



INTERNATIONAL LABOUR OFFICE

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Governing Body

Geneva, November 2009

**Minutes of the 306th Session
of the Governing Body of the
International Labour Office**

Minutes of the 306th Session of the Governing Body of the International Labour Office

The 306th Session of the Governing Body of the International Labour Office was held in Geneva, from Tuesday, 17 November to Thursday, 19 November 2009, with Ms Maria Nazareth Farani Azevêdo (Brazil) as Chairperson.

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

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**MINUTES OF THE 306TH SESSION
OF THE GOVERNING BODY
OF THE INTERNATIONAL LABOUR OFFICE**

Geneva, Tuesday, 17 – Thursday, 19 November 2009

First item on the agenda

APPROVAL OF THE MINUTES OF THE 305TH SESSION
OF THE GOVERNING BODY
(GB.306/1)

Governing Body decision:

1. *The Governing Body approved the minutes of its 305th Session, as submitted.* (GB.306/1, paragraph 3.)

Second item on the agenda

AGENDA OF THE INTERNATIONAL LABOUR CONFERENCE

Agenda of the 100th Session (2011) of the Conference
(GB.306/2/1)

*Proposals for the agenda of the 101st Session (2012) of the
International Labour Conference*
(GB.306/2/2)

Arrangements to deal with the item

*“Employment and social protection in the new demographic context” placed on the
agenda of the 98th Session (2009) of the Conference*
(GB.306/2/3)

2. *The Chairperson*, following consultations with the Vice-Chairpersons, proposed that the three papers be examined together. With regard to the agenda of the 100th Session (2011) of the International Labour Conference, she noted that the informal discussions that had taken place suggested that some additional time was needed in order to refine a proposal for some form of standard-setting measure in response to the crisis but not necessarily linked to the Global Jobs Pact. She proposed that the Governing Body hold a short discussion with a view to providing some guidelines for the Office on planning the agendas for the 2011 and 2012 sessions of the Conference. On that basis the Office would prepare a paper for the March 2010 session. With regard to the third paper, she drew attention to paragraph 2, according to which the question would be referred again to the Governing Body in its March 2010 session.
3. *The Employer Vice-Chairperson* endorsed the approach suggested by the Chairperson. He recalled that the question of employment and social protection in the new demographic context was a topic still pending which the Employers themselves had suggested could be postponed, but which would need to be discussed in due course.

4. *The Worker Vice-Chairperson* agreed with the idea of having a standards-related item and said it was his understanding that the outcome of discussions on the subject would be presented to the Governing Body in March 2010. He observed that it was impossible to discuss such important issues in the very limited time available, and considered that the problem needed to be taken into consideration in the planning of future discussions of that kind.
5. *A Government representative of the Bolivarian Republic of Venezuela* endorsed the decision to postpone examination of the items in question until the March 2010 session.
6. *A Government representative of Austria* explained that her country was willing to discuss the question at the next session of the Governing Body.
7. *A Government representative of the United States* said he agreed with postponing a final decision if the other members of the Governing Body considered it to be helpful, especially if the proposals contained in paragraph 7 of document GB.306/2/1 were to be further developed.

Governing Body decision:

8. ***The Governing Body decided to postpone, until its 307th Session (March 2010), its consideration of these items.*** (GB.306/2/1, GB.306/2/2 and GB.306/2/3.)

Third item on the agenda

MATTERS ARISING OUT OF THE 98TH SESSION OF THE
INTERNATIONAL LABOUR CONFERENCE

*Follow-up to the Conference debate on the economic and employment crisis:
Strategy to give effect to the Global Jobs Pact
(GB.306/3/1)*

9. *The Worker Vice-Chairperson* paid tribute to the memory of Mr Neil Kearney, who had died in Dhaka, Bangladesh, on 19 November 2009. Mr Kearney had been a passionate defender of workers' interests throughout his life. As the General Secretary of the International Textile, Garment and Leather Workers' Federation (ITGLWF) for many years, he had been well known at the ILO for his tireless capacity for work. The Worker Vice-Chairperson asked the Governing Body to join with the Workers' group in conveying their condolences to Mr Kearney's family and the ITGLWF.
10. *The Chairperson* affirmed the Governing Body's solidarity with the Workers' group. Referring to the paper before them, she said that it had already been considered by the Employment and Social Policy Committee, and that the Committee on Sectoral and Technical Meetings and Related Issues and the Committee on Technical Cooperation had also discussed topics relating to the crisis. In addition, the Working Party on the Social Dimension of Globalization had reviewed the follow-up to the Global Jobs Pact in terms of policy coherence and international coordination. Hence the discussion could be enriched by the contributions from all those bodies, as contained in their respective reports.
11. *The Director-General* affirmed that the crisis was affecting countries and regions in different ways, and that there was no single model for recovery. Even though trends observed in some countries in the last quarter of 2009 pointed towards growth, the labour market was extremely weak and there were still no signs of recovery. In accordance with its mandate, the ILO was disseminating information and helping constituents that

requested it to adopt an approach based on the Global Jobs Pact, according to the specific features of each country's situation. It was clear that it would be necessary in the time ahead to adapt some of the activities and priorities of the Decent Work Country Programmes.

12. The Office had established an Office-wide management mechanism which would facilitate the necessary internal coordination to respond in real time to requests for assistance with a view to giving effect to the Global Jobs Pact, taking account of the need to adapt responses to the situation in each country. The actions involving ILO technical support had included: a briefing for the Cabinet meeting on employment and crisis response in Jordan; advice on employment policies in the context of the crisis as requested by the Prime Minister of Jamaica; involvement in a high-level policy dialogue on employment measures in conflict-affected areas in Pakistan; support for the social partners and the Labour Ministry of Ukraine in their negotiations with the International Monetary Fund (IMF); advice requested by the Government of Zambia on employment and social protection measures, particularly in the mining sector; the publication, in conjunction with the Economic Commission for Latin America and the Caribbean (ECLAC), of a quarterly bulletin on labour market issues and the crisis; and a seminar on crisis response held in Turin.
13. The Director-General reiterated that more use should be made of the skills of national experts and networks of such experts should be set up for other countries to draw on. The ILO should become a knowledge bank on crisis response policies within its mandate. The discussion in the Working Party on the Social Dimension of Globalization had highlighted the interrelationship between the crisis, the structural imbalances which had preceded it and the challenge of achieving a more sustained and balanced pattern of growth. The Board of the International Institute for Labour Studies (IILS) had discussed and recommended the future work programme, which mainly focused on those issues. As part of the implementation of the ILO's human resources strategy, which the Governing Body had approved at the present meeting, the skill mapping process would be completed, which would increase the Organization's capacity. The Programme, Financial and Administrative Committee would receive regular reports on progress.
14. The Governing Body would have to decide what form a discussion of the crisis at its March 2010 meeting would take and how such a discussion could be included in the agenda of the 99th Session (2010) of the International Labour Conference. The ILO was now confronted with historic opportunities and responsibilities and would be able to uphold its perennial values thanks to the powerful instruments at its disposal, namely the Decent Work Agenda, the Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact, which it would use to serve its constituents at every phase of the crisis.
15. *The Employer Vice-Chairperson* said that the discussions had to be on a transversal basis in all ILO spheres of competence, in the light of its strategic objectives. In the Governing Body, discussions had to be incorporated within its own structure so that the conclusions adopted would be rational and congruent. The Global Jobs Pact, which was the fruit of tripartite consensus, had had international resonance because it reflected the magnitude of the scale on which it had been conceived. It now required constant vigilance, which should not slacken off in the intervals between Governing Body sessions, and so specific instructions or decisions would be needed. ILO action on the ground had to be coherent, effective and immediate, and should involve the participation of the social partners because, in order to overcome the crisis, which was a facet of the challenge posed by sustainable development, substantive agreements would have to be concluded. Naturally the essential conditions for sustainable development were productive employment, decent work and the existence of durable enterprises.

16. The Employers' group proposed that the regional development banks be invited to a meeting in March 2010 at which they could exchange views and also proposed that a discussion be scheduled at the 99th Session (2010) of the Conference on the ways in which effect had been given to the Global Jobs Pact in different countries and the conclusions that could be drawn from the various experiences. The ILO and the Governing Body should take up the challenge of demonstrating that the Pact could be a valid instrument for helping to overcome the crisis and create conditions enabling other structural crises of a similar magnitude to be avoided.
17. *A Worker member from Australia* affirmed that the Workers were annoyed at the fact that it had been possible to raise huge sums of money in an unorthodox manner in order to save the financial system, when just a fraction of those funds would have sufficed to pay social benefits and put in place a social protection floor for the poorest. She complimented the Director-General on the authority with which he had challenged world leaders to find an equally unorthodox approach to promote solid, sustainable and balanced global growth, based on employment, quality jobs and decent work. The G20 members, the richest countries in the world, now had the ambition to raise standards of living in developing and emerging countries; they wanted a system in which it was possible to construct transparent national and regional frameworks, and were prepared to accept that ideas and advice might come from other sources, including the multilateral system. The Global Jobs Pact was a suitable instrument for achieving that, if it was applied in the context of macroeconomic policies. However, in order to meet aspirations, it would be necessary to satisfy the needs of all the component levels of the scaffolding supporting a recovery focused on jobs, from the level of income, wage security and social protection, to the highest level constituted by the policy space for the development of a fair trading system, including the fixing of minimum wages and collective bargaining. So that all those elements, as contained in the Pact, could be incorporated in the present discussion, the Workers' group proposed, in agreement with the Employers' group, that paragraph 67 of the paper be replaced with the following text:

The voices of the real economy, represented by the constituents of the International Labour Organization (ILO), are needed in the shared international effort to shape recovery from the continuing global jobs crisis and build a future of strong, sustainable and balanced global growth.

A more balanced economic growth pattern must not lose sight of the need to urgently address large-scale unemployment, underemployment and rising income inequality. These issues deserve the same high-level political priority that has been given to the rescue of financial institutions. The ILO, guided by its tripartite nature, can give an important contribution in this regard.

Taken together, the 2008 Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact, along with the 2008 Officers' statement, represent a balanced, comprehensive and tripartite agreement about the appropriate response to the global crisis. These three documents should guide the activities of the Office at all levels.

Getting those who have lost their jobs back to work and ensuring that the millions of young women and men who start looking for work each year get a good start in their working lives is a vital first step for recovery and sustainable growth and development. Making the transition then from crisis response to stronger, more sustainable, equitable development and a fair globalization will need an employment-oriented framework for the medium and longer term. Its primary goal must be decent and productive work for the world's workforce of over 3 billion.

In this context the Global Jobs Pact sets out a policy package of practical measures, to counteract the immediate crisis and set a course for sustainable recovery, and we encourage all constituents to promote the Pact.

We call on the ILO to:

- (a) deepen support for countries applying the Global Jobs Pact in coordination and with the full involvement of the workers and employers;
- (b) deepen the research and analysis by the Office of the action taken by it and the constituents in the implementation of the Global Jobs Pact;
- (c) propose to the Governing Body in March how best to further develop its technical capacity with the necessary personnel at the global and regional levels with the skills to support the implementation of the Global Jobs Pact; this would enable the ILO to make the necessary contributions to all levels in close cooperation with governments, employers' and workers' organizations.

We, the constituents, encourage those nations that can to expand support for the ILO to make this urgent work possible.

