reading documents, as was already the practice in some United Nations forums. She supported the point for decision.

275. *The Worker Vice-Chairperson* emphasized, firstly, the importance of being able to consult the *Provisional Record* during the session in the ILO's three official working languages. Secondly, referring to the functioning of the Credentials Committee, he proposed that the three groups should announce directly to the Conference the names of the members they had appointed to the Committee, which would enable those members to carry out their functions from the first day of the session. The first decision of the Conference would be to confirm the appointments made by the groups. That would be an efficient way to proceed; otherwise, if a country did not respect the rules, the Conference would be unable to adopt a decision in that respect until the last Friday of the session, which would be too late.
276. *The Employer Vice-Chairperson* supported the point for decision and expressed the hope that improvements would continue to be made to the functioning of the Conference. In order to ensure that the Conference examined very topical issues that had been approved by consensus, discussion of which would have an impact on the world of work, it was essential for governments to participate in the work of the Working Group on the International Labour Conference. If this could not be achieved, consideration should be given to the possibility of holding the debate in a plenary sitting of the Governing Body.
277. *The Legal Adviser*, referring to the comments made with regard to the Credentials Committee, said that the intention was to request the Conference to suspend the provisions of its Standing Orders at the first plenary sitting of the 97th Session (2008), which would be held on Wednesday 28 May, so that the first item on its agenda would be the establishment of the Credentials Committee by the Conference itself rather than by the Selection Committee. That change would make it possible to calculate a genuine quorum, which would take into account all delegates who had actually registered, rather than just those who appeared on the list of members of each delegation. The Credentials Committee selected by the Conference in plenary would therefore be able to begin its work immediately. On the other hand, if the Standing Orders of the Conference were amended to that effect, the provisions would not enter into force until the following session of the Conference, because constitutionally it was not possible to change the rules at such a late stage.

**Governing Body decision:**

**278. *The Governing Body:***

- (a) *decided that the structure put in place for the 96th Session (2007) of the International Labour Conference would be used again for the 97th Session (2008) of the Conference and that the amendments proposed by the Working Group on the International Labour Conference would be taken into account when planning that session;*
- (b) *renewed the mandate of the Working Group on the International Labour Conference to permit it, during the 301st Session (March 2008) of the Governing Body, to decide upon the last details regarding the organization of the 97th Session (2008) of the Conference, without going back over the items already approved by the Governing Body at its present session.*

(GB.300/11, paragraph 16.)

**Twelfth item on the agenda**

REPORTS OF THE PROGRAMME, FINANCIAL AND  
ADMINISTRATIVE COMMITTEE

*First report: Financial questions  
(GB.300/12/1(Rev.))*

*Programme and Budget for 2006–07: Regular budget account*

**Governing Body decision:**

- 279. *The Governing Body delegated its authority under article 16 of the Financial Regulations and requested the Director-General to submit proposals for any necessary transfers within the 2006–07 expenditure budget to the Chairperson of the Governing Body for his approval, prior to the closing of the biennial accounts, subject to confirmation of such approval by the Governing Body at its 301st Session (March 2008). (GB.300/12/1(Rev.), paragraph 16.)***

*Voluntary contributions and gifts*

- 280. *The Governing Body took note of this part of the report.***

*Financial questions relating to the International Institute for Labour Studies*

*(a) Programme and Budget for 2008–09*

**Governing Body decision:**

- 281. *The Governing Body endorsed the programme and approved the budget for the International Institute for Labour Studies for 2008–09 as set out in document GB.300/PFA/3/1. (GB.300/12/1(Rev.), paragraph 22.)***

*(b) Authorization to accept contributions and gifts*

- 282. *The Governing Body took note of this part of the report.***

*Proposed 2008–09 budgets for extra-budgetary accounts*

*(a) International Occupational Safety and Health Information Centre (CIS)*

**Governing Body decision:**

- 283. *The Governing Body approved the proposed 2008–09 income and expenditure budget for the extra-budgetary account of the International Occupational Safety and Health Information Centre, as set out in detail in the appendix to document GB.300/PFA/4/1. (GB.300/12/1(Rev.), paragraph 37.)***

*(b) Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR)*

**Governing Body decision:**

- 284. *The Governing Body approved the income and expenditure estimates for 2008–09 of the extra-budgetary account of the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR), as set out in Appendix I of document GB.300/PFA/4/2. (GB.300/12/1(Rev.), paragraph 48.)***

*Establishment of an Independent Oversight Advisory Committee*

**Governing Body decision:**

- 285. *The Governing Body:***

- (a) approved the establishment of an Independent Oversight Advisory Committee on a trial basis for a period of four years in accordance with the terms of reference appended to document GB.300/PFA/5(Add.);*
- (b) requested the Director-General to commission a review of the Independent Oversight Advisory Committee to be conducted during its third year of operation and to report to the Governing Body thereon; and*
- (c) requested the Director-General, in concert with the Officers of the Governing Body, to propose candidates for membership of the Independent Oversight Advisory Committee for consideration by the Programme, Financial and Administrative Committee.*

*(GB.300/12/1(Rev.), paragraph 67.)*

*International Training Centre of the ILO, Turin*

*(a) Documents submitted to the 69th Session of the Board of the Centre (Turin, 29 and 30 October 2007)*

*(b) Report of the 69th Session of the Board of the Centre*

- 286. *The Governing Body took note of these parts of the report.***

*(c) Report of the Working Party*

**Governing Body decision:**

- 287. *The Governing Body:***

- (a) endorsed the broad strategy defined by the Working Party, as summarized in document GB.300/PFA/6/3;*
- (b) requested the Office to put in place with the Turin Centre the necessary arrangements for the strategy to be implemented, as mentioned in paragraph 4, subparagraphs (a), (b) and (c), of GB.300/PFA/6/3; and*



- (c) *requested the Director of the Centre to initiate a resource mobilization strategy for the Turin Centre, in close coordination with the ILO, especially its Partnerships and Development Cooperation Department (PARDEV).*

(GB.300/12/1(Rev.), paragraph 82.)

*Report of the Building Subcommittee*

*Report of the Information and Communications Technology Subcommittee*

**288. The Governing Body took note of these parts of the report.**

*Results-based management*

- (a) *Progress report and review of the programming cycle*

**Governing Body decision:**

**289. The Governing Body:**

- (a) *endorsed the steps proposed to implement the strategy for results-based management in the ILO, as presented in GB.300/PFA/9/1, account having been taken of the views expressed by the members of the Programme, Financial and Administrative Committee during the discussion of that agenda item;*
- (b) *requested the Director-General to submit a six-year Strategic Policy Framework in November 2008 following intersessional tripartite consultations and tripartite discussions at the March 2008 session of the Governing Body and the 2008 session of the International Labour Conference, and taking into account the proposals contained in document GB.300/PFA/9/1.*

(GB.300/12/1(Rev.), paragraph 126.)

- (b) *Knowledge strategy*

**Governing Body decision:**

**290. The Governing Body endorsed the results-based, knowledge-sharing strategy presented in document GB.300/PFA/9/2, account having been taken of the views expressed by the members of the Committee during the discussion of that item of its agenda.** (GB.300/12/1(Rev.), paragraph 152.)

*Programme and Budget for 2008–09: Technical meetings reserve***Governing Body decision:**

291. *The Governing Body decided that the following meetings would be financed by the technical meetings reserve for 2008–09: Celebration of the 60th Anniversary of Convention No. 98: The right to organize and bargain collectively in the 21st century; and Business Responses to the Demographic Challenge; and that a decision regarding the additional two meetings would be deferred to the next session of the Governing Body, pending further information and discussion. (GB.300/12/1(Rev.), paragraph 174.)*

*Financial arrangements relating to the 18th International Conference of Labour Statisticians***Governing Body decision:**

292. *The Governing Body, having taken note of the modified composition of the International Conference and its financial impact on the technical meetings reserve, confirmed the decision it had adopted on that issue and which is set out in paragraph 291 above. (GB.300/12/1(Rev.), paragraph 182.)*

*Regular Budget Supplementary Account**Progress report on the review of the field structure*

293. *The Governing Body took note of this part of the report.*

*Evaluations**(a) Annual Evaluation Report 2006***Governing Body decision:**

294. *The Governing Body requested the Director-General to implement immediately measures to strengthen further, and benefit from, the evaluation function of the Office, including through prompt establishment and implementation of a policy on follow-up to evaluations and of a system for tracking management response to recommendations emerging from evaluations. (GB.300/12/1(Rev.), paragraph 238.)*

*(c) Independent evaluation of the ILO country programme for Argentina: 2001–06***Governing Body decision:**

295. *The Governing Body requested the Director-General to take into consideration the findings and recommendations outlined in documents GB.300/PFA/13/3 and GB.300/PFA/13/3(Add.), together with the deliberations of the Programme, Financial and Administrative Committee, for continuing support to Argentina through the ILO's Decent Work Country Programme. (GB.300/12/1(Rev.), paragraph 255.)*

*(d) Independent evaluation of the ILO's country programme of support to Ukraine: 2000–06*

**Governing Body decision:**

**296. *The Governing Body requested the Director-General to take into consideration the findings and recommendations outlined in documents GB.300/PFA/13/4 and GB.300/PFA/13/4(Corr.), together with the deliberations of the Committee, for continuing support to Ukraine through the ILO's Decent Work Country Programme. (GB.300/12/1(Rev.), paragraph 264.)***

*Matters relating to the Joint Inspection Unit: Reports of the JIU*

**297. *The Governing Body took note of this part of the report.***

*Other financial questions*

*Financial arrangements for the funding of the ILO Liaison Officer in Yangon*

**Governing Body decision:**

**298. *The Governing Body approved the additional cost of funding the work of the Liaison Officer in Yangon in 2008–09, estimated at US\$554,200, which would be financed in the first instance from fund-raising of extra-budgetary resources or, failing that, from savings in Part I of the budget or, failing that, through Part II. (GB.300/12/1(Rev.), paragraph 274.)***

*Second report: Personnel questions  
(GB.300/12/2(Rev.))*

*I. Statement by the staff representative*

*II. Human Resources Strategy: Annual report*

**299. *The Governing Body took note of these parts of the report.***

*III. Report of the International Civil Service Commission*

**Governing Body decision:**

**300. *The Governing Body:***

***(a) accepted the recommendations of the International Civil Service Commission, subject to its approval by the United Nations General Assembly, on the following entitlements:***

***(i) an increase of 1.97 per cent in the base/floor salary scale;***

***(ii) consequential increases in separation payments, for staff in the Professional and higher categories, with effect from 1 January 2008;***

*(b) authorized the Director-General to give effect in the ILO, through amendments to the Staff Regulations (as necessary), to the measures referred to in subparagraph (a), subject to their approval by the General Assembly.*

(GB.300/12/2(Rev.), paragraph 25.)

*IV. Other personnel questions*

*(a) General Service salary survey, Geneva*

**Governing Body decision:**

**301. The Governing Body:**

*(a) authorized the Director-General to amend the Staff Regulations to give effect to the revised salary scales upon approval by the International Civil Service Commission; and*

*(b) requested the Director-General to report back to the Committee on the final outcome of the salary survey, at its 301st Session (March 2008).*

(GB.300/12/2(Rev.), paragraph 32.)

*(b) Matters relating to the Administrative Tribunal of the ILO*

*Recognition of the jurisdiction of the Administrative Tribunal of the ILO by the Permanent Court of Arbitration (PCA) and by the South Centre*

**Governing Body decision:**

**302. The Governing Body approved the recognition of the Tribunal's jurisdiction both by the Permanent Court of Arbitration (PCA) and by the South Centre, with immediate effect.** (GB.300/12/2(Rev.), paragraphs 35 and 39, respectively.)

**Thirteenth item on the agenda**

REPORT OF THE COMMITTEE ON LEGAL ISSUES AND  
INTERNATIONAL LABOUR STANDARDS  
(GB.300/13(Rev.))

*Legal issues*

*I. Standing Orders of the International Labour Conference: Evaluation of interim provisions concerning the verification of credentials*

**Governing Body decision:**

**303. The Governing Body:**

*(a) invited the Conference, at its 97th Session (2008), to approve amendments of the Standing Orders of the Conference by including the text contained in Appendix I to document GB.300/13 (Rev.), as an integral part of the*

*Conference Standing Orders, taking into account a possible need to renumber the provisions;*

- (b) called upon the Office to continue to add entries to the database on the verification of credentials, as permitted by resources made available for this purpose;*
- (c) requested the Office to prepare a document for the November 2008 session of the Governing Body, addressing both legal and practical means by which the representation of Employers and Workers at the International Labour Conference could be facilitated, in particular focusing on the discrepancy between accredited and registered delegates.*

(GB.300/13(Rev.), paragraph 12.)

*II. The campaign for the ratification of the 1997 Instrument of Amendment to the ILO Constitution*

**Governing Body decision:**

**304. The Governing Body:**

- (a) called on all governments that had not yet ratified or accepted the 1997 Instrument of Amendment to the ILO Constitution to do so without delay;*
- (b) requested the Office to redouble its efforts to encourage ratification or acceptance, in particular by:*
  - (i) encouraging systematic inclusion of the question of ratification or acceptance of the 1997 constitutional amendment in consultations with the Governments, Employers and Workers in the countries concerned;*
  - (ii) organizing a brief special event at the 97th Session (2008) of the International Labour Conference, financed out of approved resources, at which countries could deposit in the presence of the Director-General their instruments of ratification or acceptance, and at which all countries having ratified or accepted the 1997 constitutional amendment could be publicly recognized;*
  - (iii) taking other appropriate initiatives to achieve the goal of entry into force of the instrument in the nearest possible future.*

(GB.300/13(Rev.), paragraph 28.)

*III. The status of privileges and immunities of the International Labour Organization in member States*

*IV. Composition of the Governing Body: Criteria for geographical and country representation within the Governing Body*

**305. The Governing Body took note of these parts of the report.**

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*International labour standards and human rights*

*V. Improvements in the standards-related activities of the ILO: Possible approaches and an interim plan of action to enhance the impact of the standards system*

**Governing Body decision:**

**306. *The Governing Body:***

- (a) approved the elements of the interim plan of action to enhance the impact of the standards system contained in paragraph 80 of document GB.300/LILS/6, taking into account the comments made during the discussion in the Committee on Legal Issues and International Labour Standards;*
- (b) invited the Office to submit a paper at its next session on the specific issues agreed upon with a view to following the progress made in the implementation of the strategy.*

(GB.300/13(Rev.), paragraph 95.)

*VI. Ratification and promotion of fundamental ILO Conventions*

**307. *The Governing Body took note of this part of the report.***

*VII. Requests for reports on the application of the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185), under article 22 of the Constitution*

**Governing Body decision:**

**308. *The Governing Body decided:***

- (a) to inform the Members from which reports on the application of Convention No. 185 had been requested, in accordance with article 22 of the Constitution, that they could postpone the submission of their report;*
- (b) that no further reports on the application of Convention No. 185 should be requested until the year 2009.*

(GB.300/13(Rev.), paragraph 108.)

**309. *The Governing Body called upon member States that had not yet ratified Convention No. 185 to renew their efforts to move towards the ratification of the Convention, and to ratify it as soon as they were in a position to do so.***  
(GB.300/13(Rev.), paragraph 109.)

*VIII. Form for reports on the application of ratified Conventions (article 22 of the Constitution): The Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)*

**Governing Body decision:**

- 310. *The Governing Body adopted the report form on the application of ratified Conventions (article 22 of the Constitution): the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), as amended (in Appendix III to document GB.300/13(Rev.)). (GB.300/13(Rev.), paragraph 115.)***

*IX. Project on economic dynamics of international labour standards*

**Governing Body decision:**

- 311. *The Governing Body requested the Office to take the necessary action for the continuation of research taking into account suggestions in paragraph 15 of document GB.300/LILS/10 and the comments made during the discussion of that document. (GB.300/13(Rev.), paragraph 140.)***

*X. Other questions*

*Provisional agenda of the next session of the Committee on Legal Issues and International Labour Standards*

- 312. *The Governing Body took note of this part of the report.***

**Fourteenth item on the agenda**

*Report of the Subcommittee on Multinational Enterprises  
(GB.300/14)*

- 313. *The Governing Body took note of the report.***

**Fifteenth item on the agenda**

*Report of the Committee on Employment and Social Policy  
(GB.300/15(Rev.))*

- 314. *The Governing Body took note of the report.***

## Sixteenth item on the agenda

*Report of the Committee on Sectoral and Technical Meetings and Related Issues  
(GB.300/16)*

- I. Purpose, duration and composition of the activities to be held in 2008 and new proposals for activities in 2008–09, including proposals resulting from the groupings of sectors' advisory bodies*

### **Governing Body decision:**

#### **315. The Governing Body approved:**

- (a) the purpose, composition, duration and dates of the meetings on agriculture, oil and gas, and the maritime sector, and of the global dialogue forum on commerce, as proposed in Part A of document GB.300/STM/1 and listed in paragraph 18 of document GB.300/16, as follows:*
- (i) the purpose of the Meeting of Experts on agriculture would be to adopt a code of practice on safety and health in agriculture; eight experts would be nominated from each group and the meeting would last for eight days, from 22 to 30 September 2009;*
  - (ii) the tripartite meeting on oil and gas would focus on recent developments, contract work employment, industrial relations, social dialogue and the implication of contract work issues in the oil production and oil transportation sectors; 12 Employer and 12 Worker participants would be invited and it would last for four days, from 11 to 14 May 2009;*
  - (iii) the purpose of the maritime meetings would be to adopt guidelines for the implementation of the Maritime Labour Convention, 2006, and they would be held consecutively between 15 and 26 September 2008; the composition and exact duration of the two meetings would be determined later;*
  - (iv) the purpose of the global dialogue forum on vocational education and skills development for commerce workers would be to examine current and future skills needs in the commerce sector as a basis for designing skills development strategies and vocational education programmes for workers to improve their employment prospects and employability, as well as to improve business productivity and competitiveness; the forum would last for two days, 24 and 25 November 2008, and would be composed of six Employer and six Worker representatives, and all governments would be invited; other Employer and Worker representatives could attend at their own expense;*
- (b) the activities contained in Part B of document GB.300/STM/1 and in paragraph 19 of document GB.300/16, recommended by advisory bodies for the following groups of sectors: manufacturing; infrastructure, construction and related industries; public services and utilities; and education and research;*



- (c) *the examination of additional proposals by the Office in the March 2008 session of the Governing Body, following advisory body consultations.*

(GB.300/16, paragraph 30.)

*II. Effect to be given to the recommendations of sectoral and technical meetings:  
Tripartite Meeting on the Production of Electronic Components for the IT  
Industries: Changing Labour Force Requirements in a Global Economy  
(Geneva, 16–18 April 2007)*

**Governing Body decision:**

**316. The Governing Body:**

- (a) *authorized the Director-General to communicate the Note on the proceedings:*
- (i) *to governments, requesting them to communicate the texts to the employers' and workers' organizations concerned;*
  - (ii) *to the international employers' and workers' organizations concerned;*
  - (iii) *to the international organizations concerned;*
- (b) *requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the meeting in the conclusions.*

(GB.300/16, paragraph 36.)

*III. Update on the ILO's participation in the development  
by the International Maritime Organization (IMO) of  
safety recommendations for small fishing vessels*

**Governing Body decision:**

**317. The Governing Body:**

- (a) *authorized the continued participation by the ILO in the development of safety recommendations for decked fishing vessels of less than 12 metres in length and undecked fishing vessels, and participation by an ILO tripartite delegation to the 51st Session of the IMO Subcommittee on Stability and Load Lines and on Fishing Vessels' Safety, which would take place in 2008;*
- (b) *invited the nomination of one representative each from the Governments, Employers and Workers to participate, at no cost to the Office, in the work of the correspondence group and in the ILO delegation to the 51st Session of the IMO Subcommittee on Stability and Load Lines and on Fishing Vessels' Safety in 2008;*

- (c) *requested the Office to continue to report to the Committee on Sectoral and Technical Meetings and Related Issues on any new developments concerning this work.*

(GB.300/16, paragraph 42.)

*IV. Joint ILO/IMO/Basel Convention Working Group  
on Ship Scrapping: Third session*

**Governing Body decision:**

**318. The Governing Body requested the Director-General to:**

- (a) *proceed, in consultation with the constituents, to discuss and, if possible, agree on an agenda and date for the meeting with the IMO and Basel Convention secretariats; and*
- (b) *report to the Committee on Sectoral and Technical Meetings and Related Issues on the outcome of those discussions at its session in March 2008.*

(GB.300/16, paragraph 46.)

*V. Other questions*

*Joint ILO/WHO Meeting on the Revision of the International  
Medical Guide for Ships (IMGS)  
(Geneva, 25–26 July 2007)*

**Governing Body decision:**

**319. The Governing Body:**

- (a) *noted the report of the Joint ILO/WHO Meeting on the Revision of the International Medical Guide for Ships and the publication of the IMGS by WHO as a Joint WHO/IMO/ILO publication; and*
- (b) *requested the Office to confer with WHO, in consultation with the constituents concerned and taking into account established practices between the two organizations, with the view to proposing an appropriate mechanism to review on a five-year basis and revising as appropriate the International Medical Guide for Ships, as well as assessing the financial implications to support this process.*

(GB.300/16, paragraph 52.)

*Project on avian flu and the workplace*

**320. The Governing Body took note of this part of the report.**

## Seventeenth item on the agenda

### REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION (GB.300/17)

#### *I. The ILO's technical cooperation programme 2006–07*

#### **Governing Body decision:**

#### **321. *The Governing Body:***

- (a) encouraged the Director-General further to strengthen technical cooperation in all regions with an emphasis on Africa and least developed countries, resource mobilization, and effective delivery;*
- (b) confirmed that the ILO should continue to play its role in contributing to the UN system's efforts to maximize coordination, coherence and relevance of operational programmes;*
- (c) requested the Director-General further to integrate the International Training Centre of the ILO, Turin, in the delivery of the ILO's technical cooperation programme.*

(GB.300/17, paragraph 35.)

#### *II. Implementation of Decent Work Country Programmes*

#### **Governing Body decision:**

- 322. *The Governing Body called upon the Office to take into account the comments and observations made by the Committee on Technical Cooperation during its current session; and, on a regular basis, to provide to its future sessions status reports highlighting the formulation, content, implementation, outcomes and impact of Decent Work Country Programmes in so far as technical cooperation was concerned.*** (GB.300/17, paragraph 60.)

#### *III. Resource mobilization for technical cooperation: Implementation report*

- 323. *The Governing Body took note of the relevant section of the report.***

#### *IV. Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work: Technical cooperation priorities and action plans regarding the elimination of discrimination in employment and occupation*

#### **Governing Body decision:**

- 324. *The Governing Body endorsed the second plan of action on the principle and right of non-discrimination, and requested that it be kept informed, through the Committee on Technical Cooperation, of the implementation of the activities proposed.*** (GB.300/17, paragraph 81.)

### **Eighteenth item on the agenda**

REPORT OF THE WORKING PARTY ON THE SOCIAL DIMENSION OF GLOBALIZATION  
(GB.300/18(Rev.))

- 325. *The Governing Body took note of the oral report of the Chairperson of the Working Party.***

### **Nineteenth item on the agenda**

INTERNATIONAL INSTITUTE FOR LABOUR STUDIES

*Report of the 49th Session of the Board*  
(GB.300/19(Rev.))

- 326. *The Governing Body took note of the report***

### **Twentieth item on the agenda**

REPORT OF THE DIRECTOR-GENERAL  
(GB.300/20 and GB.300/20(Add.))

#### *I. Obituary*

#### *Mr Heribert Maier*

- 327.** *A Worker member from France* recalled that, throughout his career, Mr Maier had strived for a more just and humane society. After years of commitment to the ICFTU, as the Assistant General Secretary, and to the International Federation of Commercial, Clerical, Professional and Technical Employees as Secretary-General, Mr Maier had been appointed Deputy Director-General of the ILO. All those who had known him remembered a wise man who honoured his commitments. His loss affected the entire Workers' group of which he had been a prominent member for many years.
- 328.** *The Employer Vice-Chairperson* paid tribute to the memory of Mr Maier, who had shown great respect for the Organization and had always been open to dialogue.
- 329.** *A Government representative of Austria* emphasized that Mr Maier's death was a loss not only for the world of work and the defence of the ILO's ideals, but also for her country.
- 330.** *The Director-General* recalled that he had met Mr Maier for the last time one year previously, when the International Trade Union Confederation (ITUC) had been established, and that they had spent a long time talking about the ILO and the Decent Work Agenda. He recalled that, after having been an accomplished union leader, Mr Maier had been a highly valued ILO official. The entire ILO tripartite family was saddened by the loss.

#### *Mr Benjamin Aaron*

- 331.** *A Government representative of the United States* referred to Mr Benjamin Aaron's very long and productive career as Professor of Law, high-level adviser to the United States administration and labour law expert. She thanked the Governing Body for this tribute to a truly exceptional person.

332. *A Worker member from the United States* supported the previous intervention and paid tribute to the memory of Mr Aaron.
333. *The Employer Vice-Chairperson* recalled that Mr Aaron had sat for several years on the Committee of Experts on the Application of Conventions and Recommendations, where his vast experience, knowledge and deep respect for freedom and the law had been greatly appreciated.

**Governing Body decision:**

334. *The Governing Body requested the Director-General to convey its condolences to Mr Heribert Maier's family, to the International Trade Union Confederation and to UNI Global Union, as well as to Mr Benjamin Aaron's family and to the Government of the United States.* (GB.300/20(Add.), paragraph 6 and GB.300/20, paragraph 7.)

*II. Membership of the Organization*

*III. Progress in international labour legislation*

*IV. Internal administration*

335. *The Governing Body took note of these parts of the report.*

*First Supplementary Report: Arrangements for the  
Eighth European Regional Meeting  
(GB.300/20/1)*

336. *A Government representative of Portugal* confirmed his country's proposal to host the Eighth European Regional Meeting during the first half of 2009. He recalled that Portugal, in collaboration with the ILO and the European Commission, had recently organized the ILO Forum on Decent Work for a Fair Globalization, which had drawn the international community's attention to the need to make the process of globalization fairer.
337. *A Worker member from France* thanked the Government of Portugal for its proposal to host the European Regional Meeting and supported such a decision.
338. *The Employer Vice-Chairperson* also thanked the Portuguese Government and welcomed its proposal. He nonetheless pointed out that the organization of the Eighth European Regional Meeting in Lisbon would entail costs which should be evaluated by the Programme, Financial and Administration Committee.
339. *A Government representative of the Czech Republic*, speaking on behalf of the Central and Eastern Europe group and the Western Europe group of Governments, thanked the Government of Portugal for its proposal and said that it supported the proposal.