18. Making the Global Jobs Pact a reality was a task for everyone. As President Sarkozy of France had said at the ILO Summit on the Global Jobs Crisis, there were two models of globalization: the competitive model, which promoted profits and market development at all costs; and the cooperative model, in which growth was underpinned by the social economy, dignity of work and decent work. The Workers' group was aware that the ILO was making an exceptional contribution to the latter model and wished to be part of that, together with the Employers.
19. *A Government representative of Sweden*, taking the floor on behalf of the European Union, said that the candidate countries Turkey, Croatia and The former Yugoslav Republic of Macedonia, the Stabilization and Association Process countries and potential candidates Albania, Bosnia and Herzegovina, Montenegro and Serbia, the EFTA country Norway, the members of the European Economic Area plus Switzerland, and also Armenia, the Republic of Moldova and Ukraine, endorsed the Workers' declaration.
20. While welcoming the clear presentation of the subject, he said that future documents would benefit from indicating the connection between Office support and the results achieved in the various countries. The European Union considered that the ILO should reinforce its role as a specialist organization in social and employment matters, and should provide countries with assistance geared to their real needs, whether it be defining a strategy to guarantee the funding of a social protection floor or providing advice on employment recovery. With an eye to greater efficiency, the ILO should strive towards increased consultation with national ministries, statistical agencies and other specialized organizations, which would also reduce the Office's workload.
21. It was important to promote the presence and the mandate of the ILO in the United Nations system and in the aid coordination processes in the various countries. Skilled staff were required and so the idea of skills mapping was a particularly interesting proposal. The European Union agreed that research and analysis, knowledge sharing and capacity building were three key elements in the Office's strategy to support constituents in their efforts to give effect to the Global Jobs Pact and trusted that the proposed programme for analytical research and information dissemination, particularly online, would strengthen the ILO's analytical capacity, increase efficiency and enhance credibility.
22. With regard to the international policy dialogue, the ILO had to find ways to consolidate its analysis with that of other international organizations so that the global response to the crisis was coherent and integrated. The European Union recognized the initiatives already taken in collaboration with the IMF, the World Bank and the World Trade Organization (WTO). The Global Jobs Pact and the specific effects that it might have should be the subject of discussions at multilateral conferences planned for 2010, including the G20 Labour Ministers' Meeting in Washington, the results of which should be fed into the

following G20 summit, and the next Association of South-east Asian Nations (ASEAN) Labour Ministers Conference. The European Union endorsed paragraph 67 of the document and wished to propose the following additional paragraph:

The European Union would request the Office to dedicate the next Working Party on the Social Dimension of Globalization in March 2010 to addressing implementation measures undertaken to give effect to the Global Jobs Pact and related issues, thus providing an input to the forthcoming G20 Labour Ministers' Conference.

23. *A Government representative of the Bolivarian Republic of Venezuela*, speaking on behalf of the Governments of the Group of Latin American and Caribbean Countries (GRULAC), said that, in line with the Global Jobs Pact and as a result of joint action with the ILO Regional Office for Latin America and the Caribbean, the region had focused on the implementation of measures to boost economic growth, revive employment and increase social protection, with special emphasis on the most at-risk groups in society. GRULAC valued the important action that the ILO was taking in terms of the compilation and analysis of information, and also in the sphere of technical cooperation. In view of the importance of cooperation as a means of supporting member States' efforts in tackling the crisis, the Office should pay special attention to the mobilization of resources, the definition of good practices, the elaboration of relevant cooperation outcomes and the promotion of South–South cooperation. The international organizations should coordinate their activities so that development or crisis response plans were the product of social dialogue, and aimed at stimulating employment and strengthening social protection. It was essential that the social partners should participate in the reform process in order to ensure that decent work priorities were incorporated into United Nations development assistance. The speaker endorsed paragraph 67 of the document.
24. *A Government representative of Tunisia*, speaking on behalf of the Africa group, said that the Labour and Social Affairs Committee of the African Union, at its meeting in Addis Ababa from 28 September to 2 October 2009, had adopted a declaration expressing its support for the Global Jobs Pact. The Pact proposed a series of measures that countries could adapt to their national situations in order to tackle the global jobs crisis, and governments and workers' and employers' organizations were urged to find a collective response through policies based on the Decent Work Agenda. However, the ILO's knowledge and experience, and also its assistance, were indispensable for promoting and facilitating social dialogue. He therefore asked the ILO to continue giving technical assistance to the African countries, to strengthen its activities with regard to the compilation and use of requested information, and to reinforce capacities in all the fields of action planned in the Pact. In collaboration with the ILO Regional Office for Africa, the first African seminar on decent work had been scheduled to take place in Ouagadougou from 30 November to 2 December 2009, and would deal with the application of the Pact in Africa; the event would be preceded by a meeting of the social partners on social dialogue. It was hoped that the conclusions and recommendations emerging from those meetings would contribute towards reducing the impact of the crisis on the continent. The Africa group thanked the ILO for the international efforts made to mobilize financial resources. It also noted the Director-General's call for commitments to be honoured relating to development cooperation on the African continent and in the least developed countries, and to the opening of new lines of credit under favourable conditions. The Africa group endorsed paragraph 67 of the document and would examine the proposal which had been presented.
25. *A Government representative of Australia*, speaking on behalf of the Asia–Pacific group (ASPAG), recognized that the ILO had scored a resounding success in focusing the attention of the international community and the multilateral system on the Global Jobs Pact, which was based on the principle of jobs-based recovery. The effective application of the Pact would be the best protection against the risk of unabated global unemployment.

26. ASPAG asked the Office to take four suggestions into consideration. First, clarification should be provided regarding the workings of the management mechanism for internal coordination announced by the Director-General, which would represent a change in the working culture of the ILO. The fact that five different papers on the crisis had been presented to the Governing Body underlined the need for devising a strategic plan for the coordination of ILO activities, including regular reporting to the Governing Body, and for making that plan available to the Governing Body. Second, the action of the management mechanism should come under section V of the Pact, relating to ILO actions, which should form the basis of the abovementioned strategic plan. Third, the management mechanism should provide the way to continue optimizing the ILO's decent work activities, adapting and updating them in the light of the Pact. Fourth, papers should no longer focus on statistical and other information concerning the crisis but should refer to constructive action that was planned or already under way, in both policy and technical terms, and indicate to what extent such action was enabling the objectives of the Pact to be achieved.
27. The field offices should have a major role in implementing the ILO's response to the crisis and, in view of the important work that they performed, there should be agreed performance indicators which were transparent and measurable. ASPAG encouraged the ILO to continue collaborating with other institutions, such as the World Bank, to secure support for countries that lacked the necessary financial or institutional capacity for participating effectively in programmes aimed at meeting the Pact's objectives. The successes on the international stage needed to be translated into concrete efforts to be continued until sustainable global economic and employment recovery was visible.
28. *A Government representative of Brazil* said that the Governments of France and Brazil had defined various points of convergence on ways to combat the effects of the jobs crisis, and the need to drive forward the Global Jobs Pact and establish global financial governance at the service of the real economy. She announced that the Government representative of France wished to make a joint statement on behalf of both Governments.
29. *A Government representative of France* stated that the Governments of Brazil and France endorsed the statements made on behalf of their respective groups, namely GRULAC and the European Union, and wished to put their proposals jointly to the Governing Body.
30. Brazil and France welcomed the capacity for reaction which the ILO had demonstrated since the outset of the crisis. The Global Jobs Pact had been backed by the Economic and Social Council (ECOSOC) and had underpinned the Leaders' Statement issued by the G20 Summit held in Pittsburgh, United States, on 24 and 25 September 2009. The ILO was making extraordinary efforts to reinforce its capacity for research, analysis and knowledge sharing, and that should enhance its contribution to the next G20 Summit. Analysis and crisis response should therefore remain the key focus for the ILO in the months ahead, and there could only be talk of economic recovery when there was recovery in employment.
31. Brazil and France encouraged the ILO to continue promoting collaboration and coherence in the multilateral sphere, and maintain its policy of cooperation and assistance to constituents in accordance with the guidelines of the Pact, focusing in particular on job creation programmes and the implementation of social protection.
32. The Governments of Brazil and France wished to make two proposals. First, they asked the ILO to draw up a guide of good practice, which would contain, for example, various indications on the application of the Global Jobs Pact in countries where fiscal possibilities were limited and, also, in close cooperation with constituents, to undertake an evaluation of the effectiveness of crisis response measures; a seminar could be held to discuss the outcome of the evaluation, preferably before the March 2010 session of the Governing Body. Second, they proposed that the agenda of the 100th Session (2011) of the

Conference include a general discussion of an instrument, the form of which would still need to be defined, for providing guidelines on employment and social policy in the context of the economic and financial crisis.

33. A *Government representative of Argentina* said that, even though there was talk in the financial world of the “green shoots” of growth, it was obvious that the recovery of the job markets was much slower than that of the financial markets. At the G20 Summit in Pittsburgh, it became clear that the crisis was no longer an exclusive matter for the financial institutions and central banks, and that the labour dimension was a key aspect in view of its importance in the real economy and the well-being of the population. To ignore the need to rebuild social cohesion was to undermine economic stability and democracy. However, there was still no evidence of any desire to achieve economically sustainable models of development and social inclusion which were indispensable for globalization to be viable. Before the financial debacle, some emerging economies had been showing sustainable and favourable growth rates but now they were threatened by unilateral economic and policy measures and by the tightening of international credit systems. At the XVI Inter-American Conference of Ministers of Labor of the Organization of American States (OAS), which took place in Buenos Aires from 6 to 8 October 2009, a meeting which the speaker had had the honour to chair and which had been held with the collaboration of the ILO, agreement had been reached on the proposal to tackle the crisis by measures oriented towards development, decent work and social protection of the most at-risk groups of the population. Agreements and proposals of that sort should be presented at the next G20 Labour Ministers’ meeting. The Global Jobs Pact obliged the authorities to take firm and clear policy decisions. In the Latin American countries, in order to combat structural poverty, governments should: develop South–South cooperation; tailor economic, financial and socio-labour policies to the objective of employment; promote production and sustainable enterprises, particularly small and medium-sized enterprises (SMEs); boost public employment services; preserve employment relationships; extend the coverage of social security systems by constructing a social protection floor; and strengthen social dialogue.
34. A *Government representative of Burundi* welcomed the ILO’s call at the G20 Summit in Pittsburgh for the economic recovery to be centred on employment and decent work in a way which included everyone and took account of the need for a fair globalization. At the end of the 98th Session (2009) of the Conference, every country had been requested to take on board the Global Jobs Pact and define its own strategies. The Government of Burundi had therefore asked for ILO support in appealing to donors since the country was only just recovering from a civil war which had caused havoc for more than a decade. One of the priorities was the social reintegration of children who had been forcibly recruited by armed groups. The speaker was grateful for the aid provided through the ILO’s International Programme on the Elimination of Child Labour (IPEC). The Government, for its part, had now taken the step of providing primary education free of charge and, in the case of destitute children, secondary education was free too. Ever since the present Government had taken office in 2005, more than 1,000 primary schools and over 200 secondary schools had been built, thanks to community work and without foreign assistance, and more than 79 health dispensaries had been established. On 1 January 2010 the National Office for Pensions and Occupational Risks was due to open, and that would bridge the existing gap regarding pensions for civil servants and magistrates. A study on sickness and maternity benefits had been completed. However, funding those projects and the priority actions defined in the Decent Work Country Programme established for Burundi for 2006–07 would require external aid. The speaker hoped that the seminar to be held in Ouagadougou would take the particular features of the subregion into consideration, since that was essential if the Global Jobs Pact was to be applied in a sustainable way. She endorsed paragraph 67 of the document.