**Governing Body decision:**

340. *The Governing Body decided to hold the Eighth European Regional Meeting in early 2009 in Lisbon, Portugal.* (GB.300/20/1, paragraph 6.)

*Second Supplementary Report: Further developments in relation to the  
drafting of an international instrument on shipbreaking/recycling*  
(GB.300/20/2)

341. *The Worker Vice-Chairperson* commended the work achieved in a sector known for its high accident rate. He requested the Office to continue its cooperation with the IMO, in particular in the context of the drafting of a draft IMO International Convention for the Safe and Environmentally Sound Recycling of Ships.
342. *The Employer Vice-Chairperson* requested the Office to keep the Governing Body regularly informed of the progress achieved in that very important area.
343. *A Government representative of France* supported the efforts made by the ILO. He welcomed the ILO/IMO cooperation and emphasized that the draft Convention must not allow the standards established by the ILO to be flouted under any circumstances. France would be hosting the IMO Working Group's intersessional meeting in January 2008.
- 344. *The Governing Body took note of the report.***

*Third Supplementary Report: Appointment of a Regional Director*  
(GB.300/20/3)

345. *Ms Sachiko Yamamoto*, appointed Director of the Regional Office for Asia and the Pacific, with the rank of Assistant Director-General, made and signed the Declaration of loyalty provided for in article 1.4(b) of the ILO Staff Regulations.

*Fourth Supplementary Report: Implementation process of the  
Tripartite Agreement on Freedom of Association  
and Democracy in Colombia*  
(GB.300/20/4)

346. *The Employer Vice-Chairperson* said that his group had followed the implementation of the technical cooperation programme with Colombia and fully endorsed the Tripartite Agreement. He supported the efforts that had been made by the Office and said that a programme of such a high standard would certainly contribute to peace in the country and to the strengthening of occupational and constructive positive social dialogue. Regarding paragraph 7 of the report on the ILO permanent representation in Colombia, he stressed the Government's and the Attorney-General's readiness to obtain information about the various cases under investigation concerning attacks on members of the trade union movement and to prevent any kind of impunity. The Employers once again recalled the importance that they attached to democracy as well as to the autonomy and freedom of the social partners. The Employers' group therefore welcomed the information contained in the document which showed that, even though not all expectations had yet been met and though progress was not as rapid as had been hoped, the situation was evolving favourably in Colombia.
347. *The Worker Vice-Chairperson* recalled that, despite the agreement of 2006, the situation in Colombia was still very difficult, in particular for trade union leaders. In both the public and the private sectors collective agreements were being completely disregarded, even though Colombia was a signatory to Conventions Nos 87 and 98. The speaker mentioned the problem of *colectivos*, which were spurious cooperatives made up very often of self-employed workers. The workers of Colombia wanted the planned mission to be led by the Deputy Director-General to visit the country, and emphasized the importance of practical steps being taken to implement the ILO's recommendations and of putting a stop to the prevailing state of impunity. Finally, the Colombian Government should provide financial

support for strengthening the Bogotá Office, which needed more staff, and notably a specialist in labour standards.

- 348.** *A Government representative of Colombia* thanked the Office for its technical assistance and for the projects being carried out in the country. He noted the employers' and workers' efforts to further those projects and observed that considerable progress had been made even though some problems remained, particularly in terms of violence and poverty. His Government wished to continue moving forward under the Tripartite Agreement and was awaiting the mission that was due to visit the country. The speaker emphasized that Colombia was the first country in the history of the ILO to have decided to support and finance the Organization's presence and technical assistance on its territory.
- 349.** *A Government representative of the United States* congratulated the Director-General and the Office on their efforts to tackle the highly complex labour problems facing Colombia. She congratulated the Colombian Government on the work so far and noted that acts of violence against trade unions had fallen significantly. The speaker thanked the Office for the document submitted to the Governing Body; she looked forward to the forthcoming report on the ILO mission to the country. Finally, she urged the Government of Colombia, the social partners and the ILO to continue working on the problems that remained.
- 350.** *A Government representative of Mexico* noted the report and encouraged the parties involved to continue their collaboration on the implementation of the Tripartite Agreement.
- 351.** *The Governing Body took note of the report.*

*Fifth Supplementary Report: Measuring decent work*  
(GB.300/20/5)

- 352.** *The Employer Vice-Chairperson* explained that his group was interested in this issue and that, immediately after the last International Conference of Labour Statisticians, it had called for a high-level debate in the Governing Body. The Employers emphasized that, if the situation on the ground in each country was to be taken into account, decent work had to be defined not at an international level but at a national level. Rather than simply measuring decent work, therefore, the focus needed to be on developing indicators through a meeting of experts on ways and means of integrating employment and decent work. The outcome of the meeting would then be submitted to the Governing Body.
- 353.** *The Worker Vice-Chairperson* recalled that the Workers considered that decent work was a global concept. Composite indices ranking countries were not very helpful. The Workers congratulated the Office on its success in integrating the components of decent work into the Millennium Development Goals (MDG). However, the four indicators in question were insufficient and did not cover certain important aspects, such as the economic dimension of decent work. The speaker expressed his overall support for the proposal for a tripartite meeting of experts but also his concern at the risk of certain components being measured quantitatively while others, such as freedom of association, collective bargaining or social dialogue, would be analysed in reports. Indicators which did not provide measurable data on freedom of association and collective bargaining were of little use as a measure of decent work.
- 354.** *A Government representative of India* recalled that, during the debate on the World Bank's *Doing Business* report, it had been considered important that an equally forceful report be prepared on decent work. She feared that the planned timescale, i.e. a tripartite meeting of experts submitting its recommendations to the International Conference of Labour Statisticians in December 2008 and, through that Conference, to the Governing Body, did

not allow the latter to make the necessary corrections. Like the statisticians, the experts were liable to give priority to quantitative measurements. She asked the Office to keep the Governing Body informed of developments in mid-2008.

- 355.** *A Government representative of the United Kingdom*, speaking on behalf of IMEC, welcomed the fact that the concept of decent work had received broad international support and agreed that the demands for a more comprehensive picture of decent work would grow as its place in the international development agenda and the MDGs was recognized. Although the four pillars of decent work had been clearly defined, there could be differences in the way certain of its components were implemented. IMEC considered that, before convening a tripartite meeting of experts as proposed in the document, the Governing Body itself needed to hold a thorough debate on the issue. The Office should prepare a document for the March 2008 session detailing, in particular, the findings of previous meetings and the initiatives already in place. The Governing Body would then be in a much better position to provide guidance for the meeting of experts. Without wishing to prejudge the outcome of the discussions to be held, the speaker said that indicators targeting qualitative and quantitative aspects were generally preferable to those of another order.
- 356.** *A representative of the Government of France* supported the statement made on behalf of IMEC. He agreed that composite indicators were not very useful for analysing policy and that suitably adapted indicators would help the Office not only to improve its knowledge base but also to monitor progress at the national level.
- 357.** *The Employer Vice-Chairperson* considered that, given the statements of the Government representatives, the Governing Body should discuss the matter in depth in March 2008 before the tripartite meeting of experts was convened.

**358. *The Governing Body took note of the report.***

*Sixth Supplementary Report: Report of the committee set up to examine the representation alleging non-observance by France of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the Confédération générale du travail – Force ouvrière*  
(GB.300/20/6)

**Governing Body decision:**

**359. *The Governing Body:***

- (a) *approved the Committee's report;***
- (b) *invited the Government, in consultation with the social partners, to take such measures as might be necessary:***
- (i) *to ensure that the exclusions from the protection provided by the laws and regulations implementing the Termination of Employment Convention, 1982 (No. 158), were in full conformity with its provisions;***



- (ii) *to give effect to Article 4 of the Termination of Employment Convention, 1982 (No. 158), by ensuring, in accordance with that Convention, that “contracts for new employment” could in no case be terminated in the absence of a valid reason;*
- (c) *entrusted the Committee of Experts on the Application of Conventions and Recommendations with following up the questions raised in this report with respect to the application of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Termination of Employment Convention, 1982 (No. 158);*
- (d) *decided to make that report publicly available and close the procedure initiated by the representation of the Confédération générale du travail – Force ouvrière alleging non-observance by France of Conventions Nos 111 and 158.*

(Document GB.300/20/6, paragraph 89.)

### **Twenty-first item on the agenda**

#### REPORTS OF THE OFFICERS OF THE GOVERNING BODY

*First report: Appointment of the Director-General*  
(GB.300/21/1)

#### **360. The Governing Body took note of the report.**

*Second report: Representation alleging non-observance by Japan of the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), made under article 24 of the ILO Constitution by the National Union of Welfare and Childcare Workers*  
(GB.300/21/2)

#### **Governing Body decision:**

#### **361. The Governing Body:**

- (a) *decided that the representation was receivable;*
- (b) *established a Committee for its examination.*

(GB.300/21/2, paragraph 5.)

*Third report: Representation alleging non-observance by the Russian Federation of the Recruitment and Placement of Seafarers Convention, 1966 (No. 179), made by the Federation of Maritime Transport Trade Unions (FPRMT), under article 24 of the ILO Constitution*  
(GB.300/21/3)

**Governing Body decision:**

**362. *The Governing Body:***

- (a) decided that the representation was receivable;*
- (b) established a Committee for its examination.*

(GB.300/21/3, paragraph 6.)

**Twenty-second item on the agenda**

*Composition and agenda of standing bodies and meetings*  
(GB.300/22)

*Committee of Experts on the Application of Conventions and Recommendations*

**Governing Body decision:**

- 363. *The Governing Body, on the recommendation of its Officers, reappointed, for a period of three years, Mr Mario Ackerman (Argentina) and Mr Denys Barrow (Belize) as members of the Committee of Experts on the Application of Conventions and Recommendations, and requested the Director-General to convey to Mr Amadou Sô its deep gratitude for the services he had rendered to the ILO.*** (GB.300/22, paragraphs 1 and 3.)

*ILO Declaration Expert-Advisers*

**Governing Body decision:**

- 364. *The Governing Body, on the recommendation of its Officers, reappointed, for a period of one year, the following persons as ILO Declaration Expert-Advisers:***

- Ms Maria Cristina Cacciamali (Brazil)*
- Dr Ahmed El Borai (Egypt)*
- Mr Jean-Jacques Oechslin (France)*
- Ms Nieves Roldan-Confesor (Philippines)*
- Mr Robert White (Canada).*

(GB.300/22, paragraph 4.)

*Tripartite Meeting of Experts on Labour Statistics: Child Labour Statistics  
and Measurement of Working Time  
(Geneva, 1–10 April 2008)*

**Governing Body decision:**

**365. *The Governing Body approved the proposed composition formula and the proposed agenda for the Meeting.*** (GB.300/22, paragraphs 8 and 10.)

*Seventh Session of the Joint ILO/IMO Ad Hoc Expert Working Group  
on Liability and Compensation Regarding Claims for Death,  
Personal Injury and Abandonment of Seafarers  
(Geneva, 4–7 February 2008)*

*Invitation of international non-governmental organizations*

**Governing Body decision:**

**366. *The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the following international non-governmental organizations to be represented at the session as observers:***

- *International Christian Maritime Association;*
- *International Collective in Support of Fishworkers;*
- *International Committee on Seafarers' Welfare;*
- *International Maritime Committee;*
- *Mission to Seamen.*

(GB.300/22, paragraph 16.)

*18th International Conference of Labour Statisticians  
(Geneva, 24 November–5 December 2008)*

**367. *The Worker Vice-Chairperson explained that the Workers' group would instruct the experts to study wage statistics, as well as child labour statistics and the measurement of working time, at the 18th International Conference of Labour Statisticians.***

**Governing Body decision:**

- 368. *The Governing Body, on the recommendation of its Officers, approved the proposed composition formula and proposed agenda for the Conference.*** (GB.300/22, paragraphs 21 and 24.)

*Invitation of an international non-governmental organization*

**Governing Body decision:**

- 369. *The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the International Confederation of Arab Trade Unions (ICATU) to be represented at the meeting as an observer.*** (GB.300/22, paragraph 27.)

**Information notes**

PROGRAMME OF MEETINGS AS APPROVED BY THE OFFICERS OF THE GOVERNING BODY  
(GB.300/Inf.1)

APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS  
(GB.300/Inf.2)

REQUESTS FROM INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS  
WISHING TO BE REPRESENTED AT THE 97TH SESSION (2008) OF THE  
INTERNATIONAL LABOUR CONFERENCE  
(GB.300/Inf.3)

- 370. *The Governing Body took note of this information.***

## Annexe/Appendix/Anexo

**300<sup>e</sup> session – Genève – novembre 2007**  
**300th session – Geneva – November 2007**  
**300.<sup>a</sup> reunión – Ginebra – noviembre de 2007**

### Liste des personnes assistant à la session

### List of persons attending the session

### Lista de las personas presentes en la reunión

Membres gouvernementaux titulaires Miembros gubernamentales titulares	Regular Government members
<b>Président du Conseil d'administration:</b> <b>Chairperson of the Governing Body:</b> <b>Presidente del Consejo de Administración:</b>	<b>Mr D. JAYATILLEKA</b> <b>(Sri Lanka)</b>

#### **Afrique du Sud South Africa** **Sudáfrica**

Mr M. MDLADLANA, Minister of Labour.

*substitute(s):*

Ms G. MTSHALI, Ambassador, Permanent Mission, Geneva.

Mr L. KETTLEDAS, Deputy Director-General, Department of Labour.

Mr S. NDEBELE, Counsellor (Labour), Permanent Mission, Geneva.

*accompanied by:*

Ms N. NONJONJO, Protocol Officer to the Minister of Labour.

Mr M. SKHOSANA, Director, International Relations, Ministry of Labour.

Ms T. MOTHEOHANE, Assistant Manager, ILO desk, Department of Labour.

#### **Allemagne Germany** **Alemania**

Ms S. HOFFMANN, Director, Federal Ministry of Labour and Social Affairs.

Mr R. SCHWEPPE, Ambassador, Permanent Mission, Geneva.

*substitute(s):*

Mr L. VOGT, Head of Division, ILO and UN Department, Ministry of Labour and Social Affairs.

Ms B. ZEITZ, Deputy Head, ILO and UN Department, Ministry of Labour and Social Affairs.

Ms F. FITTING, Head of Division, Ministry of Labour and Social Affairs.

*accompanied by:*

Ms P. HIPPMANN, Adviser in the Department for Globalization, Trade and Investment, Ministry for Economic Cooperation and Development.

Mr U. FENCHEL, Financial consultant, Permanent Mission, Geneva.

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## Arabie saoudite Saudi Arabia Arabia Saudita

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Mr K. ALNAHIT, Legal Adviser, International Organizations Directorate, Ministry of Labour.

*substitute(s):*

Mr A. AL-GHORRI, Legal Adviser, International Organizations, Ministry of Labour.

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## Australie Australia Australia

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Mr J. SMYTHE, Minister of Labour, Permanent Mission, Geneva.

*accompanied by:*

Mr S. THOM, First Secretary, Permanent Mission, Geneva.

Mr S. EVANS, Assistant Secretary, Department of Employment and Workplace Relations.

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## Bélarus Belarus Belarús

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Mr V. POTUPCHIK, Minister of Labour and Social Protection of the Republic of Belarus.

*substitute(s):*

Mr S. ALEINIK, Ambassador, Permanent Mission, Geneva.

*accompanied by:*

Mr I. STAROVOYTOV, Director of External Relations and Partnership Policy Department, Ministry of Labour and Social Protection.

Mr A. SAVINYKH, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr A. MOLCHAN, Counsellor, Permanent Mission, Geneva.

Mr E. LAZAREV, First Secretary, Permanent Mission, Geneva.

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## Brésil Brazil Brasil

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Mr C. DA ROCHA PARANHOS, Ambassador, Alternate Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

Mr M. DOS SANTOS BARBOSA, Special Adviser to the Minister of Labour and Employment, Ministry of Labour and Employment.

*accompanied by:*

Mr S. PAIXÃO PARDO, Coordinator of International Affairs, Ministry of Labour and Employment.

Mr R. ESTRELA DE CARVALHO, Secretary, Permanent Mission, Geneva.

Mr M. MACHADO DE CARVALHO, Secretary, Social Issues Division, Ministry of External Relations.

Mr F. DE CAMPOS RIBEIRO, Official, Human Rights and Social Issues Department, Ministry of External Relations.

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## Cameroun Cameroon Camerún

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M. R. NKILI, ministre du Travail et de la Sécurité sociale.

*suppléant(s):*

M. F. NGANTCHA, ministre conseiller, chargé d'affaires a.i., Mission permanente, Genève.

*accompagné(s) de:*

M. R. AKOLLA EKAH, chargé de mission, présidence de la République.

M. C. MOUTE A BIDIAS, directeur général, Fonds national de l'emploi.

M. S. INACK INACK, chef, division des études, de la prospection et de la coopération, ministère de l'Emploi et de la Formation professionnelle.

M<sup>me</sup> I. GWENANG, cheffe, cellule de la coopération internationale, ministère du Travail et de la Sécurité sociale.

M<sup>me</sup> GALEGA, chargée d'études assistant la cellule de suivi, ministère du Travail et de la Sécurité sociale.

M. A. ETEKI NKONGO, premier secrétaire, Mission permanente, Genève.

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## Canada Canada Canadá

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Ms D. ROBINSON, Director, International Labour Affairs, Human Resources and Social Development Canada.

*substitute(s):*

Mr P. OLDHAM, Counsellor, Permanent Mission, Geneva.  
Ms I. GAËTAN, Senior Policy Analyst, International Labour Affairs, Human Resources and Social Development Canada.

*accompanied by:*

M<sup>me</sup> K. MCCARTHY, conseillère, Direction des organisations internationales.

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## Chili Chile Chile

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Sr. J. MARTABIT, Embajador, Misión Permanente, Ginebra.

*suplente(s):*

Sr. A. ROGERS, Ministro Consejero, Misión Permanente, Ginebra.  
Sr. J. SALAS, Jefe de Relaciones Internacionales, Ministerio del Trabajo y Previsión Social.  
Sr. C. MELIS VALENCIA, Jefe del Departamento de Inspección del Trabajo, Dirección del Trabajo, Ministerio del Trabajo y Previsión Social.  
Sra. A. ESQUIVEL UTRERAS, Agregada Laboral, Misión Permanente, Ginebra.  
Sr. B. DEL PICÓ RUBIO, Segundo Secretario, Misión Permanente, Ginebra.  
Sr. S. FARÍAS, Asesor, Departamento de Relaciones Internacionales, Ministerio del Trabajo y Previsión Social.

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## Chine China China

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Mr B. LI, Ambassador, Permanent Mission, Geneva.

*substitute(s):*

Mr M. JIANG, Deputy Director-General, Department of International Cooperation, Ministry of Labour and Social Security.  
Ms X. LU, Counsellor, Permanent Mission, Geneva.

*accompanied by:*

Ms J. GUAN, Director, Department of International Cooperation, Ministry of Labour and Social Security.  
Mr L. ZHANG, Director, Department of International Cooperation, Ministry of Labour and Social Security.  
Mr S. RONG, First Secretary, Permanent Mission, Geneva.  
Mr R. XU, Official, Department of International Cooperation, Ministry of Labour and Social Security.

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## Cuba

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Sr. J. FERNÁNDEZ PALACIOS, Embajador, Misión Permanente, Ginebra.

*suplente(s):*

Sr. J. FERRER, Ministro Consejero, Misión Permanente, Ginebra.

*acompañado(s) de:*

Sra. M. LAU VALDÉS, Directora de Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.  
Sr. J. FRÓMETA, Primer Secretario, Misión Permanente, Ginebra.  
Sr. J. QUINTANILLA ROMÁN, Agregado Diplomático, Ministerio de Relaciones Exteriores.

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## El Salvador

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Sra. E. ÁVILA DE PEÑA, Asesora del Despacho Ministerial, Ministerio de Trabajo y Previsión Social.

*suplente(s):*

Sr. B. LARIOS, Embajador, Representante Permanente, Misión Permanente, Ginebra.

*acompañado(s) de:*

Sr. M. CASTRO GRANDE, Ministro Consejero, Misión Permanente, Ginebra.  
Sr. W. PALACIOS CARRANZA, Director, Relaciones Internacionales de Trabajo, Ministerio de Trabajo y Previsión Social.

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**Espagne Spain España**


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Sra. A. DOMÍNGUEZ GONZÁLEZ,  
Subsecretaria del Ministerio de Trabajo  
y Asuntos Sociales.

*suplente(s):*

Sr. J. MARCH PUJOL, Embajador,  
Representante Permanente, Misión  
Permanente, Ginebra.  
Sr. J. DE ARÍSTEGUI LABORDE,  
Embajador, Representante Permanente  
Adjunto, Misión Permanente, Ginebra.  
Sr. F. ARNAU NAVARRO, Consejero de  
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Permanente, Ginebra.  
Sr. G. LÓPEZ MAC LELLAN, Consejero  
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**Etats-Unis United States  
Estados Unidos**


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Ms C. PONTICELLI, Deputy Under-Secretary  
for International Affairs and US  
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*substitute(s):*

Mr R. SHEPARD, Director, Office of  
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*accompanied by:*

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Mr M. KLECHESKI, Political Counselor,  
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Mr R. MORAN, Deputy Director, Office of  
Technical Specialized Agency, Bureau of  
International Organization Affairs,  
Department of State.

Ms A. RITUALO, International Relations  
Officer, Office of Child Labor, Forced  
Labor and Human Trafficking, Department  
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Mr P. SMELLER, Third Secretary, Permanent  
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Mr K. SWINNERTON, Acting Chief,  
Economic and Labor Research Division,  
Bureau of International Labor Affairs,  
Department of Labor.

Mr C. WATSON, International Program  
Analyst, Office of International  
Organizations, Bureau of International  
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**France France Francia**


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M. G. DE ROBIEN, délégué gouvernemental  
de la France au Conseil d'administration  
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*suppléant(s):*

M. M. BOISNEL, délégation aux affaires  
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ministère du Travail, des Relations sociales  
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M. J. MATTEI, ambassadeur, représentant  
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*accompagné(s) de:*

M. C. GUILHOU, représentant permanent  
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M<sup>me</sup> A. LECLERC, déléguée aux affaires  
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Travail, des Relations sociales et de la  
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M. J. COMBEXELLE, directeur général du  
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M<sup>me</sup> P. RENOUL, conseillère, Mission  
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M<sup>me</sup> M.-C. COENT, déléguée aux affaires  
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M<sup>me</sup> C. PARRA, déléguée aux affaires européennes et internationales, ministère du Travail, des Relations sociales et de la Solidarité.

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M<sup>me</sup> C. WOHRER, secrétariat général de la mer, Premier ministre.

M. A. MOUSSAT, direction des affaires maritimes, ministère de l'Ecologie, du Développement et de l'Aménagement durables.

M<sup>me</sup> C. BLOT, direction des affaires maritimes, ministère de l'Ecologie, du Développement et de l'Aménagement durables.

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### **Inde India India**

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Ms S. PILLAI, Secretary, Ministry of Labour and Employment.

*accompanied by:*

Mr S. SINGH, Ambassador, Permanent Mission, Geneva.

Mr S.K. SRIVASTAVA, Joint Secretary, Ministry of Labour and Employment.

Mr M.S. GROVER, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr V.K. TRIVEDI, Counsellor, Permanent Mission, Geneva.

Mr A.V. SINGH, Director, Ministry of Labour and Employment.

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### **Italie Italy Italia**

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Ms F. GUARIELLO, Delegate from the Government of Italy to the ILO Governing Body.

*substitute(s):*

Ms M. BERGER, Government Delegate, Ministry of Labour and Social Policy.

*accompanied by:*

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Ms M. ZAPPIA, First Counsellor, Permanent Mission, Geneva.

Ms L. BATTISTONI, Director-General, Department for the Supervision of Conditions of Work.

Mr L. FANTINI, Deputy Government Delegate, Ministry of Labour and Social Policy.

Mr L. TRENTO, Technical Adviser, Ministry of Labour and Social Policy.

Ms V. RUSSO, Expert, Ministry of Foreign Affairs.

Ms G. DELFINO, Permanent Mission, Geneva.

Mr C. TAMBURRINO, Permanent Mission, Geneva.

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### **Japon Japan Japón**

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Mr I. FUJISAKI, Ambassador Extraordinary and Plenipotentiary, Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

Mr M. MIYAGAWA, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr K. MATSUI, Assistant Minister for International Affairs, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Mr T. KATSUDA, Assistant Director-General for International Policy Planning, Ministry of Health, Labour and Welfare.

Mr H. MINAMI, Minister, Permanent Mission, Geneva.

Mr N. TAGAYA, Counsellor, Permanent Mission, Geneva.

Mr A. MIKAMI, Counsellor, Permanent Mission, Geneva.

*accompanied by:*

Mr O. YAMANAKA, Counsellor, Permanent Mission, Geneva.

Mr K. SASAKI, Deputy Director, International Cooperation, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Ms K. ROKUMOTO, Deputy Director, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Mr C. HIROSE, Deputy Director, Specialized Agencies Division, International Cooperation Bureau, Ministry of Foreign Affairs.

Mr N. SAÏTO, Chief, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Mr K. SAÏTO, Second Secretary, Permanent Mission, Geneva.

Ms N. SHOJI, Official, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

Mr K. KUROKAWA, Official, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

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## Kenya

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Mr N. KULUNDU, Minister for Labour and Human Resource Development.

*substitute(s):*

Mr M. BOR, Permanent Secretary, Ministry of Labour and Human Resource Development.

Ms M. NZOMO, Ambassador, Permanent Mission, Geneva.

Mr J. KAVULUDI, Labour Commissioner, Ministry of Labour and Human Resource Development.