35. *A Government representative of Germany* noted that the implementation of the Global Jobs Pact was no longer a matter exclusively for the ILO since it had now become a multilateral task. The Pact was the framework which should encompass all strategies. At a recent meeting of the G20 Finance Ministers it had been said that the ILO, together with other organizations, should make recommendations concerning policy measures for the G20 Summit due in autumn 2010. All the ILO's efforts in the next six months with regard to the Global Jobs Pact should therefore focus on the G20 process. The speaker gave unreserved support to the point for decision and the European Union declaration. She backed the proposal presented by the Workers' group because it meshed perfectly with the action taken in pursuit of social justice for a fair globalization. She also endorsed the proposal presented by the Governments of France and Brazil with regard to holding a seminar at the start of 2010 and agreed that the item concerning the application of the Pact should be included in the agenda of the 100th Session (2011) of the Conference.
36. *A Government representative of Egypt* endorsed the proposal made by the Workers and the Employers. The situation in the developing countries remained alarming and it was likely that the total number of people earning less than a dollar a day would increase by a further 90 million in 2010. Egypt had undertaken structural reforms to boost local and foreign investment but the crisis had wrecked those plans owing to the scarcity of international funding, with a resulting negative impact on social policies. The Government had injected an additional 8 million Egyptian pounds into the enterprise aid programme and the next budget was expected to include an item for a further 10 million; a unified system of social protection for the most needy was being devised; social security coverage had increased by 25 per cent, a voucher system had been established and there had been a call for solidarity between persons who still had jobs and those who had no regular income or were unemployed; Parliament was considering a plan for guaranteeing access to public assistance. The conclusions of the first Euro–Mediterranean Ministerial Conference on Employment and Labour held in Marrakesh in November 2008 emphasized the need to incorporate the social and human dimension into the European initiative on the Mediterranean countries so that the latter could tackle the changes and strengthen their social protection systems. A symposium on that issue was due to be held in Brussels in February 2010. The Government, which shared the ILO's vision concerning the need to adopt without further delay an approach which incorporated the labour market dimension into policies for reviving the economy, was pursuing the economic reforms begun in the 1990s and the ongoing revision of investment policies, particularly in industry and agriculture, which were major employers. The Government was endeavouring to raise productivity and increase the flexibility of markets by means of cooperation between the public and private sectors. At the meeting organized jointly with the ILO Subregional Office for North Africa, which would take place in Cairo in December 2009, the effects of the jobs crisis in various sectors of economic activity, including textiles and tourism, would be discussed. It was hoped that the ILO would continue to give assistance to Egypt in connection with a long-term policy of adaptation, and that other international organizations, including financial institutions, would take account of ILO guidelines and attach greater importance to the ILO's role.
37. *A Government representative of Bangladesh* endorsed the statement made on behalf of ASPAG. She hoped that the Governing Body would see fit to reflect in the point for decision the Director-General's announcement concerning the establishment of an Office-wide management mechanism for coordinating the application of the Global Jobs Pact, and reiterated the call for developing a strategic coordination plan. She confirmed that the national economy had withstood the initial phases of the crisis better than expected, even though slow investment growth and the decline in labour emigration had had a negative impact on job creation. The Government hoped to receive more support from the Office with regard to the progressive application of the Pact in the following areas: conducting a study of the effects of the stimulus package, to which US\$725 million

had been assigned for creating and protecting jobs; strengthening the capacity for evaluating on the basis of empirical data the real impact of the financial crisis and make informed decisions with regard to the future; help to formulate a national skill development policy to enhance labour mobility, provide training to meet market demand and integrate the unemployed persons and returnee migrants into the real economy; provide advice on plans to ensure employment; further strengthen the recent employment generation scheme through the Decent Work Country Programme; strengthen the social dialogue mechanism in order to avoid the tension and unrest which had arisen in the wake of the crisis – it should be noted that the Government had decided to promote trade union activities in the ready-made garment industry; complement the efforts of the Government and the Central Bank to establish a bank for expatriates or non-residents, and propose ways for using banking resources to minimize migration costs, develop the skills of potential migrants and promote investment by expatriates and returnee migrants; evaluate the impact of climate change on employment, including in the informal sector, and address gender-equality issues.

- 38.** *A Government representative of Thailand* said that, by way of implementation of the Global Jobs Pact in terms of social protection, employment promotion and the pursuit of sustained development on the basis of decent work policies, the Government had introduced the first stimulus package in 2009 and approved a second stimulus package for 2010–12, with a target of creating 2 million new jobs. It had also approved measures for income generation through public investment. The speaker endorsed paragraph 67 of the document.
- 39.** *A Government representative of Mozambique* endorsed the statement made on behalf of the Africa group. Office studies on the measures adopted in 54 countries showed that high-income countries had adopted more measures and invested more in stimulating employment. The situation was different in low-income countries, particularly in sub-Saharan Africa. The measures recommended in the Global Jobs Pact should therefore be implemented immediately and the Director-General's proposal should be accepted to include a debate on the jobs crisis and on ways of reducing its negative impact in the agenda of the 99th Session (2010) of the Conference. Hence it was very important to strengthen constituents' capacities, for example by making greater use of the ILO International Training Centre in Turin. In Africa the number of persons taking training courses, particularly women, was increasing. Despite limited financial, infrastructure and human resources in the country, actions had been taken to promote decent work, in the context of labour legislation reform and in accordance with ILO guidelines. The speaker welcomed the organization of the first African symposium, to be held in Ouagadougou, on the implementation of the Pact and measures for tackling the crisis. Endorsing the document presented, he also supported the ILO's efforts to give technical assistance to constituents and obtain the necessary financial resources for implementing programmes or projects designed to create jobs, especially in rural areas, and increase the productivity of workers in the informal sector.
- 40.** *A Government representative of Portugal* expressed support for the statement made on behalf of the European Union emphasizing that the ILO was an irreplaceable organization when it came to detecting and disseminating good practices relating to job creation. Thanks to the involvement of the Director-General, the ILO now carried greater authority to reassert in international bodies the main ideas of the Global Jobs Pact, the aim of which was to incorporate decent work and employment in every policy aimed at reviving the economy. The Pact should be channelled along different lines and, far from being based on rigid criteria, its implementation should be tailored to the particular characteristics of each country, so that good practices could be disseminated worldwide and the results assessed, with the aim of finding a solution to the crisis that was both viable and socially fair and

preventing future crises. The speaker said that the proposals presented by the Governments of Brazil and France were interesting and merited further examination.

41. *A Government representative of Kenya* endorsed the statement made on behalf of the Africa group. Like many developing countries, Kenya was already in the midst of a crisis when the global crisis broke out. In July 2009, following tripartite consultations, the Government had adopted a series of measures to stimulate economic growth and employment, including expanding the youth enterprise development fund and the women's enterprise development fund; adopting an initiative designed to create jobs for young people through labour-intensive programmes; the establishment of social protection for orphans, vulnerable children and persons with disabilities through cash transfers; and strengthening dialogue. The speaker supported the Decent Work Agenda as the overall framework for the Global Jobs Pact. He asked the ILO to help member States, especially the least developed ones, to assess the impact of stimulus measures in reducing unemployment and to provide guidance to constituents, in particular to labour ministers, on how to implement the Pact in line with national and regional realities through the main components of the Office strategy, namely technical assistance, knowledge sharing and international policy dialogue. The Office was asked to ensure that both short- and long-term measures were adopted, tailored to national needs, to allow policy options to be defined. The speaker supported paragraph 67 of the document.
42. *A Government representative of India* said that, in line with the objectives established in the Global Jobs Pact, which India supported, the Government had announced the adoption of fiscal and monetary measures to improve access to cash flow for enterprises, increase local demand for selected goods and services and improve infrastructure. The National Rural Employment Guarantee Act had shown that investment in infrastructure had high employment multiplier effects and that labour-intensive strategies contributed to developing the rural economy. The Government had also approved a national skills policy. According to the Prime Minister, India had been able to tackle the global economic recession better than most countries. In 2009, GDP growth had stood at 6.7 per cent, which had been achieved largely as a result of corrective action taken by the Government. The growth rate was expected to reach 9 per cent per annum in the medium term, which was a feasible target taking into account the fact that the domestic saving rate had reached 35 per cent of the GDP. The process of reforming the financial sector which was under way would make the sector more competitive while at the same time ensuring an efficient regulatory and oversight system. The speaker reiterated India's commitment to social dialogue and said that special attention should be paid to a number of policy issues that were central to the Decent Work Agenda, including strengthening education, training and employment; expanding social security; decent work for the poor and vulnerable groups in society; and policy coherence in the international system. The speaker supported paragraph 67 of the document.
43. *A Government representative of Belgium* endorsed the Director-General's analysis and agreed with other speakers that the crisis was not over. Caution was necessary and it was important not to lose sight of the structural policies which would boost employment in a constantly changing economic and technological environment. In that regard, developing the green economy was a potential source of employment. To tackle the immediate effects of the crisis as well as the future challenges of a more structural nature, international cooperation needed to be strengthened. The four essential tools to that end were: the Global Jobs Pact; cooperation with international economic institutions such as the WTO and the G20; the ILS, which had come up with some interesting ideas for overcoming the crisis and should be allocated sufficient resources to allow cooperation between institutions and universities and the carrying out of joint research projects; and the social partners, which should adopt a more proactive approach and play a more prominent role in finding a

way out of the crisis as well as solutions for the future. The speaker welcomed the text presented by the Workers and Employers.

44. *A Government representative of the Bolivarian Republic of Venezuela* endorsed the statement made on behalf of GRULAC and the joint proposal presented by the Governments of Brazil and France with the aim of promoting the Global Jobs Pact, on the basis of which a number of strategies were already taking shape across various States and regions. He noted with interest the measures adopted by various governments to boost employment, such as the allocation of public resources to infrastructure works, measures to stimulate effective demand, the provision of technical guidance and the granting of credit facilities, in particular for SMEs as major sources of employment. The current global crisis was a structural one. There was no point in promoting a recovery of employment without a break with the current model of capitalism. The international commercial and financial systems needed to be thoroughly revised. Globalization had been exclusive in its profit sharing but generous in its distribution of debts. The financial recovery plan had not been effective in boosting the real economy or employment and had merely promoted the financial and speculative economy. The Government had anticipated the effects of the inevitable crisis by implementing structural measures and markedly humanist public policies and by recovering the administration of natural resources and strategic means of production. The measures adopted to protect social and labour rights had prevented a drastic fall in employment and allowed salary levels to be maintained. The Government was also continuing its efforts to implement social policy and employment measures, facilitate access by SMEs to credit and to public tenders, promote labour inspection, establish a culture of compliance with the law and increase the minimum wage. The speaker supported paragraph 67 of the document and encouraged the Office to promote the Global Jobs Pact, establish cooperation and synergies between the various international organizations and share information on the measures adopted in different countries.
45. *A Government representative of Singapore* indicated that the policy measures recommended in the Global Jobs Pact to tackle the crisis covered the four strategic objectives of the ILO but did not constitute a one-size-fits-all prescriptive framework since the Pact had been designed to be implemented in a flexible manner. The framework could serve as an example of a working method for the ILO to deal with future issues that called for immediate action and concrete solutions. In line with the recommendations made in the Pact and based on the strong partnership with the social partners, the Government had adopted a tripartite, consensus-building approach to tackle the crisis. The social partners had defined and started to implement recovery plans which took into account the situation of workers as well as competitiveness and sustainability considerations. A tripartite advisory body had recently made a number of recommendations to employers to review their cost-cutting measures and reward workers when the situation improved. This was a demonstration of the very essence of tripartism and the principle of accepting sacrifice to tackle adversity and emerge stronger from the recession. The speaker encouraged the Office to continue facilitating social dialogue and the exchange of experiences among Members, in particular among those who had adopted similar responses to the crisis, and supported the point for decision as well as the proposal submitted by the Workers and Employers.
46. *A Government representative of Italy* endorsed the statement made on behalf of the European Union. Referring to the role that the ILO should play during the transition period from the crisis to recovery and even beyond in defining a new model of global economic governance, the speaker said that the ILO should consolidate its position as an expert organization in the G20. The international community was now aware that economic stability was dependent on monetary, fiscal and social stability and that all these aspects were interdependent. Nowadays, social justice, social protection and employment had to be key components of economic governance at the national and global levels. The ILO should

make an effort to ensure that the social indicators and labour market assessments were incorporated into the IMF's early-warning instability systems and that the objectives of the policies formulated in the context of the Global Jobs Pact formed part of the conditionality requirements for IMF intervention. The speaker supported the proposal submitted by the Workers and Employers, as well as the joint statement made by the Governments of Brazil and France.