*accompanied by:*

Mr P. WAMOTO, Assistant Labour Commissioner, Ministry of Labour and Human Resource Development.

Ms M. MULI, Senior Labour Officer, Ministry of Labour and Human Resource Development.

Mr W. KAMAU, Deputy Chief Economist, Ministry of Labour and Human Resource Development.

Mr G. OMONDI, Counsellor – Labour, Permanent Mission, Geneva.

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## Malawi

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Ms A. KACHIKHO, Minister of Labour.

*accompanied by:*

Mr A. DAUDI, Principal Secretary, Ministry of Labour.

Mr E. ZIRIKUDONDO, Labour Commissioner, Ministry of Labour.

Mr D. BOTIE, Personal Assistant to the Minister, Ministry of Labour.

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## Maroc Morocco Marruecos

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M. J. RHMANI, ministre de l'Emploi et de la Formation professionnelle.

*suppléant(s):*

M. A. BOUHARROU, chef, division de la réglementation et des organismes internationaux du travail, ministère de l'Emploi et de la Formation professionnelle.

*accompagné(s) de:*

M. M. LOULICHKI, ambassadeur, représentant permanent, Mission permanente, Genève.

M. A. DRIOUCH, conseiller, ministère de l'Emploi et de la Formation professionnelle.

M. M. EL BOUAZZAOUI, conseiller des affaires étrangères, Mission permanente, Genève.

M. M. ACHGALOU, deuxième secrétaire, Mission permanente, Genève.

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## Nigéria Nigeria Nigeria

---

Mr H. LAWAL, Minister of Labour and Productivity.

*substitute(s):*

Mr O.A. AFOLABI, Permanent Secretary, Permanent Mission, Geneva.

*accompanied by:*

Mr I. ISA, Personal Assistant to the Minister.

Mr A. ABDULLAHI, Director PARS.

Ms J.E. AMEGO, Director, Planning Research and Statistics.

Ms V. EGHOBAMIEN, Director, TUSIR.

Ms I. AJAYI, Deputy Director, Employment and Wages.

Mr C. ILLOH, Deputy Director, Ministry of Labour and Productivity.

Ms O. AIMIUWU, Chief Labour Officer.

Mr D. NEBURAGHO, Chief Labour Officer.

Mr S.O. ADELODUN, Director-General, National Directorate of Employment.

Mr J. OKOLI, Chairman, Board of NSITF.

Mr J. OLANRENWAJU, Director of Labour Institute.

Mr S.A. DOSUNMU, Director-General  
NIMASA.  
Mr H. ABEDE, Maritime Labour Services.  
Mr A.I. BABA, Director, Maritime Labour  
Services.

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### **Pérou Peru Perú**

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Sr. E. PONCE-VIVANCO, Embajador,  
Representante Permanente, Misión  
Permanente, Ginebra.

*suplente(s):*

Sr. C. CHOCANO BURGA, Ministro  
Consejero, Misión Permanente, Ginebra.

*acompañado(s) de:*

Sr. I. ZEVALLOS AGUILAR, Segundo  
Secretario, Misión Permanente, Ginebra.

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### **Philippines Philippines Filipinas**

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Mr R. LAGMAN, Under-secretary, Department  
of Labor and Employment.

*substitute(s):*

Mr M. IMSON, Labour Attaché, Philippine  
Overseas Labor Office, Permanent Mission,  
Geneva.

Ms V. EASTWOOD, Welfare Officer,  
Philippine Overseas Labor Office,  
Permanent Mission, Geneva.

*accompanied by:*

Ms F. BAY, Department of Labor and  
Employment.

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### **Roumanie Romania Rumania**

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M<sup>me</sup> D. PATRASCU, secrétaire d'Etat,  
ministère du Travail, de la Solidarité sociale  
et de la Famille.

*suppléant(s):*

M. D. COSTEA, ambassadeur, Mission  
permanente, Genève.

*accompagné(s) de:*

M<sup>me</sup> C. DUMITRIU, conseillère supérieure,  
direction des relations externes et  
organisations internationales, ministère du  
Travail, de la Solidarité sociale et de la  
Famille.

M. I. RAILEANU, conseiller, ministère du  
Travail, de la Solidarité sociale et de la  
Famille.

M<sup>lle</sup> N. BÎRLADIANU, deuxième secrétaire,  
Mission permanente, Genève.

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### **Royaume-Uni United Kingdom Reino Unido**

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Mr S. RICHARDS, Head of ILO and UN  
Team, Department for Work and Pensions  
and Department for Education and Skills.

Ms C. KITSELL, First Secretary, Permanent  
Mission, Geneva.

*substitute(s):*

Mr P. RUSSELL, Senior Policy Adviser, Joint  
International Unit, Department for Work  
and Pensions and Department for Education  
and Skills.

Mr N. WAPSHERE, Second Secretary,  
Permanent Mission, Geneva.

*accompanied by:*

Ms L. TILLET, Head of the International  
Employment and Social Policy Division,  
Department for Work and Pensions,  
Department for Education and Skills.

Mr G. OTOO, Manager, Specialised Agencies,  
Department for International Development.

Ms G. MARZETTI, Deputy Head, Permanent  
Mission, Geneva.

Mr N. THORNE, Ambassador and Permanent  
Representative, Permanent Mission,  
Geneva.

Ms H. UPTON, Legal Adviser, Permanent  
Mission, Geneva.

Ms T. MCGRATH, Attaché, Permanent  
Mission, Geneva.

Ms N. DONKOR, Attaché, Permanent Mission,  
Geneva.

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**Fédération de Russie**  
**Russian Federation**  
**Federación de Rusia**

---

Ms A. LEVITSKAYA, Representative of the Government of the Russian Federation in the Governing Body, Deputy Minister.

Mr V. LOSHCHININ, Ambassador Extraordinary and Plenipotentiary, Permanent Representative, Permanent Mission, Geneva.

*accompanied by:*

Mr A. SAFONOV, Director, Department of Labour Relations, Ministry of Health and Social Development.

Mr I. DUBOV, Director, Department of International Cooperation and Public Relations, Ministry of Health and Social Development.

Mr A. MATVEEV, Deputy Permanent Representative, Permanent Mission, Geneva.

Mr N. LOZINSKIY, Senior Counsellor, Permanent Mission, Geneva.

Mr D. GONCHAR, Counsellor, Permanent Mission, Geneva.

Mr V. STEPANOV, Head of Section, Department of International Cooperation and Public Relations, Ministry of Health and Social Development.

Mr M. BAYGEREEV, Head of Section, Department of Labour Relations, Ministry of Health and Social Development.

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Ms V. ZAHAROVA, Senior Expert, Department of Labour Relations, Ministry of Health and Social Development.

Ms A. CHURKINA, Senior Expert, Department of Labour Relations, Ministry of Health and Social Development.

Ms I. GOLNEVA, Counsellor, Department of Labour Relations, Ministry of Health and Social Development.

Ms L. RODIONOVA, Deputy Head, Department of Labour Law Enforcement, Federal Labor and Employment Service.

Mr V. IVANOV, Deputy Head of Division, Legal Department, Federal Labor and Employment Service.

Ms E. OTCHESKAYA, Senior Expert, Legal Department, Federal Labor and Employment Service.

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**Sri Lanka**

---

Mr A. SENEVIRATNE, Minister of Labour Relations and Manpower.

*substitute(s):*

Mr M. MADIHAHEWA, Secretary, Ministry of Labour Relations and Manpower.

Mr D. JAYATILLEKA, Chairperson of the ILO Governing Body and Ambassador, Permanent Representative, Permanent Mission, Geneva.

Mr O.L. AMEERAJWAD, Counsellor, Permanent Mission, Geneva.

*accompanied by:*

Mr U. ATHUKORALA, Senior Assistant Secretary, Ministry of Labour Relations and Manpower.

Mr P. ATHAUDA, Private Secretary to the Minister, Ministry of Labour Relations and Manpower.

**Membres gouvernementaux adjoints      Deputy Government members**  
**Miembros gubernamentales adjuntos**

**Argentine    Argentina**  
**Argentina**

Sra. N. RIAL, Secretaria de Trabajo, Ministerio de Trabajo, Empleo y Seguridad Social.

*suplente(s):*

Sr. A. DUMONT, Embajador, Misión Permanente, Ginebra.

Sr. E. MARTÍNEZ GONDRA, Ministro, Representante Permanente Alternativo, Misión Permanente, Ginebra.

*acompañado(s) de:*

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Sr. D. CELAYA ÁLVAREZ, Consejero, Misión Permanente, Ginebra.

Sra. S. CORRADETTI, Asesora del Ministro, Ministerio de Trabajo, Empleo y Seguridad Social.

**Barbade    Barbados**  
**Barbados**

Mr T. CLARKE, Ambassador, Permanent Mission, Geneva.

*substitute(s):*

Mr C. SIMMONS, Permanent Secretary (Labour), Ministry of Labour and Civil Service.

*accompanied by:*

Ms E. MARCUS-BURNETT, Counsellor, Permanent Mission, Geneva.

Mr M. WILSON, First Secretary, Permanent Mission, Geneva.

Ms N. BURKE, First Secretary, Permanent Mission, Geneva.

**Burundi**

M. D. KINIGI, ministre de la Fonction publique, du Travail et de la Sécurité sociale.

*suppléant(s):*

M. A. NDIKUMWAMI, conseiller au cabinet, ministère de la Fonction publique, du Travail et de la Sécurité sociale.

*accompagné(s) de:*

M. P. MAHWERA, ambassadeur, Mission permanente, Genève.

M. N. NKUNDWANABAKE, premier conseiller, Mission permanente, Genève.

**Cambodge    Cambodia**  
**Camboya**

Mr V. HOU, Deputy Director-General, Ministry of Labour and Vocational Training.

Mr V. HEANG, Director of International Cooperation Department, Ministry of Labour and Vocational Training.

*substitute(s):*

Mr H. VENG, Director of Child Labour Department, Ministry of Labour and Vocational Training.

Mr R. NGUY, Chief of ILO Office, International Cooperation Department, Ministry of Labour and Vocational Training.

**République de Corée**  
**Republic of Korea**  
**República de Corea**

Mr S. LEE, Ambassador, Permanent Representative, Permanent Mission, Geneva.

*substitute(s):*

Mr D. CHANG, Ambassador and Deputy Permanent Representative, Permanent Mission, Geneva.

Mr J. LEE, Vice-Director-General for International Cooperation Bureau.

*accompanied by:*

Mr M. JUNG, First Secretary, Permanent Mission, Geneva.

Ms Y. KIM, Deputy Director, International Labor Policy Team, Ministry of Labor.  
 Ms E. LEE, Deputy Director, International Labor Policy Team, Ministry of Labor.  
 Mr J. HWANG, Assistant Director, International Labour Policy Team, Ministry of Labor.  
 Mr S. MA, Assistant Director, International Labour Policy Team, Ministry of Labor.

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## Côte d'Ivoire

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M. H. OULAYE, ministre de la Fonction publique et de l'Emploi.

*suppléant(s):*

M. G. GAUZE, ambassadeur, Mission permanente, Genève.

*accompagné(s) de:*

M. D. BOLLOU BI DJEHIFFE, directeur général du travail, ministère de la Fonction publique et de l'Emploi.  
 M. E. GUEU, directeur, inspection du travail, ministère de la Fonction publique et de l'Emploi.  
 M. Y. YEBOUE KOUAME BROU, directeur de la santé du travail, ministère de la Fonction publique et de l'Emploi.  
 M. F. GLEGLAUD KOUASSI YAO, premier conseiller, Mission permanente, Genève.  
 M. N. BAMBA, attaché de mission, Mission permanente, Genève.

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## Ethiopie Ethiopia Etiopía

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Mr H. ABDELLA, Minister of Labour and Social Affairs.

*substitute(s):*

Mr F. YIMER, Ambassador, Permanent Mission, Geneva.

*accompanied by:*

Ms E. TEFERRA, Head, International Relations and Public Relations, Ministry of Labour and Social Affairs.  
 Mr A. MULUGETA ABEBE, First Secretary, Permanent Mission, Geneva.

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## Finlande Finland Finlandia

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Mr P. METSO, Deputy Permanent Representative, Permanent Mission, Geneva.

*accompanied by:*

Ms R. KANGASHARJU, Ministerial Adviser, Ministry of Labour.  
 Ms E. MYLLYMÄKI, Ambassador for Global Governance, Ministry for Foreign Affairs.  
 Ms S. MODEEN, Counsellor, Permanent Mission, Geneva.  
 Mr M. KARLSSON, Intern, Permanent Mission, Geneva.

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## Grèce Greece Grecia

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Mr F. VERROS, Ambassador, Permanent Mission, Geneva.

*substitute(s):*

Ms M. VOZIKI KOSMETOPOULOU, Representative to the ILO Governing Body, Ministry of Employment and Social Protection.

*accompanied by:*

Ms M. GKOUVA, Ministry of Employment and Social Protection.  
 Ms G. ANTONOPOULOU, Ministry of Employment and Social Protection.

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## Honduras

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Sr. D. URBIZO PANTING, Embajador, Misión Permanente, Ginebra.

*acompañado(s) de:*

Sra. G. BU FIGUEROA, Embajadora Alternativa, Misión Permanente, Ginebra.  
 Sra. Y. ELVIR ELVIR, Primer Secretario, Misión Permanente, Ginebra.

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## Hongrie Hungary Hungria

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Mr L. HÉTHY, Deputy Director-General.

*substitute(s):*

Mr G. SZELEI KISS, Ambassador, Permanent Mission, Geneva.

*accompanied by:*

Mr P. KLEKNER, Chief Adviser to the Minister, Ministry of Social Affairs and Labour.

Ms D. BLAZSEK, Second Secretary, Permanent Mission, Geneva.

Ms T. BOROSNÉ BARTHA, International Director, Confederation of Hungarian Employers and Industrialists.

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## République islamique d'Iran Islamic Republic of Iran República Islámica del Irán

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Mr M. MALEKI TABAR, Deputy Minister, Ministry of Labour and Social Affairs.

*substitute(s):*

Mr A. MOAIYERI, Ambassador, Permanent Mission, Geneva.

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Mr H. NOURI, Adviser to the Minister and Director-General for International Affairs and Overseas Employment, Ministry of Labour and Social Affairs.

Mr S. HEFDAHTAN, Director-General for Human Resources Management, Ministry of Labour and Social Affairs.

Mr K. AHMADI, Counsellor, Permanent Mission, Geneva.

Mr A. SHAHMIR, Labour Counsellor, Permanent Mission, Geneva.

Mr H. MOHAMMAD ZADEH, Deputy Director, General Labour Inspection, Ministry of Labour and Social Affairs.

Ms N. RAHGOZAR, International Relations Expert, Ministry of Labour and Social Affairs.

Ms M. FARMAHINI FARAHANI, Senior Expert, International Relations, Ministry of Labour and Social Affairs.

Ms M. AMIRI, Chief, Labour Market Policies, Ministry of Labour and Social Affairs.

Mr R. MORTEZAIE, Expert, International Affairs Department, Ministry of Labour and Social Affairs.

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## Irlande Ireland Irlanda

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Mr M. CUNNIFFE, Principal Officer, Department of Enterprise, Trade and Employment, Ministry for Labour Affairs.

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## Jordanie Jordan Jordania

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Mr B. ABU TALEB, Second Secretary, Permanent Mission, Geneva.

Mr S. DAJANI, Special Counsellor for ILO Affairs, Permanent Mission, Geneva.

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## Koweït Kuwait Kuwait

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Mr D. RAZZOOQI, Ambassador, Permanent Mission, Geneva.

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Mr S. MARAFI, Counsellor, Permanent Mission, Geneva.

Mr T. AL-DOAIJ, Third Secretary, Mission of Kuwait.

Mr M. AL-SUMAIT, Director, National Labour Development Department.

Ms Z. KHALAF, Supervisor of the Conventions and the Technical Cooperation. Foreign Affairs Relations Department.

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## Mexique Mexico México

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Sra. M. GÓMEZ OLIVER, Embajadora,  
Representante Alterna, Misión Permanente,  
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*acompañado(s) de:*

Sr. J. LORENZO DOMÍNGUEZ, Primer  
Secretario, Misión Permanente, Ginebra.  
Sr. A. ROSAS RODRÍGUEZ, Subdirector para  
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Social.  
Sra. M. OLIVERA WEST, Segunda Secretaria,  
Misión Permanente, Ginebra.  
Sr. V. GENINA CERVANTES, Asesor, Misión  
Permanente, Ginebra.

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## Mozambique

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Ms F. RODRIGUES, Ambassador and  
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*accompanied by:*

Mr J. DENGGO, Officer, Ministry of Labour in  
Mozambique.  
Mr M. TUNGADZA, Second Secretary,  
Permanent Mission, Geneva.

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## Pakistan Pakistan Pakistán

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Mr M. KHAN, Ambassador, Permanent  
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Mr M. ATHAR, Central Labour Adviser,  
Labour and Manpower Division.  
Mr A. ISMAIL, First Secretary, Permanent  
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Mr I. AHMAD, Research Officer, Ministry of  
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## Pays-Bas Netherlands Países Bajos

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Mr L. BEETS, Director for International  
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Mr J. RUNHAAR, Policy Adviser, Ministry of  
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Ms Y. STIEGELIS, Policy Adviser, Ministry of  
Social Affairs and Employment.  
Mr R. DE VOS, Ministry of Social Affairs and  
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## Pologne Poland Polonia

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Mr K. KUBERSKI, Under-Secretary of State,  
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*substitute(s):*

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Ms R. LEMIESZEWSKA, Counsellor,  
Permanent Mission, Geneva.

*accompanied by:*

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Ms M. KOSTULSKA, Senior Expert, Social  
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Ms M. WYSOCKA-MADEJ, Senior Expert,  
Social Partnership Department, Ministry of  
Labour and Social Policy.



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## Sénégal Senegal Senegal

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M<sup>me</sup> I. NTAB NDIAYE, ministre de la  
Fonction publique, du Travail, de l'emploi  
et des Organisations professionnelles.

*suppléant(s):*

M. B. MBAYE, ambassadeur, représentant  
permanent, Mission permanente, Genève.

*accompagné(s) de:*

M. D. SENE, ministre conseiller, Mission  
permanente, Genève.

M. E. BOYE, deuxième conseiller, Mission  
permanente, Genève.

M<sup>me</sup> S. DIAL, deuxième conseillère, Mission  
permanente, Genève.

M. M. SOW, directeur du travail et de la  
sécurité sociale.

M. B. THIAM, inspecteur du travail et de la  
sécurité sociale.

M. M. DIAGNE, inspecteur du travail,  
ministère de la Fonction publique, du  
Travail, de l'Emploi et des Organisations  
professionnelles.

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## Singapour Singapore Singapur

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Mr S. SYED HASSIM, Chargé d'affaires a.i.,  
Deputy Permanent Representative,  
Permanent Mission, Geneva.

*substitute(s):*

Mr C. FOO, Registrar of Trade Unions, Labour  
Relations and Workplaces Division,  
Ministry of Manpower.

Mr T. LIM, Senior International Relations  
Manager, Ministry of Manpower.

Ms F. GAN, First Secretary, Permanent  
Mission, Geneva.

Mr P. NG, Senior Manager. Tripartite  
Programmes Labour Relations and  
Workplaces Division, Ministry of  
Manpower.

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## République tchèque Czech Republic República Checa

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Ms B. HRUSKOVÁ, Head of Unit of  
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*substitute(s):*

Mr P. POKORNY, Department for European  
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Mr J. BLAZEK, Second Secretary, Permanent  
Mission, Geneva.

*accompanied by:*

Ms J. VLACHOVÁ, Department for European  
Union and International Relations, Ministry  
of Labour and Social Affairs.

Mr J. TOIFL, Department of Multilateral  
Relations, Ministry of Foreign Affairs.

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## Trinité-et-Tobago Trinidad and Tobago Trinidad y Tabago

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Mr D. FRANCIS, Ambassador, Permanent  
Representative, Permanent Mission,  
Geneva.

*accompanied by:*

Ms M. HUGGINS, First Secretary, Permanent  
Mission, Geneva.

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## Tunisie Tunisia Túnez

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M. M. CHEBBI, chef, cabinet du ministre des  
Affaires sociales, de la Solidarité et des  
Tunisiens à l'étranger.

M. A. KHELIFI, directeur général du travail,  
ministère des Affaires sociales, de la  
Solidarité et des Tunisiens à l'étranger.

*suppléant(s):*

M<sup>me</sup> S. CHOUBA, directrice, coopération  
internationale et relations extérieures,  
ministère des Affaires sociales, de la  
Solidarité et des Tunisiens à l'étranger.

M. H. LANDOULSI, conseiller des affaires  
étrangères, Mission permanente, Genève.

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**Venezuela (R p. bolivarienne du)**  
**Venezuela (Bolivarian Rep.)**  
**Venezuel (Rep. Bolivariana de)**

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Sr. J. ARIAS PALACIO, Embajador Alterno,  
Misi n Permanente, Ginebra.

*suplente(s):*

Sra. P. DRANY, Directora de la Oficina de  
Relaciones Internacionales y Enlace con la  
OIT, Ministerio del Trabajo y Seguridad  
Social.

*acompa ado(s) de:*

Sr. J. VILLARROEL, Director General de  
Relaciones Laborales.

Sr. D. SAGARAY, Ministerio del Trabajo y  
Seguridad Social.

Sr. R. D'ARMAS, Ministerio del Trabajo y  
Seguridad Social.

Sr. O. S NCHEZ, Ministerio del Trabajo y  
Seguridad Social.

Sr. C. FLORES, Consejero, Misi n  
Permanente, Ginebra.

Sra. V. SIERRAALTA, Asistente t cnica.  
Misi n Permanente, Ginebra.

Sra. M. GONZ LEZ, Asistente t cnica.

Sr. L. LOBO RODRIGUEZ, Asistente t cnico.

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**Viet Nam**

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Mr Q. PHAM, Deputy Permanent  
Representative, Permanent Mission,  
Geneva.

*accompanied by:*

Mr H. PHAM, Counsellor, Permanent Mission,  
Geneva.

**Membres employeurs titulaires    Regular Employer members**  
**Miembros empleadores titulares**

<b>Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:</b>	<b>Sr. D. FUNES DE RIOJA (Argentina)</b>
<b>Secrétaire du groupe des employeurs: Secretary of the Employers' group: Secretario del Grupo de los Empleadores:</b>	<b>Sr. A. PEÑALOSA (IOE)</b>
<b>Secrétaire adjoint du groupe des employeurs: Deputy Secretary of the Employers' group: Secretaria adjunta del Grupo de los Empleadores:</b>	<b>Mr B. WILTON (IOE)</b>

Mr P. ANDERSON (Australia), Director, Workplace Policy, Australian Chamber of Commerce and Industry.

Mr A. DAHLAN (Saudi Arabia), representative, Council of Saudi Chamber of Commerce and Industry.

Sr. D. FUNES DE RIOJA (Argentina), Vicepresidente del Consejo de Administración de la OIT, Funes de Rioja y Asociados.

Ms R. GOLDBERG (United States), Executive Vice-President and Senior Policy Officer, United States Council for International Business.

Ms R. HORNUNG-DRAUS (Germany), Director, European Affairs and International Social Policy, Confederation of German Employers' Associations (BDA).

Mr A. JEETUN (Mauritius), Director, Mauritius Employers' Federation.

M. E. JULIEN (France), directeur adjoint aux affaires sociales, européennes et internationales, Mouvement des entreprises de France (MEDEF).

Mr D. LIMA GODOY (Brazil), Presidente del Consejo de Relaciones Laborales, Confederación Nacional de la Industria (CNI).

M. A. M'KAISSI (Tunisie), conseiller directeur central, Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).

Mr A. MOORE (United Kingdom), Director, Confederation of British Industry (CBI).

M. B. NACOULMA (Burkina Faso), président, comité statuaire, Conseil national du patronat burkinabé.

Mr T. SUZUKI (Japan), Executive Adviser, Nippon-keidanren International Cooperation Center.

Mr A. TABANI (Pakistan), President, Employers' Federation of Pakistan, Chairman Seri Sugar Mills Limited.

Mr G. TROGEN (Sweden), Senior Adviser International Affairs, Confederation of Swedish Enterprise.

**Membres employeurs adjoints      Deputy Employer members**  
**Miembros empleadores adjuntos**

- M<sup>me</sup> F. AWASSI ATSIMADJA (Gabon), représentante, Confédération patronale gabonaise.
- M. M. BARDE (Suisse), secrétaire général, Fédération des syndicats patronaux.
- Mr L. CHEN (China), Vice-President, China Enterprise Confederation.
- Sr. B. DE ARBELOA (Venezuela (Rep. Bolivariana de)), Presidente Comisión OIT/OIE, Fedecamaras.
- Sr. J. DE REGIL (México), Vicepresidente, Comisión de Trabajo, Confederación de Cámaras Industriales de los Estados Unidos Mexicanos.
- Mr O. EREMEEV (Russian Federation), Chairman, Coordinating Council of Employers' Unions of Russia (CCEUR).
- Mr A. FINLAY (Canada), Vice-President and Assistant General Counsel, Employee Relations and Employment Group, The Bank of Nova Scotia.
- Mr S. GOH HOCK LI (Singapore), Council Member, Singapore National Employers Federation.
- Mr W.A. HILTON-CLARKE (Trinidad and Tobago), Vice-Chairman, Employers' Consultative Association of Trinidad and Tobago.
- Ms L. HORVATIC (Croatia), Director of International Relations, Croatian Employers' Association.
- Sr. A. ECHAVARRÍA SALDARRIAGA (Colombia), Vicepresidente de Asuntos Jurídicos y Sociales, Asociación Nacional de Industriales (ANDI).
- Mr K. MATTAR (United Arab Emirates), Board Director, Federation of Chambers of Commerce and Industry.
- M. E. MEGATELI (Algérie), secrétaire général, Confédération générale des opérateurs économiques algériens.
- Mr O.A. OSHINOWO (Nigeria), Director-General, Nigeria Employers' Consultative Association.
- Mr S. PATIL (India), Secretary-General, Employers' Federation of India (EFI).
- Mr C. RENIQUE (Netherlands), Head, Education and Training Department, VNO-NCW.
- Sr. G. RICCI MUADI (Guatemala), C/o Mosquera & Ricci, Comité Coordinador de Asociaciones Agrícolas, Comerciales, Industriales y Financieras (CACIF).
- M. L. TRAORE (Mali), secrétaire général, Conseil national du patronat du Mali.
- Mr V. VAN VUUREN (South Africa), Chief Operations Officer, Business Unity South Africa.