47. *A Government representative of Uruguay* highlighted some of the good practices adopted by the current Government since it had assumed power on 1 March 2005. These included convening wages boards, a mechanism which had existed in Uruguay since 1943, which had established tripartite collective bargaining by branch of activity and allowed the minimum wage by category to be set as well as conditions of work subject to a unanimous decision to that effect by the parties. The Government had undertaken to help workers to recover the average wage lost, which represented a reduction of 19.72 per cent before the crisis which had devastated the country in 2002. As stated by the Director-General, the Global Jobs Pact was not a recipe and instead incorporated the practices adopted by each country. In line with the requirements of that instrument and based on the ILO's guidelines, the Government had managed to reduce the unemployment rate from 19 to 7 per cent, placing it below the level of structural unemployment. The speaker supported the statement made on behalf of GRULAC as well as the initiative proposed by the Governments of Brazil and France.
48. *A Government representative of Australia* endorsed the statement made on behalf of ASPAG. Referring to the 14 areas of work listed in section V of the Global Jobs Pact, in which the ILO had experience and knowledge which "should be at the centre of its work with governments, social partners and the multilateral system", the speaker suggested that, in future, information concerning ILO action and the support given to constituents should be broken down according to these areas of work, if possible from an analytical and quantitative point of view. There were many advantages to an analytical approach to implementing the Pact directly or indirectly. These included the possibility of assessing what was being done, the ability to illustrate clearly to constituents and to an outside audience the impact of the activities carried out by the Office and the ability to see whether any of the mutually reinforcing strategies included in the Global Jobs Pact were particularly in need of strengthening. The speaker particularly supported the proposal submitted on behalf of the European Union for a discussion at the March 2010 Governing Body meeting on the measures adopted to implement the Pact.
49. *A Government representative of Nigeria* fully identified with the views expressed on behalf of the Africa group. He was confident that the meeting of African Heads of State and Government to be held in Ouagadougou would result in guidelines on how African countries should implement the Global Jobs Pact. The Pact was regarded as a robust and valid response by the actors of the real economy to a situation that had been imposed on the world by non-real economy actors. In Nigeria, the employment sector situation had been aggravated by the measures adopted by the Government for the period following the national crisis, which involved activities relating to the reintegration, rehabilitation and reconstruction of the Niger Delta region. The Government had quickly adopted regulations designed to strengthen the banking sector. With ILO assistance, the Ministry of Labour had embarked on a special public works programme in the context of its job creation policy. The Government was relying on assistance from the Office to continue implementing the broad Decent Work Country Programme. In a country such as Nigeria which was densely populated with a high number of migrant national workers, the Pact could be useful in negotiating labour agreements and establishing social protection for workers who leave the country and contribute to the progress of the countries in which they are resident. The speaker supported paragraph 67 of the document.

50. *The Chairperson* presented the following merged text for consideration which contains the proposal presented by the Workers' and Employers' groups together with paragraph 67 of the Office document:

The voices of the real economy, represented by the constituents of the International Labour Organization (ILO), are needed in the shared international effort to shape recovery from the continuing global jobs crisis and build a future of strong, sustainable and balanced global growth.

A more balanced economic growth pattern must not lose sight of the need to urgently address large-scale unemployment, underemployment and rising income inequality. These issues deserve the same high-level political priority that has been given to the rescue of financial institutions. The ILO, guided by its tripartite nature, can give an important contribution in this regard.

Taken together, the 2008 Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact, along with the 2008 Governing Body Officers' statement, represent a balanced, comprehensive and tripartite agreement about the appropriate response to the global crisis. These three documents should guide the activities of the Office at all levels.

Getting those who have lost their jobs back to work and ensuring that the millions of young women and men who start looking for work each year get a good start in their working lives is a vital first step for recovery and sustainable growth and development. Making the transition then from crisis response to stronger, more sustainable, equitable development and a fair globalization will need an employment-oriented framework for the medium and longer term. Its primary goal must be decent and productive work for the world's workforce of over 3 billion.

In this context the Global Jobs Pact sets out a policy package of practical measures, to counteract the immediate crisis and set a course for sustainable recovery and we encourage all constituents to promote the Pact.

The Governing Body:

- (a) encourages constituents to advocate and promote the Global Jobs Pact;
- (b) requests constituents to share information through the Office on actions taken and future plans to give effect to the Pact;
- (c) requests the Director-General to:
 - (i) take into account its guidance on the strategy being developed and implemented by the Office to support constituents in giving effect to the Pact;
 - (ii) deepen support for countries applying the Pact in coordination and with the full involvement of the workers and employers;
 - (iii) deepen the research and analysis by the Office of the action taken by it and the constituents in the implementation of the Pact;
 - (iv) orient Decent Work Country Programmes and Office workplans towards constituents' crisis response priorities;
 - (v) propose to the Governing Body in March how best to further develop its technical capacity with the necessary personnel at global and regional levels with the skills to support the implementation of the Pact. This would enable the ILO to make the necessary contributions to all levels in close cooperation with governments, employers' and workers' organizations;
 - (vi) with the full engagement of constituents, to seek additional resources from countries and multilateral agencies to fund policy initiatives within the framework of the Pact, where appropriate, and increase the Office's capacity to respond to constituents' requests. The Governing Body encourages those nations that can do so to expand support for the ILO to make this urgent work possible.

51. *A Government representative of Sweden* asked why the EU proposal, which was supported by several governments, was not included in this text so that at its March 2010 meeting the Governing Body could review the measures adopted to implement the Global Jobs Pact.
52. *A Government representative of Canada* said that Canada was prepared to support the text if the words “along with the 2008 Governing Body Officers’ statement” were deleted from the third paragraph. The speaker explained that the Officers’ statement should not be mentioned alongside the ILO Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact because these two instruments had been adopted by the International Labour Conference which had given them a status which the Officers’ statement lacked.
53. *A Worker member from Australia* endorsed the various proposals made during the discussion, in particular those made by the European Union, GRULAC and ASPAG, which were not included in the text. She supported the call by the African countries for the mobilization of resources. With regard to the statement made on behalf of the Governments of Brazil and France, as well as the Government of Germany, the speaker agreed that an instrument should be drawn up in 2011 on the social and employment dimensions of the economic crisis.
54. The speaker presented two amendments to the text. She proposed that, to emphasize the responsibility of the constituents, the text of paragraph (iv) should read as follows: “work with constituents to include Global Jobs Pact responses in Decent Work Country Programmes and orient Office workplans”. She also proposed that the words “where appropriate” should be deleted from paragraph (vi) to avoid any restriction on a measure that was entirely within the framework of the Pact. The speaker understood the reason for the proposal made by the Government of Canada but did not agree with deleting the reference to the 2008 Governing Body Officers’ statement since it was important to stress that a tripartite statement had been adopted a year ago which had been noted by the Governing Body and which not only remained relevant today but had also guided the development of the Pact. The speaker suggested that a new paragraph should be added under paragraph 3 reading “The 2008 Governing Body Officers’ statement remains as relevant today as it was a year ago.”
55. *A Government representative of the United Kingdom* supported the amendment proposed by the Government of Canada.
56. *The Employer Vice-Chairperson* said that he saw the sense of the proposal made by the Government of Canada and hoped that a solution could be found that would also take into account the proposal made by the Worker member from Australia.
57. *A Government representative of Panama* expressed concern at the fact that the fourth paragraph referred to getting those who had lost their jobs back to work because this depended on the economic situation in each State. She proposed that the phrase end with the word “work” and that the rest of the current paragraph become the fifth paragraph.
58. *The Chairperson* called on several members of the Governing Body to work with the Office to complete the draft text to be submitted for decision.
59. *The Director-General*, referring to the EU proposal that the implementation measures should be reviewed at the next meeting of the Working Party on the Social Dimension of Globalization, said that the Officers of the Governing Body should be the ones to decide on the most appropriate place to hold this discussion. With regard to the preparation of a contribution for the next G20 Labour Ministers’ Conference, the Director-General considered it unwise to make a unilateral decision on what the ILO could contribute when no specific request for a contribution had been received. The outcome of the discussion

would be useful for the G20 as well as for other meetings, such as the meeting of ASEAN Labour Ministers to be held in May 2010 and the 15th ILO Asian Regional Meeting scheduled for October 2010. The Director-General considered it more appropriate for the text to keep to the main objective, namely implementation of the Global Jobs Pact and related issues, without limiting the transmission of the outcome to a particular group of countries.

60. The Chairperson said that the proposal made by the Governments of France and Brazil would not be included in the final text, but would be reproduced in the minutes of the meeting.

Governing Body decision:

61. *The Governing Body adopted the following:*

Moving from crisis recovery to sustainable development

The voices of the real economy, represented by the constituents of the International Labour Organization (ILO), are needed in the shared international effort to shape recovery from the continuing global jobs crisis and build a future of strong, sustainable and balanced global growth.

A more balanced economic growth pattern must not lose sight of the need to urgently address large-scale unemployment, underemployment and rising income inequality. These issues deserve the same high-level political priority that has been given to the rescue of financial institutions. The ILO, guided by its tripartite nature, can give an important contribution in this regard.

Taken together, the 2008 Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact represent a balanced, comprehensive and tripartite agreement about the appropriate response to the global crisis. These documents should guide the activities of the Office at all levels.

The 2008 Governing Body Officers' statement remains as relevant today as it was a year ago.

Getting those who have lost their jobs back to work and ensuring that the millions of young women and men who start looking for work each year get a good start in their working lives is a vital first step for recovery and sustainable growth and development. Making the transition then from crisis response to stronger, more sustainable, equitable development and a fair globalization will need an employment-oriented framework for the medium and longer term. Its primary goal must be decent and productive work for the world's workforce of over 3 billion.

In this context the Global Jobs Pact sets out a policy package of practical measures, to counteract the immediate crisis and set a course for sustainable recovery.

The Governing Body:

- (a) encouraged constituents to advocate and promote the Global Jobs Pact;*

- (b) *requested constituents to share information through the Office on actions taken, best practices, lessons learned and future plans to give effect to the Pact, including through specific seminars and workshops;*
- (c) *requested the Director-General to:*
- (i) *take into account its guidance on the strategy being developed and implemented by the Office to support constituents in giving effect to the Pact;*
 - (ii) *deepen support for countries applying the Pact in coordination and with the full involvement of the workers and employers;*
 - (iii) *deepen the research and analysis by the Office of the action taken by it and the constituents in the implementation of the Pact;*
 - (iv) *work with constituents to include Global Jobs Pact responses in Decent Work Country Programmes and orient Office workplans towards constituents' crisis response priorities;*
 - (v) *consult with the Officers on the agenda for the March 2010 session of the Governing Body to ensure that it addresses:*
 - *how best to further develop the Office's technical capacity with the necessary personnel at global and regional levels with the skills to support the implementation of the Pact. This would enable the ILO to make the necessary contributions to all levels in close cooperation with governments, employers' and workers' organizations; and*
 - *implementation measures undertaken to give effect to the Global Jobs Pact and related issues, thus providing an input to forthcoming multilateral discussions; and*
 - (vi) *with the full engagement of constituents, seek additional resources from countries and the multilateral agencies to fund policy initiatives within the framework of the Pact and increase the Office's capacity to respond to constituents' requests. The Governing Body encouraged those nations that could do so to expand support for the ILO to make this urgent work possible.*

(GB.306/3/1, paragraph 67, and proposals put forward by the Workers' and Employers' groups.)

- 62.** *The Director-General thanked the Governing Body for the guidance that it had given the Office in supporting constituents in implementing the Global Jobs Pact, continuing the necessary work of formulating policies in a constantly changing environment, taking into account the diversity of national situations, strengthening the Office's analytical capacity, evaluating the measures adopted based on the information available, drawing up good practice guidelines and promoting the exchange of experiences. He also thanked the Governments of Brazil and France for their innovative initiative in presenting a joint proposal. He pointed out that ASPAG had made a number of suggestions concerning the development of international coordination in the future, which should be based on social dialogue and workers' rights and emphasized that the ILO should continue contributing to international policy and to coherence within the UN system. However, all this raised problems relating to resources. The Global Jobs Pact formed part of nine UN initiatives.*

These initiatives had been communicated to the resident coordinators who had been asked to take them into account and make local resources available for the purposes of implementing the Pact and establishing a minimum level of social protection. The idea of establishing a regional bank was extremely important and should be examined during the next stages. The follow-up to the G20 discussions and requests had been mentioned and it was also necessary to monitor the development of the crisis because it was not over. The ILO was mandated to improve the situation and reflect on the most appropriate and most effective policy responses. Clear indications had emerged from the statements made at the meeting and these would guide the Office in its work.