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Mr H. LIU, accompanying Mr Chen.  
Mr A. POLOUEKTOV, accompanying Mr Eremeev.

**Membres suppléants assistant à la session:****Substitute members attending the session:****Miembros suplentes presentes en la reunión:**

Mr T. MAKEKA (Lesotho), Executive Director, Association of Lesotho Employers and Business.

Mr M. PILIKOS (Cyprus), Director-General, Cyprus Employers' and Industrialists' Federation.

Mr P. PRIOR (Czech Republic), Confederation of Industry of the Czech Republic.

Mr P. TOMEK (Austria), representative, Federation of Austrian Industry.

**Membres travailleurs titulaires      Regular Worker members**  
**Miembros trabajadores titulares**

<b>Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:</b>	<b>Sir Roy TROTMAN (Barbados)</b>
<b>Secrétaire du groupe des travailleurs: Secretary of the Workers' group: Secretaria del Grupo de los Trabajadores:</b>	<b>Ms A. BIONDI (ITUC)</b>
<b>Secrétaire adjointe du groupe des travailleurs: Deputy Secretary of the Workers' group: Secretaria adjunta del Grupo de los Trabajadores:</b>	<b>Sra. R. GONZÁLEZ (ITUC)</b>

Mr N. ADYANTHAYA (India), Vice-President, Indian National Trade Union Congress.

Sr. A. ALVIS FERNÁNDEZ (Colombia), Presidente, Confederación de Trabajadores de Colombia.

M<sup>me</sup> R. DIALLO (Guinée), secrétaire générale, Confédération nationale des travailleurs de Guinée (CNTG).

Mr U. EDSTRÖM (Sweden), Head of International Department, Swedish Trade Union Confederation (LO-S).

Ms U. ENGELN-KEFER (Germany), DGB Germany.

Sr. J. GÓMEZ ESGUERRA (Colombia), Secretario General, Confederación General del Trabajo (CGT).

Mr S. NAKAJIMA (Japan), Executive Director, Department of International Affairs, Japanese Trade Union Confederation – JTUC-RENGO.

Mr A. OSHIOMHOLE (Nigeria), Nigeria Labour Congress (NLC) (from 1 to 9 November)

Mr I. OMAR (Nigeria) President, Nigeria Labour Congress (NLC) (from 12 to 16 November)

Mr H. SANDRASEKERA (Sri Lanka), Senior Vice-President, Ceylon Workers Congress.

M. A. SIDI SAÏD (Algérie), secrétaire général, Union générale des travailleurs algériens.

Mr E. SIDOROV (Russian Federation), Secretary, Federation of Independent Trade Unions of Russia (FNPR).

Mr S. STEYNE (United Kingdom), International Officer, EU and International Relations Department, Trades Union Congress.

Sir R. TROTMAN (Barbados), Vice-Chairperson of the ILO Governing Body, General Secretary, Barbados Workers' Union.

Mr J. ZELLHOEFER (United States), European representative, AFL-CIO European Office.

Ms M. HAYASHIBALA, accompanying Mr Nakajima.

Ms B. KÜHL, accompanying Ms Engelen-Kefer.

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**Membres travailleurs adjoints      Deputy Worker members**  
**Miembros trabajadores adjuntos**

Mr K. AHMED (Pakistan), General Secretary, Pakistan Workers' Federation (PWF).

Mr M. AL-MA'AYTA (Jordan), President, General Federation of Jordanian Trade Unions.

Sra. H. ANDERSON NEVÁREZ (México), Secretaria de Acción Femina del Comité, Confederación de Trabajadores de México.

Mr L. BASNET (Nepal), President, Nepal Trade Union Congress (from 5 to 9 November).

M. M. BLONDEL (France), Confédération générale du travail-Force ouvrière (CGT-FO).

Ms C. BRIGHI (Italy), Assistant Director International, CISL.

Mr B. CANAK (Serbia), President, United Branch Trade Unions – Nezavisnost.

M. A. DJIBRINE (Tchad), secrétaire général, Union des syndicats du Tchad (UST).

Mr T. ETTY (Netherlands), International Department, Netherlands Trade Union Confederation.

M<sup>me</sup> A. GARCIA (Angola), secrétaire générale, Centrale générale des syndicats indépendants et libres de l'Angola.

Sra. N. GOULART (Brasil), Vicepresidente, Força Sindical Nacional.

M. B. HOSSU (Roumanie), président, Confédération nationale syndicale.

Mr A. HUSAIN (Bahrain), General Federation for Bahrain Workers' Trade Unions.

Sr. G. MARTÍNEZ (Argentina), Confederación General del Trabajo.

M. A. PALANGA (Togo), secrétaire général, Confédération nationale des travailleurs du Togo (CNTT).

Mr E. PATEL (South Africa), National Labour Convenor, COSATU.

Mr R. SILABAN (Indonesia), President, Confederation of Indonesian Prosperity Trade Union.

Mr SITHOLE (Swaziland), General Secretary, Swaziland Federation of Trade Unions.

Ms H. YACOB (Singapore), Assistant Secretary-General, National Trade Unions Congress.

Mr T. WOJCIK (Poland), National Commission Member, Solidarnosc (from 12 to 16 November).

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**Membres suppléants assistant à la session:**  
**Substitute members attending the session:**  
**Miembros suplentes presentes en la reunión:**

Mr K. GYÖRGY (Hungary), International Secretary, National Confederation of Hungarian Trade Unions.

**Représentants d'autres Etats Membres de l'Organisation assistant à la session  
Representatives of other member States of the Organization present at the session  
Representantes de otros Estados Miembros de la Organización presentes en la reunión**

**Algérie Algeria Argelia**

M. I. JAZAÏRY, ambassadeur, représentant permanent, Mission permanente, Genève.  
M. M. BESSEDIK, ministre conseiller, représentant permanent adjoint, Mission permanente, Genève.  
M. L. DJACTA, représentant permanent adjoint, Mission permanente, Genève.  
M. H. KHELIF, secrétaire diplomatique, Mission permanente, Genève.  
M. M. ABBANI, attaché diplomatique, Mission permanente, Genève.

**Autriche Austria Austria**

Ms I. DEMBSHER, Head of Unit, Federal Ministry of Economic Affairs and Labour.  
Mr M. WEIDINGER, Second Secretary, Permanent Mission, Geneva.  
Mr T. BERNDORFER, Attaché, Permanent Mission, Geneva.  
Ms J. VALENTA, Attaché, Permanent Mission, Geneva.

**Bangladesh**

Mr M. HUSSAIN, Chargé d'affaires, a.i., Permanent Mission, Geneva.  
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M. A. VAN MEEUWEN, ambassadeur, Mission permanente, Genève.  
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M. F. VANDAMME, conseiller général, division des affaires internationales, Service public fédéral emploi, travail et concertation sociale.

M. E. ADRIAENSENS, ministre conseiller, Mission permanente, Genève.  
M. J. CLOESEN, conseiller, division des affaires internationales, Service public fédéral emploi, travail et concertation sociale.  
M<sup>me</sup> L. EVEN, attachée, division des affaires internationales, Service public fédéral emploi, travail et concertation sociale.  
M. J. DE PRETER, premier conseiller, Mission permanente, Genève.  
M. D. MAENAUT, délégué du gouvernement flamand auprès des organisations multilatérales à Genève.  
M<sup>me</sup> M. TIMMERMANS, déléguée de la communauté française de Belgique et de la région wallonne à Genève.  
M. E. MAES, délégué de la région Bruxelles capitale.

**Bulgarie Bulgaria Bulgaria**

Mr P. DRAGANOV, Ambassador, Permanent Representative, Permanent Mission, Geneva.  
Ms J. POPOVA, State Expert, Human Rights and International Humanitarian Affairs Department, Ministry of Foreign Affairs.  
Ms A. TOPALOVA, Junior Expert, European Integration, Ministry of Labour and Social Policy.  
Ms M. YOTOVA, Third Secretary, Permanent Mission, Geneva.  
Ms E. ANANIEVA, Attaché, First Secretary, Permanent Mission, Geneva.

**Colombie Colombia Colombia**

Sr. D. PALACIO BETANCOURT, Ministro de la Protección Social.  
Sra. C. FORERO UCROS, Embajadora, Representante Permanente, Misión Permanente, Ginebra.  
Sra. A. MENDOZA AGUDELO, Ministra Consejera, Misión Permanente, Ginebra.  
Sr. A. AYALA, Ministra Consejera, Misión Permanente, Ginebra.



Sr. D. ÁVILA, Primer Secretario, Misión Permanente, Ginebra.

Sr. A. PÉREZ, Primer Secretario, Confederación de Trabajadores de Colombia.

Sra. C. PÉREZ, Auxiliar Administrativo, Misión Permanente, Ginebra.

Sra. M. JARAMILLO, Attaché, Misión Permanente, Ginebra.

Sra. A. CENTENO, Attaché, Misión Permanente, Ginebra.

Sra. L. RODRÍGUEZ, Asistente Administrativa, Misión Permanente, Ginebra.

Sr. G. SARMIENTO, Asistente Administrativo, Misión Permanente, Ginebra.

Sr. S. CASTELLANOS, Asistente Administrativo, Misión Permanente, Ginebra.

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### **Costa Rica**

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Sra. L. THOMPSON, Embajadora, Representante Permanente, Misión Permanente, Ginebra.

Sr. C. GARBANZO BLANCO, Ministro Consejero, Misión Permanente, Ginebra.

Sra. E. SAGOT, Pasante.

Sra. A. CAMPOS, Pasante.

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### **Croatie Croatia Croacia**

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Mr B. SOCANAC, Chargé d'affaires, Permanent Mission, Geneva.

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### **Danemark Denmark Dinamarca**

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Ms Z. LILJEQVIST, Head of Section, Ministry of Employment.

Ms V. WESTH, Head of Section, Ministry of Employment.

Ms R. USSING, Attaché, Permanent Mission, Geneva.

Ms I. RASMUSSEN, Assistant Attaché, Permanent Mission, Geneva.

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### **Egypte Egypt Egipto**

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Ms S. ELERIAN, Labour Counsellor, Permanent Mission, Geneva.

Mr O. EL DANDARAWY, Second Secretary, Permanent Mission, Geneva.

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### **Emirats arabes unis United Arab Emirates Emiratos Arabes Unidos**

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Mr O. AL ZAABI, Ambassador, Permanent Mission, Geneva.

Ms N. AL QASSIMI, First Secretary, Permanent Mission, Geneva.

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### **Equateur Ecuador Ecuador**

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Sr. M. MONTALVO, Embajador, Misión Permanente, Ginebra.

Sr. C. SANTOS, Consejero, Misión Permanente, Ginebra.

Sr. J. THULLEN, Asesor, Ministerio del Trabajo y Empleo.

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### **Estonie Estonia Estonia**

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Ms K. SIBUL, Third Secretary, Permanent Mission, Geneva.

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### **Gabon Gabon Gabón**

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M<sup>me</sup> M. ANGONE ABENA, conseillère, chargée des relations avec le BIT, Mission permanente, Genève.

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### **Guatemala**

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Sr. C. MARTÍNEZ ALVARADO, Embajador, Representante Permanente, Misión Permanente, Ginebra.

Sra. A. CHÁVEZ BIETTI, Ministra Consejera, Misión Permanente, Ginebra.

Sr. I. MARTÍNEZ GALINDO, Primer Secretario, Misión Permanente, Ginebra.

Sra. E. VALDÉS, Tercera Secretaria, Misión Permanente, Ginebra.

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## Haïti Haiti Haití

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Mr. J. ALEXANDRE, ministre conseiller,  
Mission permanente d'Haïti auprès de  
l'Office des Nations Unies à Genève.

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## Indonésie Indonesia Indonesia

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Mr M. WIBISONO, Ambassador, Permanent  
Mission, Geneva.  
Mr I. PUJA, Deputy Permanent Representative,  
Permanent Mission, Geneva.  
Mr J. TAVARES, Counsellor, Permanent  
Mission, Geneva.  
Mr A. SOMANTRI, First Secretary, Permanent  
Mission, Geneva.  
Mr T. SINAGA, Senior Adviser of Inter-  
Institutions and International Affairs,  
Department of Manpower and  
Transmigration.  
Ms T. SINAGA, Researcher, MOMT of the  
Republic of Indonesia.  
Mr G. WITJAKSONO, Deputy Director of  
Bilateral Cooperation, CAIC, MOMT of the  
Republic of Indonesia.

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## Iraq

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Mr W. AL-QAISI, Third Secretary, Permanent  
Mission, Geneva.

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## Israël Israel Israel

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Mr I. LEVANON, Ambassador, Permanent  
Mission, Geneva.  
Mr E. BEN-TURA, Deputy Director, Division  
of International Organizations.  
Ms N. FURMAN, Counsellor, Permanent  
Mission, Geneva.  
Ms D. NORRIS, Adviser, Permanent Mission,  
Geneva.

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## Lituanie Lithuania Lituania

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Mr E. BORISOVAS, Ambassador, Permanent  
Mission, Geneva.

Ms R. KAZRAGIENE, Minister Counsellor,  
Permanent Mission, Geneva.

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## Malaisie Malaysia Malasia

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Mr A. AB. RAHAMAN, Labour Attaché,  
Permanent Mission, Geneva.

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## Myanmar

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Mr U. LWIN, Ambassador, Permanent  
Representative, Permanent Mission,  
Geneva.  
Mr N. SWE, Deputy Permanent Representative,  
Permanent Mission, Geneva.  
Mr U. THEIN, Minister-Counsellor, Permanent  
Mission, Geneva.  
Mr A. LATT, Counsellor, Permanent Mission,  
Geneva.  
Mr T. WIN, First Secretary, Permanent  
Mission, Geneva.  
Mr U. SIN, First Secretary, Permanent Mission,  
Geneva.  
Mr D. OO HLAING, Second Secretary,  
Permanent Mission, Geneva.  
Mr U. AYE, Attaché, Permanent Mission,  
Geneva.

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## Norvège Norway Noruega

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Ms H. SKORPEN, Acting Permanent  
Representative, Permanent Mission,  
Geneva.  
Mr O. VIDNES, Deputy Director-General,  
Ministry of Labour and and Social  
Inclusion.  
Mr T. STENVOLD, Senior Adviser, Ministry  
of Foreign Affairs.  
Ms G. YTTERDAL, Adviser, Ministry of  
Labour and and Social Inclusion.  
Ms G. WAAGE, First Secretary, Permanent  
Mission, Geneva.  
Ms T. THUE WITH, Ministry of Labour and  
Foreign Affairs.

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**Nouvelle-Zélande  
New Zealand  
Nueva Zelandia**

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Ms R. STEFFENS-SMITH, Director,  
International Services, Department of  
Labour.  
Ms N. PERRET, Adviser, International  
Services, Department of Labour.  
Mr N. KIDDLE, Deputy Permanent  
Representative, Permanent Mission,  
Geneva.  
Mr K. HAVELOCK, Executive Assistant,  
Permanent Mission, Geneva.

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**Panama Panama Panamá**

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Sr. J. CASTILLERO, Embajador, Misión  
Permanente, Ginebra.  
Sra. L. LESCURE, Embajadora, Representante  
Alternativa, Misión Permanente, Ginebra.

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**Portugal**

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M. F. XAVIER ESTEVES, ambassadeur,  
Mission permanente, Genève.  
M<sup>me</sup> M. SOARES, directrice générale du  
cabinet de stratégie et planification,  
ministère du Travail et de la Solidarité  
sociale.  
M<sup>me</sup> A. FERNANDES, sous-directrice générale  
du cabinet de stratégie et planification.  
M<sup>me</sup> M. MINISTRO, directrice des services du  
cabinet de stratégie et planification.  
M<sup>me</sup> M. ROBERT, cheffe, division de la  
direction générale de l'emploi et des  
relations du travail.  
M. J. DE SOUSA FIALHO, conseiller, Mission  
permanente, Genève.  
M<sup>me</sup> B. MARTINS, Mission permanente,  
Genève.  
M<sup>me</sup> D. RAMOS, Mission permanente, Genève.  
M<sup>me</sup> J. CANAS, Mission permanente, Genève.

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**République dominicaine  
Dominican Republic  
República Dominicana**

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Sr. J. RAMÓN FADUL, Secretario de Estado  
de Trabajo.  
Sr. H. HERNÁNDEZ SÁNCHEZ, Embajador,  
Representante Permanente, Misión  
Permanente, Ginebra.  
Sr. W. GONZÁLEZ NINA, Director General  
de Trabajo de la Secretaría de Estado de  
Trabajo.  
Sr. N. REYES UREÑA, Director de Relaciones  
Internacionales, Secretaría de Estado de  
Trabajo.  
Sra. Y. ROMÁN MALDONADO, Ministra  
Consejera, Misión Permanente, Ginebra.

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**Saint-Siège The Holy See  
Santa Sede**

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M<sup>gr</sup> M. TOMASI, Nonce Apostolique, Mission  
permanente, Genève.  
M<sup>gr</sup> M. DE GREGORI, Mission permanente,  
Genève.  
D<sup>r</sup> P. GUTIÉRREZ, membre, Mission  
permanente, Genève.

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**Slovénie Slovenia  
Eslovenia**

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Mr J. GASPARIC, Minister Counsellor,  
Permanent Mission, Geneva.  
Ms D. SARCEVIC, First Secretary, Permanent  
Mission, Geneva.  
Mr A. KAVAR, Adviser, Permanent Mission,  
Geneva.  
Ms M. DEISINGER, Adviser, Ministry of  
Labour, Family and Social Affairs.  
Ms M. SEDEJ, Under-secretary, Permanent  
Mission, Geneva.  
Mr A. ZGONC, Senior Adviser, Permanent  
Mission, Geneva.  
Ms V. MILETIC, Secretary, Permanent  
Mission, Geneva.  
Mr M. HAM, Third Secretary, Permanent  
Mission, Geneva.

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## **Soudan Sudan Sudán**

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Ms R. ELOBEID, Ambassador, Permanent Mission, Geneva.  
Mr A. BOLAD, Minister Plenipotentiary, Permanent Mission, Geneva.  
Mr Z. ASHI, Counsellor, Permanent Mission, Geneva.  
Mr M. KHAIR, First Secretary, Permanent Mission, Geneva.  
Ms I. ELAMIN, First Secretary, Permanent Mission, Geneva.

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## **Suède Sweden Suecia**

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Mr H. DAHLGREN, Ambassador, Permanent Representative, Permanent Mission, Geneva.  
Ms S. CALLTORP, First Secretary, Permanent Mission, Geneva.  
Mr C. ERIKSSON, Director, Special Expert, Ministry of Employment.  
Ms P. HERZFELD OLSSON, Ministry of Employment.  
Ms L. BLOMMÉ, Ministry of Employment.  
Ms E. RAPPE, Permanent Mission, Geneva.

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## **Suisse Switzerland Suiza**

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M. J.-J. ELMIGER, ambassadeur, chef des affaires internationales du travail, Secrétariat d'Etat à l'économie (SECO).  
M<sup>me</sup> B. SCHAER BOURBEAU, première secrétaire, Mission permanente, Genève.  
M<sup>me</sup> V. BERSET BIRCHER, SECO, affaires internationales du travail, Berne.

M<sup>me</sup> M. MARCHAND, direction du développement et de la coopération (DDC), section ONU-Développement, Département fédéral des affaires étrangères.  
M<sup>me</sup> S. JACQUIER, Mission permanente, Genève.  
M. A. RENGGLI, DFAE, division politique III, section organisations internationales et politique d'accueil, Berne.

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## **Thaïlande Thailand Tailandia**

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Mr V. THANGHONG, Minister Counsellor (Labour), Permanent Mission, Geneva.  
Mr S. SUWANDAMRONG, Labour Section, Permanent Mission, Geneva.

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## **Turquie Turkey Turquía**

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Mr E. BATUR, Counsellor, Permanent Mission, Geneva.  
Mr H. OYMAN, Expert, Permanent Mission, Geneva.

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## **Uruguay**

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Sr. A. ARTUCIO, Embajador, Misión Permanente, Ginebra.  
Sra. L. BONÉ, Secretaria de la Delegación Permanente, Misión Permanente, Ginebra.  
Sr. C. PEREIRA, Misión Permanente, Ginebra.

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**Représentants d'organisations internationales gouvernementales  
Representatives of international governmental organizations  
Representantes de organizaciones internacionales gubernamentales**

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**Haut Commissariat des Nations Unies pour les réfugiés  
Office of the United Nations High Commissioner for Refugees  
Oficina del Alto Comisionado de las Naciones Unidas para los Refugiados**

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Ms M. HOUTART, Senior Rural Development Officer, Peace Building, Livelihoods & Partnership Section.

Ms L. PEDERSEN, Associate Self-Reliance Officer, Peace Building, Livelihoods & Partnership Section.

Ms G. TINDE, Special Adviser to the High Commissioner (Gender Equity).

Ms J. JANZ, Associate Inter-Organization Officer, Secretariat and Inter-Organization Service.

Ms A. TAKAHASHI, Community Development Gender Equality and Children Section.

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**Fonds monétaire international  
International Monetary Fund  
Fondo Monetario Internacional**

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Mr B. MCDONALD, IMF representative to the WTO.

Mr R. MARINOV, Consultant.

Mr J. CLARKE, Consultant.

Ms I. HAMDAN, Consultant.

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**Agence internationale de l'énergie atomique  
International Atomic Energy Agency  
Organismo Internacional de Energía Atómica**

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Ms R. MAZZANTI, Policy Officer.

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**Organisation mondiale du commerce  
World Trade Organization  
Organización Mundial del Comercio**

---

Mr P. RATA, Counsellor, Trade and Environment Division.

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**Organisation internationale de la francophonie  
Organización Internacional de la Francofonía**

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M. L. BARARUNYERETSE, ambassadeur, représentant permanent.

M<sup>me</sup> S. COULIBALY LEROY, représentante permanente adjointe.

M<sup>me</sup> C. LEQUE, conseillère aux affaires économiques et de développement.

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**Union africaine**

**African Union**

**Unión Africana**

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Ms K. MASRI, Ambassador and Permanent Observer.

Mr U. SARKI, Minister Plenipotentiary.

Ms B. NAIDOO, First Secretary.

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**Organisation arabe du travail**

**Arab Labour Organization**

**Organización Arabe del Trabajo**

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Mr A. LUQMAN, Director-General.

Mr M. AL-HUMSI, Head of ALO Permanent Delegation in Geneva.

Mr M. FARES, Immigration Department.

Ms A. HILAL, Permanent Delegation in Geneva.

Ms Z. KASBAOUI, Permanent delegation in Geneva.

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**Ligue des Etats arabes**

**League of Arab States**

**Liga de Estados Arabes**

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Mr S. ALFARARGI, Ambassador, Permanent Observer.

Mr A. EL-FATHI, Minister Plenipotentiary.

Mr H. TOUNSI, Staff Member of the Delegation.

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**Union européenne**

**European Union**

**Unión Europea**

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Mr E. GUTH, Head of the European Commission Delegation, Geneva.

Mr J. TRICART, Head of Unit, Director-General, Employment and Social Affairs, European Commission, Brussels.

Mr T. BECHET, Minister Counsellor of the European Commission Delegation, Geneva.

Mr S. PICCOLO, Head of Sector, European Aid Cooperation Office, AIDCO, European Commission, Brussels.

Mr R. DELARUE, Official, Director-General, Employment and Social Affairs, European Commission, Brussels.

Mr T. HAAHR, Official, Director-General, Development, European Commission, Brussels.

Mr C. DUFOUR, UN Section, European Commission Delegation, Geneva.

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Mr G. HOUTTUIN, Head, Liaison Office of the General Secretariat of the Council of the European Union, Geneva.

Mr J. LILLIEHÖÖK, Counsellor, Liaison Office of the General Secretariat of the Council of the European Union, Geneva.

Mr S. VAN THIEL, Counsellor, Liaison Office of the General Secretariat of the Council of the European Union, Geneva.

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**Représentants d'organisations internationales non gouvernementales  
assistant à titre d'observateurs  
Representatives of international non-governmental organizations as observers  
Representantes de organizaciones internacionales no gubernamentales presentes  
con carácter de observadores**

**Fédération syndicale mondiale  
World Federation of Trade Unions  
Federación Sindical Mundial**

Ms O. OVIEDO DE LA TORRE, representative, Geneva Office.  
Ms A. AVELLA, Adviser, Geneva Office.  
Mr P. OSORIO ESTÉVEZ.

**Organisation internationale des employeurs  
International Organisation of Employers  
Organización Internacional de Empleadores**

Mr A. PEÑALOSA, Secretary-General.  
Mr B. WILTON, Deputy Secretary-General.

**Organisation de l'unité syndicale africaine  
Organization of African Trade Union Unity  
Organización para la Unidad Sindical Africana**

Mr H. SUNMONU, Secretary-General.  
Mr D. DIOP, Assistant Secretary-General.  
Mr A. DIALLO, OATUU Permanent Representative in Geneva.

**Association internationale de la sécurité sociale  
International Social Security Association  
Asociación Internacional de la Seguridad Social**

Mr H. KONKOLEWSKY, Secretary-General.  
Mr J. THIRION, Chief of Finance and Administration.

**Confédération syndicale internationale  
International Trade Union Confederation  
Confederación Sindical Internacional**

Mr G. RYDER, General Secretary.  
Mr J. HOWARD, Director, Employment and International Labour Standards Department.  
Mr J. DWIGHT, Multinationals, Organizing and Recruitment.  
Ms A. BIONDI, Director, Geneva Office.  
Ms R. GONZALEZ, Assistant Director.  
Ms E. BUSSER, Assistant, Geneva Office.  
Mr C. RODRIGUEZ DIAZ, President CUT.  
M. H. SEA, représentant permanent à Genève.