63. *The Chairperson* paid tribute to the work carried out by her predecessor, HE Ambassador Zdzislaw Rapacki, Permanent Representative of Poland to the United Nations Office in Geneva, who had presided over the Committee of the Whole on Crisis Responses convened by the 98th Session (2009) of the International Labour Conference, which had approved the Global Jobs Pact.
64. The speaker announced that a resolution had been adopted at the Seventh Session of the African Union Labour and Social Affairs Commission, held in Addis Ababa from 28 September to 2 October 2009, promoting the ratification of the Instrument for the Amendment of the ILO Constitution, 1986. The text of this decision was available on the ILO web site.
65. *The Worker Vice-Chairperson* condemned the inhumane acts perpetrated recently against workers in the Guinean city of Conakry. He asked for one of his colleagues to make a statement on this matter. He also asked governments and employers to show their solidarity with these workers and appealed to the Director-General to use his good offices to alleviate the suffering of Guinean workers.
66. *A Worker member from Algeria* read out the following message of solidarity from the Workers' group to the workers of Guinea and expressed the hope that the Governing Body would support the message:

The Workers' group of the 306th Session (November 2009) of the Governing Body of the International Labour Office has been following closely and with deep concern the developments relating to the political and socio-economic situation in Guinea following the painful events of 28 September 2009. The bloody repression resulted in more than 160 deaths, 1,200 injured and numerous cases of rape and mutilation of women. Today, trade union and political leaders are in danger. Trade union freedoms are threatened and freedom of expression is restricted. The prevailing political climate and socio-economic situation are genuine sources of concern for workers and their families due to the drastic deterioration in their living and working conditions and the existence of a situation which undermines social peace and threatens to degenerate and provoke serious tensions and a national crisis, which could have an impact on the West African subregion which is already in a state of conflict and socio-political instability.

The Workers' group of the ILO Governing Body welcomes the solidarity shown by national and international organizations and assures the trade union leaders and workers of Guinea of its support in defending fundamental human rights, including trade union rights. It urges all actors in the political and social life of Guinea to engage in dialogue and to strengthen their unity of action in the search for consensus on long-term solutions to overcome the crisis in Guinea. It urges the international community, in particular the UN, the African Union, the Economic Community of West African States (ECOWAS) and the European Union, to do their utmost to support the political and social actors of Guinea in their efforts to protect the country's stability and maintain social peace with a view to creating conditions that are conducive to restoring constitutional order and the rule of law. The group welcomes the establishment by the United Nations Secretary-General of an international commission of inquiry to investigate the events that have occurred and identify the perpetrators and those behind the events to bring them before the competent courts. It requests the members of the

Governing Body and the ILO to support the Guinean ILO constituents in the measures and negotiations under way to overcome the crisis under the guidance of President Blaise Compaoré of Burkina Faso, the mediator appointed by ECOWAS.

*Follow-up to the adoption of the resolution concerning
gender equality at the heart of decent work
(GB.306/3/2)*

- 67.** *The representative of the Director-General* welcomed the opportunity to present an Office report on gender equality before only the third ever woman to have held the post of Chairperson of the Governing Body.
- 68.** *The Employer Vice-Chairperson* underlined the cultural shift that was taking place, which the group fully supported. The promotion of gender equality was nevertheless a medium- and long-term task. The point for decision called on the Office to give effect to the Conference conclusions concerning gender equality at the heart of decent work in a coordinated and efficient manner at headquarters and in the field (paragraph 29(b)). The group stressed that care was necessary to avoid duplication of effort when working with the technical departments in this sense. The role of social dialogue was of great importance in recognizing all the aspects of the problem of gender inequality, while taking account of regional and cultural realities.
- 69.** *A Worker member from Canada* appreciated the work of the Office in placing gender equality at the heart of decent work, and the rapid dissemination of the conclusions of the Conference Committee. A clear strategy for the way forward should be established, with emphasis on strengthening policies to create an enabling environment for implementing women workers' rights. Gender concerns must be central to the implementation of the Global Jobs Pact. The jobs crisis called for a more robust and ambitious approach; the Office should strengthen its knowledge base and policy advice on employment-intensive growth, with the preservation and creation of public sector jobs, which employed a large proportion of women, as an objective. The Office could assist governments to break down job segregation, and ensure women's access to green jobs and high-tech jobs. Active labour market policies and training programmes with a gender lens were required to help working women upgrade skills. Macroeconomic policies should place full and decent employment at the core of economic and social policies. The group welcomed the section in the report on action taken in respect of social protection (paragraphs 11–14), but believed that further ILO assistance would be needed on minimum wages; the gender dimensions of pensions; and the Office should expand its capacity-building work to make job classification and job evaluation practical instruments to attain equal pay for work of equal value. The group supported the focus on the gender dimensions of occupational safety and health, which should include protection of women and men's reproductive health. Work should be carried out on the gender aspects of working-time arrangements. The report was weak on work–family reconciliation. Governments must assume responsibility for providing accessible public services for care of children and dependents and the Office should provide constituents with a broad set of policy options. Maternity protection should receive greater attention.
- 70.** The group supported the Office's commitment, under the section on principles and rights at work, to attain universal ratification by 2015 of the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), as well as efforts to strengthen implementation 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). The report did not deal adequately with precarious employment and export processing zones, which employed a large proportion of women. This should be remedied in the next Action Plan for Gender Equality. Strengthening social dialogue for gender equality, mentioned only generally in

the report, should comprise the following elements: strengthening collective bargaining in law and practice, with ILO support for gender-sensitive centralized and coordinated collective bargaining; and expanding the bargaining agenda to include issues such as pay, working time, work and family and training policies. Women's participation in national social dialogue should be reinforced. Governments should broaden dialogue between financial, trade, economic, development, environmental and labour policies to ensure a coordinated crisis response with a gender lens. The ILO should provide technical assistance on widening the coverage of dialogue to include informal economy workers, part-time, domestic and migrant workers, and strengthen trade unions' capacity to engage in social dialogue and collective bargaining.

71. Decent Work Country Programmes must better integrate gender equality into national policy-making and better involve trade unions in their design and implementation. Gender audits had proved effective in promoting gender equality. Fundamental research was required to help design long-term ILO policy responses, thus the Office's commitment to strengthen sex-disaggregated data collection on collective bargaining, precarious employment and women in leadership was welcome. Research on linkages between paid and unpaid work and the care economy also deserved attention. The group noted that there would be regular reporting to the Governing Body.
72. The Action Plan for Gender Equality should operationalize the conclusions of the Conference Committee, and the Gender Bureau should be staffed and funded accordingly. Governing Body members should promote the report and the Conference conclusions within their own organizations and administrations. The speaker would do likewise in respect of the trade union movement in Canada.
73. *A Government representative of Sweden*, speaking on behalf of the European Union (EU), said that the candidate countries, Croatia, The former Yugoslav Republic of Macedonia and Turkey, the countries of the stabilization and association process and potential candidates Albania, Bosnia and Herzegovina, Montenegro, Serbia and the European Free Trade Association countries, Iceland and Norway, members of the European Economic Area as well as Armenia, Georgia, Republic of Moldova and Ukraine also aligned themselves with his statement.
74. The impact of the crisis was different on men and on women. Male-dominated sectors had been hard hit, but women were more vulnerable because they were more likely to be in precarious employment. Economic downturn should not discourage efforts to promote gender equality or be used to excuse reducing these efforts. The crisis should be seen as an opportunity to shape new gender responses; this was not purely a socially desirable goal, as the productive abilities of both women and men were needed to counter the recession. Studies showed that the women's participation in the labour market promoted long-term sustainable economic development, a benefit reinforced by absence of discrimination. The EU therefore supported strongly the call for universal ratification of Conventions Nos 100 and 111. Follow-up work should include: the promotion of policy coherence at national and global levels; the development of gender equality indicators and the compilation and dissemination of sex-disaggregated data; improved representation of women and support for female participation in decision-making processes at all levels. The achievement of real gender equality required a permanent commitment to coordinated and effective implementation at all levels. The EU strongly supported the ILO's contribution in this field.
75. *A Government representative of the Bolivarian Republic of Venezuela*, speaking on behalf of the Group of Latin American and Caribbean States (GRULAC), referred to the point made by Mr Celso Amorim, Foreign Minister of Brazil, addressing the Working Party on the Social Dimension of Globalization, that times of recession provided fertile ground for

prejudice and malpractice. At such times, the promotion of equality and the struggle against discrimination should be reinforced; gender equality was at the heart of decent work, and was a fundamental human right. GRULAC fully supported all the measures proposed by the Office to give effect to the conclusions of the Conference Committee, particularly in the areas of protection for migrant workers and the promotion of labour administration and inspection systems. The acceleration of the universal ratification campaign for Conventions Nos 100 and 111, and the support given by the Office to constituents to strengthen social dialogue and tripartism would contribute to promoting gender equality nationally and internationally. Future ILO action should include following up some proposals contained in the resolution aimed at conciliating work and family, both for women and men, for example the provision of paternity leave.

76. *A Government representative of Sudan* said that indicators in Sudan showed that women workers were very numerous in rural areas, in agriculture and in the informal economy. These sectors required support as they generated employment. Unemployment was very high in Sudan amongst university graduates, in particular women graduates. The speaker called on the ILO to provide support and assistance in this area. Sudan had ratified many ILO Conventions and had clear policies in respect of gender equality in education, job opportunities and politics. Women entrepreneurs were being encouraged; 45 per cent of civil servants were women, as were more than half of higher education staff members.
77. *A Government representative of the United States* said that priority should be given to attaining equality in the workplace. All interested governments should participate in the development of the 2010 ILO Action Plan for Gender Equality. Existing gender equality tools should be reviewed to ensure efficient use of available resources. These should also be displayed on the Gender Bureau's web site. The Conference Committee had discovered that the sharing of best practices was a valuable activity; this should therefore be an integral part of the Action Plan.
78. *A Government representative of Egypt* said that her country had ratified all Conventions relating to fundamental principles and rights at work. The Government had adopted a swathe of measures to ensure that gender equality was at the heart of decent work in Egypt, and also cooperated with the World Bank and other agencies to promote the private sector in the country and ensure that the many women working in that sector did so in conditions of dignity. Policy measures had been adopted to enhance women's employability at home and abroad, and to promote sustainable employment for women. Efforts were being undertaken to extend social security coverage and social insurance to women workers in the informal sector. This would be achieved at minimum cost to employers. Sixty-four seats were reserved for women in the National Assembly, to ensure that their concerns were clearly reflected in Parliament. The issue of gender equality had also been discussed at the Pan-African Forum on Women's Entrepreneurship Development in Response to the Financial and Economic Crisis (Cairo, 27–29 October 2009). The Government was trying to raise the awareness of all donors and development agencies, including the African Development Bank, of the importance of gender equality, to encourage them to promote projects involving women throughout Africa and under their regional strategies. A legislative environment favourable to the generation of sustainable employment for women should be developed, and efforts should be made to build women's capacities and those of their organizations to allow them access to decent work at all levels.
79. *A Government representative of India* agreed that the current crisis should be viewed as an opportunity to shape new gender equality policies, with short- and long-term remedial measures. Every developing country should concentrate on women's education, skill development and vocational training and on generating employment, establishing social security, adequate health care and maternity benefits for women. Positive discrimination had delivered good results in India. Women's participation in social dialogue and

collective bargaining should be increased. The Government appreciated the ILO's efforts to promote gender equality, and shared the ILO's concerns regarding the gender pay gap and the need for strong labour administration and inspection systems, especially for women working in the informal sector. ILO Regional Offices should mainstream gender through practical strategies suited to each region and country. In India, women constituted 48 per cent of the population; gender equality was guaranteed under the Constitution. The Government had made committed efforts, for example, under the National Common Minimum Programme, to promote their well-being, development and empowerment. The Protection of Women from Domestic Violence Act provided a safeguard for women as well as legal recourse in case of such violence. The Government had initiated a number of programmes to benefit women, including economic support during skills development, education and the provision of access to credit and marketing. The Unorganized Sector Workers' Social Security Act 2008 had been passed by Parliament, and facilitated policy formulation and welfare programmes for women workers in the informal sector. A national credit fund had been established for the provision of microfinance on easy terms to women in this sector. The tripartite constituents and the ILO should work to eliminate discrimination, to change societal attitudes and strengthen public-private partnerships for the empowerment of women.

- 80.** *A Government representative of Australia* said that some conclusions from the Conference Committee should be more strongly reflected in the follow-up: introducing more flexible work-family arrangements in the workplace; reducing informality in developing country economies; and positioning women to take advantage of new opportunities, such as green or greener jobs. All follow-up activities should align with the Global Jobs Pact, the Strategic Policy Framework and the programme and budget, and the links should be clearly articulated for the Governing Body.
- 81.** *A Government representative of South Africa* felt that the report should have been far stronger if the goal was to be attained. It referred repeatedly to women *and* men, whereas the objective was to affirm women. In South Africa there was a saying which translates as "You strike a woman, you strike a rock. You will die!" Bold decisions had been taken in the country, which insisted on absolute parity between men and women.
- 82.** *A Government representative of El Salvador* requested that the Director-General continue to apply the follow-up measures set out in the Conference Committee's resolution, reinforced with the points made during the Governing Body discussion. She stressed that the current labour market was designed with no account being given to women's reproductive function. It was time for this to change, if gender equality was to find its place at the heart of decent work. It was important to reinforce public labour administrations, to enable these to incorporate gender equality as a cross-cutting element of their work. The speaker referred to her own action in respect of the El Salvadorian labour administration, which had encouraged the formulation of a real gender policy which was making a big difference for women in the country. Governments should engage in dialogue with their social partners to promote gender equality, which was a profoundly ethical concept, of benefit to both men and women.
- 83.** *A Government representative of Nigeria* supported the report's emphasis on the promotion of women's participation in social dialogue as a means of ensuring that gender issues were reflected at national level in the enactment of legislation on gender equality. Progress was apparent throughout Nigeria, especially in the informal sector, where equal pay for equal work was well entrenched. However, gender issues continued to be inadequately covered by the labour administration in the informal sector. The Office should continue its efforts to promote gender equality, women's entrepreneurship and decent work in that sector.

84. *A Government representative of Brazil* supported the decision taken in the Committee on Legal Issues and International Labour Standards to mandate the secretariat to update the language of the ILO Constitution to promote gender equality.
85. The promotion of gender equality was important to reducing poverty and promoting social well-being. Shortly after his election, President Lula had established a special secretariat for women's policies to ensure gender mainstreaming in all government bodies and public policies. Social dialogue and tripartism were essential tools for the implementation of gender equality policies. In Brazil, civil society had assisted in framing the National Plan for Women's Policies; a considerable achievement. Brazil had participated actively in the drafting of the resolution on gender equality at the heart of decent work. As part of the implementation of the ILO Declaration on Social Justice for a Fair Globalization, Brazil took part in the pilot test to provide a decent work profile for the country. The First African Decent Work Symposium on Recovering from the Crisis: Implementation of the Global Jobs Pact in Africa would provide a major opportunity for political discussion and exchange of experience for the countries of the region. Brazil supported the ILO initiative to disseminate examples of successful women entrepreneurs and the innovative data collection on gender equality in relation to safety and health at work which would be presented to the XIXth World Congress on Safety and Health at Work (Istanbul, 11–15 September 2011). Particularly in this time of crisis, the ILO should continue to promote gender equality at the heart of decent work.
86. *A Government representative of the Bolivarian Republic of Venezuela* acknowledged that the eradication of gender discrimination was essential to development and poverty reduction. The resolution on gender equality urged governments to design a legal framework, and adopt legislation and labour laws to ensure gender equality. Accordingly, the Constitution of 1999 included a gender perspective as a cross-cutting element of State policy, worded in non-sexist language, upholding maternity and paternity and forbidding discrimination at work on the basis of sex. Labour laws guaranteed the inclusion of women in the world of work, equal pay, and protection of pregnant women. Further legislation included the Act on Equal Opportunities for Women, the Fundamental Law on Women's Right to a Life Free from Violence, and the Act on Protection of the Family, Maternity and Paternity. A People's Ministry for Women and Gender Equality had been established, containing a Government body orienting public policy concerning women. As a result of these measures, the proportion of women joining the labour force annually was sustained and growing.
87. The Government of the Bolivarian Republic of Venezuela had made efforts to ensure equality of educational opportunities for girls. Numbers of girls and young women in pre-school, primary, secondary and higher education establishments had risen considerably. The Government had also acted to stamp out violence against women, putting a free phone call service in place, as well as a National Office for the Defence of Women's Rights, sheltered homes for victims of violence and over 100 specialized law courts.
88. *The representative of the Director-General* thanked the three groups for their contributions and support for the report and the work of the Gender Bureau. She had taken full note of the points raised and pledged to follow them up.
89. *The Director-General* also thanked the Governing Body for its support in implementing the resolution on gender equality at the heart of decent work. This was profoundly reassuring, as it showed that the important work done by the Conference Committee had not been entirely absorbed by the crisis discussion, on which the Conference had necessarily concentrated. It was now clear that it had, if anything, been reinforced by it.

Governing Body decision:

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

- (a) communicate the Conference resolution concerning gender equality at the heart of decent work to the governments, employers' and workers' organizations of member States;*
- (b) take steps to give effect to the Conference conclusions concerning gender equality at the heart of decent work in a coordinated and efficient manner at headquarters and in the field, and report regularly to the Governing Body on progress and results achieved; and*
- (c) continue the follow-up actions outlined in document GB.306/3/2 and develop new initiatives, in particular in the context of the current crisis.*

(GB.306/3/2, paragraph 29.)

Fourth item on the agenda

THE ILO AND THE MULTILATERAL SYSTEM

- 91.** There was no discussion under this agenda item.

Fifth item on the agenda

ENHANCED PROGRAMME OF TECHNICAL COOPERATION
FOR THE OCCUPIED ARAB TERRITORIES

(GB.306/5)

- 92.** *The representative of the Director-General* informed the Governing Body that, at a meeting with the Palestinian constituents on the margins of the Arab Employment Forum (Beirut, 19–21 October 2009), tripartite agreement had been reached on the importance of moving to a national decent work strategy supported by a very practical capacity-building programme that could be implemented in the region. In the area of labour market governance and rights, the Office was supporting the Ministry of Labour in developing a national employment strategy with a national employment agency at central level for the first time. Job creation would thus remain a critical priority. An audit of the Palestinian Fund for Employment and Social Protection (the Fund) by the Ministry of Labour confirmed the constituents' decision to revitalize the Fund's operations. The Office would support elaboration of a new set of guidelines and legal framework, and the Governing Body would be kept updated. A resource mobilization effort would be launched.
- 93.** A capacity-gap analysis of vocational education and training institutions had been carried out, which would contribute towards establishing a national policy framework for skills and employability development. Care was being taken, in view of the number of donor-driven projects in the region, to avoid overlap and duplication of effort.
- 94.** The Office was supporting the Palestinian Authority in developing a national policy to promote small and medium-sized enterprises. The "Know About Business" packages were now already available in vocational and secondary schools in Gaza. The ILO was also targeting innovative partnerships and technology. In the construction sector, alternative technologies had been introduced, such as constructing shelters using compressed earth

blocks, without cement or other unavailable materials. Training of trainers had continued, using the ILO methodology specifically aimed at the construction sector. Youth employment was being tackled by sharing knowledge and information between national and international stakeholders on youth economic empowerment. Social dialogue would be a pillar of the strategy, and the ILO would provide assistance in establishing a national tripartite committee to oversee implementation of the programme. Funding from the Swedish International Development Corporation was enabling work to proceed in raising the capacities of the Federation of Palestinian Chambers of Commerce, Industry and Agriculture to become a stronger advocate of employers' organizations. The Office was mapping the social security situation of the Palestinian population using Palestinian think tanks and academic institutions. The results would provide a set of policy recommendations on which a technical assistance programme could be developed, in response to a request from the Palestinian Prime Minister.

95. *The Worker Vice-Chairperson* said that the group would prefer to see references to the occupied Palestinian, rather than Arab, territories. The report classed the situation in Gaza as a "humanitarian catastrophe"; it was evident that great suffering was taking place. Thus, the additional financial and human resources identified to fund the Palestinian employment programme were welcome. The group supported the development of a national decent work strategy and wished to be informed in the Governing Body on the impact of the efforts undertaken; it also appreciated the assistance the Office was providing to the Ministry of Labour in formulating a national employment strategy. The Workers also welcomed the development of a technical assistance programme to improve the social security situation of Palestinian workers and believed that the Palestinian General Federation of Trade Unions, and the employers' associations, should be involved in this exercise.
96. *The Employer Vice-Chairperson* endorsed the comments made by the Worker Vice-Chairperson and declared his group very satisfied with the design of the programme. The Employers believed that promotion of labour market governance, of employability and skills and strengthening entrepreneurship were crucial in the present extremely complicated context. These efforts should continue and should be reinforced. There had been some progress, but much remained to do. The crisis was compounding the very serious problem of unemployment among the young. This would worsen if young workers were not provided with training to facilitate their insertion in the labour market. The group welcomed the news of funding to pay for an additional expert for a period of six months, and remained available to collaborate in fixing objectives and contributing to the programme as it developed.
97. *An Employer member from the United Arab Emirates* supported the enhanced programme of technical cooperation and hoped efforts would continue to alleviate the suffering in the occupied territories. The Governing Body should be kept fully informed of latest developments taking place in the region. The ILO could also provide more technical assistance regarding the rehabilitation of infrastructure, to restore vocational training centres and improve employability. The Arab Employment Forum had adopted an Agenda for Action which would certainly give impetus to activities in the region. The ILO should provide further support to technical cooperation programmes through the Regional Office, and to strengthen the Fund.
98. *A Government representative of Tunisia*, speaking on behalf of the Africa group, said that the group was concerned at the deteriorating situation in the occupied territories presented in the report, and recalled the resolution adopted by the Meeting of Ministers of Labour and Social Affairs convened during the Seventh Session of the Organization of African Unity. The group appreciated the ILO's activities in respect of labour market governance, employability and skills development, strengthening entrepreneurship and social dialogue.

The ILO should reinforce its programme of technical cooperation and intensify its support of the social partners, as well as taking steps to find additional finance for the Fund. The Governing Body should continue to receive regular reports on activities in the occupied Arab territories.

- 99.** *A Government representative of Brazil* noted that economic development and employment generation were essential to peace in the Middle East. The miserable conditions in the occupied territories could only encourage radicalism. Thus, the ILO's efforts to improve the economy and to strengthen entrepreneurship through development of micro-, small and medium-sized enterprises were the way forward. The Brazilian Government believed technical cooperation was central to achieving economic and social progress and had contributed more than US\$20 million to fund programmes in the occupied territories. The India–Brazil–South Africa Fund (IBSA) had contributed US\$3 million for social inclusion programmes in the occupied territories. A sports centre was nearing completion in Ramallah, which would create a certain number of jobs. The Government supported the national decent work strategy for the occupied territories and remained available for cooperation with the ILO.
- 100.** *A Government representative of Egypt* fully endorsed the statement made by the Employer member from the United Arab Emirates. Still greater efforts were needed to alleviate the suffering of the employers and workers in the occupied Arab territories. The Palestinian Authority should put the interests of the people of Palestine first, and strive to distance itself from differences which might impede the peace process. The Israeli Government should listen to reason, cease its aggressive tactics and try to move towards peace.
- 101.** *The Governing Body took note of the report and of the comments made during the discussion.*

Sixth 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.306/6)

- 102.** *The Ambassador of Myanmar* said that among efforts being made by the Government to respect Convention No. 29, the Emergency Livelihood Project, funded by the Department for International Development (DFID) of the United Kingdom, had been successfully implemented and concluded in September 2009. The project, which had created job opportunities for over 80,000 workers, resulted in 54.35 miles of raised footpaths, 55 footbridges, 25 small jetties and 40 latrines. Concerning awareness raising, three workshops on Convention No. 29 had been conducted jointly by the ILO Liaison Officer and the Ministry of Labour. Military officers and members of the police were among the participants, and the legal authorities were also represented. The Liaison Officer and the Director-General of the Labour Department organized a refresher course for township-level judges on Convention No. 29, conducted by the Supreme Court in September 2009. A further joint awareness-raising workshop for local military police and civil authorities was held on 5 November 2009, and the Police and Towns Act was under review by the Ministry of Home Affairs to align it with Convention No. 29.
- 103.** The complaints mechanism under the Supplementary Understanding (SU) functioned smoothly. Out of 143 cases, as at 5 November 2009, 81 had been closed; in 17 cases the findings had been communicated to the Liaison Officer and 45 cases were still under investigation. The Liaison Officer had been able to make independent field visits in

connection with complaints received. Cases Nos 066 and 129, mentioned in paragraphs 12 and 13 of the report, were not cases of harassment and judicial retaliation, but were derived from disputes over land ownership.

- 104.** Myanmar was resolutely opposed to the military recruitment of minors and had put in place legislation and a screening process to ensure children did not enter the armed forces. The Committee on the Prevention of Military Recruitment of Under-age Children of Myanmar was doing its utmost to prevent such recruitment in cooperation with intergovernmental organizations and non-governmental organizations. Since 2004, 296 minors had been returned to their guardians, including 63 requests forwarded from the ILO Liaison Officer. From 2006 to 2009, 53 military staff members had received sanctions. Awareness had been raised by the organization of workshops for recruiting officers and other officials, and courses for officers, other ranks and their family members had been held in military establishments throughout the country to give information on laws, protecting and promoting children's rights and on prevention of recruitment of minors. Some 92,000 leaflets with this information had also been distributed. The relevant United Nations agencies and the ILO had been informed of these actions, which should be represented in ILO documents, including the report of the Liaison Officer. Momentum was building; the shared objective of eliminating forced labour in Myanmar would be attained in due course.
- 105.** *The Worker Vice-Chairperson* said his group recognized that the increase in complaints might be due to greater awareness of the complaints mechanism, but believed that it was caused by an increased incidence of forced labour. There was no sign of any concrete action by the Government. He recalled the recommendation by the Committee of Experts on the Application of Standards that the laws, in particular the Village Act and the Town Act, should be aligned with Convention No. 29; and that paragraph 15 of Chapter VIII of the new Constitution should be put into conformity with Convention No. 29. The Commission of Inquiry had called for: the total elimination of forced labour practices; sanctions for civil or military perpetrators of forced labour; an authoritative statement from the highest level confirming clearly the Government's policy for eliminating forced labour on pain of prosecution; the provision of a simply worded brochure, in the necessary languages, explaining the operation of the SU; and an immediate end to the harassment, retaliation and imprisonment of those using the complaints mechanism. Furthermore, the Government should take every opportunity, through all media channels, to increase public awareness of the illegality of forced labour, of their rights at law and of the use of the complaints mechanism. The Governing Body should call for an increase in the capacity of the Liaison Office, to allow it to proceed with the implementation of these demands from the Committee of Experts and the Commission of Inquiry and with the efficient reporting on an increasing number of cases.
- 106.** The International Confederation of Trade Unions and the Free Trade Unions of Burma reports had shown the number of incidences of forced labour to be increasing. A report as recent as January 2009 gave information of a 14-year old boy being forced to join the army and, after four months' training, being sent to the front. Further reports contained details of villagers, many of them children, being forced to carry food supplies for soldiers; incidents which repeated themselves each summer. Villagers failing to perform these obligations were fined. The report contained information on a number of serious cases of harassment and judicial retaliation and of incidents in which persons associated with complaints had been punished. This was flagrant breaching of the SU. In respect of Case No. 066, the Liaison Officer made two field inspections on 11 March and 5 April concerning the confiscation of land as a penalty for refusing to undertake forced labour. A negotiated settlement, allowing the complainants the right to return and work their traditional land was breached by the authorities when the farmers concerned were imprisoned. The report contained further sinister information in respect of Cases Nos 129 and 109 where forced

labour had been imposed on villagers and fines, or jail sentences, meted out where recourse to the complaints mechanism was made. Moreover, Su Su Nway, Min Aung and the six other labour activists remained in jail, despite an understanding that they would be released.

- 107.** The Workers' group was convinced that the Government of Burma/Myanmar was doing the minimum to retain the support of a minimum number of governments. The Government must allow the ILO to increase its presence in the country, and authorize it to monitor major infrastructural work, such as the gas pipelines being laid at present. The Government should present its budgeting and accounts for that project, and others of the same kind, to show that there was nothing to hide, and that the labour was paid labour. Legislation must be enacted to protect citizens who sought to obtain payment for their labour or their land, and who protested when their rights were violated. The Government's rejection of forced labour should be translated into local languages, as promised. It must realize that freedom of association and collective bargaining were fundamental human rights. Until such recognition, forced labour would remain a common factor in Burma/Myanmar. The Workers therefore urged the other groups to join them in calling for a document on the potential legal implications of, and questions for, an advisory opinion from the International Court of Justice (ICJ).
- 108.** *The Employer Vice-Chairperson* concurred with much that his Worker colleague had said regarding forced labour in Myanmar. He referred in particular to paragraphs 14 and 15 of the report, which showed that the central Government was disconnected from the local authorities. The function of a State was to protect its citizens. If it was incapable of doing so, then it was not a State. The State of Myanmar should show clearly that there was coherence between the central Government and the local regions and authorities. More seriously, paragraph 14 of the report showed that, far from guaranteeing a transparent complaints process, there was in fact a process of persecution and constraint. This called the credibility of the ILO into question. The Employers' group had considered the question with a view to ascertaining whether the action engaged in Myanmar was the best possible response to the problem and whether the elimination of forced labour might be more effectively attained otherwise. This was not a purely legal matter, but also ethical and a question of conscience. The group therefore supported the Workers' group's request that the Office prepare a document concerning submission of the issue to higher instances, while ideally wishing to resolve the problem of forced labour in Myanmar within the ambit of the ILO. The group called firmly on the Government of Myanmar to give clear, concrete replies to the questions that had been raised.
- 109.** *A Government representative of Sweden*, speaking on behalf of the European Union (EU), said that the candidate countries, Croatia, The former Yugoslav Republic of Macedonia and Turkey, the countries of the stabilization and association process and potential candidates, Albania, Bosnia and Herzegovina, Montenegro, Serbia and the EFTA countries, Iceland and Norway, the members of the European Economic Area, and Armenia, Georgia, Switzerland and Ukraine, aligned themselves with the statement.
- 110.** The EU welcomed the latest update of the United Nations Special Rapporteur, Mr Tomas Hoya Quintana, pointing out that none of the challenges facing Burma/Myanmar could be addressed in isolation, and failure to address them could undermine the prospects for peace, democracy and development. Over time the human rights situation in the country had given rise to a number of resolutions of the United Nations General Assembly, the United Nations High Commission for Human Rights and of the ILO. The EU was deeply concerned that the Government had not made significant progress in heeding these urgent calls. Small steps in the right direction had been taken; the awareness-raising activities undertaken by the ILO Liaison Officer and the Ministry of Labour, and the translation and diffusion of the SU and the cases reviewed as a result of the complaints mechanism were

among these. Further efforts to publicize the complaints mechanism should be made, including a simply worded explanatory brochure available in the minority languages outlining the law against forced labour.

- 111.** A limited number of political prisoners had been released, but the vast majority – a number in excess of 2,100 persons – remained in prison in deplorable conditions, lacking medical treatment, with shackling, forced labour and ill treatment. The EU urged further efforts by the regime and condemned ongoing arrests. It noted with disappointment the serious cases of harassment and retaliation against persons using or facilitating the complaints mechanism. The right to seek redress from the use of forced labour must be respected and fully implemented. The EU called for full respect for, and compliance with, Convention No. 29 and with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87). The Burma/Myanmar authorities must show good faith by fully accepting the obligations to which they had committed themselves.
- 112.** The EU again condemned the recruitment of children as soldiers. The ILO complaints procedure had led to the release of 28 children from the military, but without prosecution of officers. The imposition of meaningful penalties on perpetrators was necessary and the Government's expressed desire to conform to international treaties and the local authorities' continued use of forced labour were at variance. The recent trial and sentencing of Aung San Suu Kyi to 18 months' house arrest was a sham. In line with resolution 12/20 of the Human Rights Council and the declaration of the Presidency on behalf of the EU on 11 August 2009, this verdict against San Suu Kyi was unreservedly condemned. She should be released immediately, with all political prisoners. The EU thanked the Office and the Liaison Office for their labours; the Government should expeditiously grant a visa to the new Liaison Office staff member. The EU encouraged neighbouring countries in their efforts to lead Burma/Myanmar towards ending forced labour and national reconciliation.
- 113.** *A Government representative of Singapore* commended the work of the ILO in Myanmar. The growing awareness brought about by field visits and seminars was beginning to take effect. Under-age soldiers were being discharged from the military, and there was acceptance that a child recruited into the army could not be charged and sentenced as a deserter if he ran away. However, meaningful penalties should be imposed on perpetrators, especially army officers, to stop child recruitment. The Government of Singapore welcomed the Liaison Officer's expanding network and the efforts being made by him and the Government to inform the people of Myanmar on law and practice concerning forced labour. The infrastructure pilot project in the Irrawaddy Delta area provided an excellent lesson on employment rights and should be showcased as an example of best practices. Greater awareness of rights and increased accessibility of the complaints mechanism were positive developments. It would be cynical to read these positive statistics as indicating a greater incidence of forced labour and under-age recruitment. The Government Committee for the Prevention of Military Recruitment of Under-age Children had reported considerable training of military personnel regarding under-age recruitment; the Government should agree a joint action plan with the UN Country Task Force on Monitoring and Reporting on Children in Armed Conflict. The Government of Myanmar should be commended for its efforts to cooperate, but should redouble these efforts. However, the apparent inability of the central Government to impose the laws at local or military authority level should be remedied and the Government should accept the Liaison Officer's proposal to deal with these issues jointly.
- 114.** *A Government representative of the United States* commended the work of the Liaison Officer, carried out under difficult circumstances. The ILO displayed judgement, creativity and flexibility in maintaining dialogue with the Burmese military authorities to negotiate implementation of a Convention ratified 54 years ago. The Liaison Office clearly needed

to be reinforced, and the Burmese authorities should take steps to allow newly appointed staff members to enter the country to take up their duties. The past months had held positive developments – notably the increased awareness of citizens of their rights; the level of SU activity with regard to under-age recruitment had risen; the facilitators' network had expanded, prompting increased readiness to present complaints. The authorities were cooperating over the complaints mechanism, and the Liaison Officer continued to be able to travel throughout the country.

- 115.** However, the specific, clear recommendations of the 1998 Commission of Inquiry had not been implemented. The relevant legislative texts had not been aligned to Convention No. 29, and forced labour had not been eliminated in practice. Neither were criminal penalties enforced for the exaction of forced labour. Awareness of rights was low in rural areas and there were serious cases of harassment against complainants and facilitators. Government policy was not being enacted by local authorities, and a simple brochure explaining law and procedure regarding forced labour, especially as regards the military, had not been produced. Moreover, the imprisoned activists remained in jail. The United States Government urged the Burmese authorities to comply with the recommendations of the Committee of Experts and of the Commission of Inquiry and implement Convention No. 29. The US Government further called for the unconditional release of Aung San Suu Kyi and all political prisoners and labour activists.
- 116.** *A Government representative of Japan* paid tribute to the work of the ILO and the Liaison Officer in Myanmar, and appreciated the steps taken by the Government of Myanmar, in cooperation with the ILO, to improve the situation. Nevertheless, challenges persisted. As yet, no simply worded brochure explaining the SU had been distributed; allegations had been made of harassment or detention of complainants or facilitators; it was not clear that military staff responsible for under-age recruitment were being sanctioned under the law. Moreover, while Japan recognized the Myanmar Government's commitment to eliminate forced labour, it appeared that the local authorities had not followed suit. This issue should be addressed at the highest Government level. The successful conclusion of the rehabilitation projects in the Irrawaddy Delta were welcome and could be used as a model for cooperation between the international community and Myanmar. The Government should take steps to implement further similar projects. Japan called on the Government of Myanmar to provide timely assistance to the programme on under-age recruitment funded by the Government of Germany. Japan acknowledged recent developments in Myanmar, including the release of over 100 political prisoners in September, the resumption of dialogue between the Government and Aung San Suu Kyi, and direct talks being held with the United States. Japan hoped that the Government would listen to the international community and advance the process of democratization.
- 117.** *A Government representative of Canada* noted the incremental progress made by the Government of Myanmar towards compliance with Convention No. 29. The picture in the report of long-standing failure to remedy issues, and serious cases of harassment and judicial retaliation against complainants, facilitators and others associated with complaints was unacceptable. It was clear that the Government's commitment to eradicate under-age recruitment was not being actively communicated to local military and civilian authorities. The Government must ensure compliance throughout the country, disseminate information effectively and impose meaningful penalties on persons exacting forced labour. The Burmese authorities must embrace the recommendations of the Committee of Experts and take steps to allow the recently appointed Liaison Office staff member to enter the country and take up his duties.
- 118.** *A Government representative of Thailand* welcomed the ongoing cooperation and dialogue between the Government of Myanmar and the ILO; this should be maintained. Thailand appreciated the positive developments listed in the report and encouraged the Government

of Myanmar to continue alone and jointly with the ILO to undertake more awareness-raising activities, especially in rural areas. The post-cyclone Nargis project had been a considerable success. Thailand hoped that the Government and the ILO could find ways to build on this success and cooperate in further similar projects. Thailand, as a neighbouring State and fellow member of the Association of Southeast Asian Nations (ASEAN), stood ready to cooperate with Myanmar in its efforts to improve the lives of its people.

- 119.** *A Government representative of India* welcomed a tangible increase in cooperation between Myanmar and the ILO. The joint awareness-raising activities were also sources of satisfaction as the complaints mechanism was functioning effectively. The Government of Myanmar was demonstrating commitment to the eradication of forced labour. Dialogue and cooperation remained the way forward. India was strongly, and constitutionally, opposed to the practice of forced labour and therefore considered recent progress in Myanmar to be positive.
- 120.** *A Government representative of the Russian Federation* said that his delegation would welcome another 12-month extension to the SU, as the report showed that the Liaison Officer's efforts to implement its provisions were starting to take effect. A number of cases had been dealt with under the complaints mechanism and awareness-raising activities had taken place. However, the Government should adopt further measures to eliminate the practice of forced labour at the local level. The Government should therefore continue to cooperate with the ILO with a view to guaranteeing the effective application of Convention No. 29. The delegation did not support a possible referral of this case to the ICJ for an advisory opinion; this would be counterproductive.
- 121.** *A Government representative of Australia*, speaking also on behalf of New Zealand, noted with appreciation the efforts of the ILO Liaison Officer, which had led to some small progress towards the eradication of force labour in Myanmar. The delegations further noted the increased level of activity under the SU, and the fact that this was brought about by citizens' increased awareness of their rights. That Myanmar had agreed to joint awareness-raising activities was positive and these activities should continue. However, significant concerns remained. Cases of harassment and judicial retaliation persisted against complainants, facilitators or others associated with complaints. The Government should take up the Liaison Officer's proposal to the Government Working Group on the Elimination of Forced Labour that joint action be taken to resolve these issues, which indicated that the Myanmar authorities continued to impede the complaints mechanism. Moreover, military personnel still enjoyed unacceptable impunity from the law.
- 122.** The delegations noted the positive steps taken by the Government to resolve complaints of under-age recruitment to the military. The Government should expedite the processing of the visa to enable the programme officer, who would assist the Liaison Officer in dealing with under-age recruitment cases, to enter the country and take up his duties. The infrastructure project in the Irrawaddy Delta had been successful, and it was to be hoped that similar projects would be undertaken. The harassment of persons associated with the complaints mechanism, often carried out on the basis of clearly trumped-up charges, must cease and those who engaged in such activities must be prosecuted. The work would not be done until Myanmar had fully implemented the recommendations of the Commission of Inquiry.
- 123.** *A Government representative of China* noted the concrete action undertaken by the Government of Myanmar since the 98th Session of the International Labour Conference. The cooperation between the Government and the ILO was proceeding well. The complaints mechanism was operating successfully, and the Government Committee on the Prevention of Military Recruitment of Under-age Children was also participating actively.

Awareness-raising activities had taken effect and further activities were in the pipeline. The project in the Irrawaddy Delta had improved both infrastructure and the local people's awareness of employment rights. This demonstrated the Government's political will to eliminate forced labour; China hoped that similar projects would be implemented. The Government of China believed that forced labour was a violation of fundamental human rights and should be eliminated. The ILO should help its member States to do this through dialogue and cooperation. However, Myanmar was a poor developing country, and forced labour was always related to poverty. The problem of forced labour would only be addressed by eliminating poverty. Assistance to Myanmar should be on the basis of mutual trust. China hoped that the ILO would continue its constructive dialogue with the Government and assist Myanmar to eliminate forced labour at an early date.

Governing Body conclusions:

124. *The Governing Body:*

- (a) took note of the report of the Liaison Officer and listened with interest to the statement made by the Permanent Representative of the Government of the Union of Myanmar;*
- (b) in the light of the information available, and considering the interventions made during the debate, it concluded as follows:*
 - full compliance with the Forced Labour Convention, 1930 (No. 29), implementation of the recommendations of the Commission of Inquiry and the complete elimination of the use of forced labour in Myanmar have not yet been achieved; all activity must be targeted to this end;*
 - the Governing Body recalls its previous conclusions and those of the International Labour Conference and reconfirms their continuing validity; this concerns, particularly, accessible material in local languages for awareness raising and the need for an authoritative statement by the senior leadership against the continued use of forced labour and the need to respect freedom of association;*
 - the Governing Body notes the Government's cooperation regarding the complaints submitted, as well as the joint Government–ILO awareness-raising activities; in continuing the arrangements under the SU, the capacity of the ILO to deal with complaints throughout the country should be strengthened; cases of forced labour should be reported and followed up consistently so that the practices cease and the perpetrators are prosecuted and punished; particular attention should be paid to monitoring infrastructure projects such as oil and gas pipelines; the Governing Body calls for, and encourages, progress towards achieving greater compliance with the international obligations of Myanmar, including Convention No. 29, particularly where local practices do not respect the aim of abolishing forced labour;*
 - the Governing Body is deeply concerned about the continued imprisonment of a number of persons who have complained of being subjected to forced labour or who have been associated with such complaints; this is in total contradiction with the Government of Myanmar's own commitments under the SU and puts into question the*

good faith necessary for the implementation of the SU; if this situation is not promptly remedied, it will undermine the advances made to date; the Office should continue to examine potential legal implications of the failure to comply with Convention No. 29;

- *the Governing Body calls for the immediate release of all persons currently detained being complainants, facilitators and others associated with the SU complaints mechanism, as well as for the unconditional release of all imprisoned political and labour activists;*
- *the Governing Body repeats its previous call for the Government of Myanmar to facilitate, as provided for in article 8 of the SU, the adjustments to the staff capacity of the Office of the Liaison Officer so that an increased workload could be met; this includes the presence of an additional internationally recruited professional appointed by the ILO.* (GB.306/6.)

125. *The Chairperson* reminded the Governing Body that the decision of its 298th Session (March 2008) “to defer the question of an advisory opinion by the International Court of Justice on the understanding that the necessary question or questions would continue to be studied and prepared by the Office in consultation with the constituents and using the necessary legal expertise to be available at any time that it might be necessary” remained in force and would be followed up as necessary.

Seventh item on the agenda

REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION (GB.306/7)

126. *The Chairperson of the Committee on Freedom of Association* explained that the Committee had embarked upon a constructive and open discussion on its procedures and on the way it examined certain questions of substance. The discussions should continue at the March 2010 meeting of the Governing Body, and any conclusions would, of course, be reported back to the Governing Body at the appropriate time. The speaker also indicated that the Committee had been informed that an ILO mission had visited Colombia in October 2009, and that following that mission the Government of Colombia had made a number of important commitments concerning matters relating to social dialogue, labour legislation and violence against trade unionists.

127. Turning to the urgent appeals contained in the report, the speaker said that in Cases Nos 2676 (Colombia), 2450 (Djibouti), 2203, 2445, 2673, 2700 (Guatemala), 2665, 2679, 2694 (Mexico), 2675, 2687, 2688, 2689, 2690, 2697 (Peru), 2528, 2652, 2669 (Philippines), and 2699 (Uruguay), despite the time that had elapsed since the submission of the complaints, the Committee had not yet received the complete observations of the governments concerned and it therefore appealed to those governments to transmit their observations as a matter of urgency.

128. With regard to the follow-up given to its recommendations, the Committee had examined 32 cases in which governments had informed it of the measures taken to give effect to its recommendations and it had noted with satisfaction or interest developments in five of those cases.

- 129.** The speaker referred to three serious and urgent cases. The first one was Case No. 2655 (Cambodia). The Committee regretted the absence of a reply from the Government and urged it to be more cooperative in future. It called on the Government to immediately carry out a full and independent investigation into the allegations in the case and, if they were proven to be true, to take the necessary measures. The Committee more generally observed that the situation described in that case demonstrated an insufficiency of laws and procedures to protect workers against acts of anti-union discrimination, and requested the Government to urgently adopt an appropriate legislative framework to ensure that workers enjoyed effective protection against acts of anti-union discrimination, including through the provision of sufficiently dissuasive sanctions and by taking rapid, final and binding decisions. The Committee invited the Government to further avail itself of the technical assistance of the Office in that regard.
- 130.** Regarding the second urgent case, Case No. 2609 (Guatemala), the Committee deeply regretted that the Government's reply only covered a small part of the allegations and firmly called upon the Government to be more cooperative in future. It urged the Government to ensure the physical safety of trade unionists who were harassed or persecuted, of the witness Roberto Dolores, and to confirm the whereabouts of the reportedly missing Francisco del Rosario López, and of the minor María Antonia Dolores López. The Committee once again reminded the Government of its international obligations to ensure an adequate and efficient system of protection against acts of anti-union discrimination, including sufficiently dissuasive sanctions and prompt means of redress, and invited the Government to have recourse to the ILO's technical assistance.
- 131.** Concerning the third urgent case, Case No. 2602 (Republic of Korea), the Committee requested the Government to conduct an independent investigation into the allegations of anti-union discrimination that had not been considered by the courts, to take all the necessary measures, including reinstatement where the allegations were proven, and to impose sufficiently dissuasive sanctions so as to prevent any further similar acts. It also urged the Government to promote collective bargaining for the terms and conditions of employment of subcontracted workers in the metallurgical industry, and recalled its recommendation to the Government to amend the obstruction of business provision in the Penal Code so that it could not be used as an obstacle to freedom of association. While emphasizing the importance of legitimate trade union activity being carried out peacefully, the Committee reiterated that criminalizing industrial relations was in no way conducive to making them harmonious and peaceful. More generally, the Committee requested the Government to develop appropriate mechanisms, in consultation with the social partners concerned, to strengthen the protection of subcontracted workers' rights to freedom of association and collective bargaining, and to prevent any abuse of subcontracting as a way to evade in practice the exercise by such workers of their fundamental rights. It recommended that the Government have recourse to ILO technical assistance.
- 132.** Finally, on behalf of the Committee, the speaker warmly thanked Mr Ulf Edström, Worker spokesperson, who was leaving the Committee on Freedom of Association after 13 years. His skills and experience had been a crucial asset to the effective functioning of the Committee.
- 133.** *A member of the Employers' group*, speaking on behalf of the Employer spokesperson, recalled that the report of the Committee showed an increase in the number of cases submitted to the Committee, as well as of pending cases. The Employers had taken the opportunity of the current meeting of the Committee to participate in a special sitting to discuss working methods and case management. For the Employers it was not just an abstract issue, because a backlog in the consideration of cases could also prejudice employers if complaints related to the activities of enterprises. Delays and the accumulation of pending cases could not be solely attributed to the Office, which generally

did an excellent job within its structural and resource constraints. The causes were often attributable to the conduct of some complainants, unions, governments and enterprises. At the current meeting, a number of cases were only very marginally connected with freedom of association. They were cases dressed up as freedom of association complaints, but which were essentially workplace disputes or disciplinary matters. Complainant bodies must not see the Committee on Freedom of Association as the appropriate place to deal with such matters. In that context, the Committee had ruled one complaint from Argentina not receivable on the grounds that it related neither to Convention No. 87 nor to Convention No. 98.

- 134.** Turning to some of the cases set out in the report, the speaker said with regard to Case No. 2659 (Argentina) that the specific remit of courts should be determined by national legislation and that the Committee's role was confined to ensuring that any decisions taken were in line with the principles of freedom of association. While the Committee had examined ten cases concerning Colombia, that did not mean that progress was not occurring there. Indeed, in some cases the Committee had noted progress, and the Employers wished to see such developments reflected more broadly.
- 135.** The Committee had examined a number of cases dealing with essential services. In Case No. 2355 (Colombia) the debate had gone beyond the question of essential services and minimum services and, given that the Government alone could not alter constitutional provisions, the Committee called on the Government to work with workers' and employers' organizations to define the conditions for the exercise of the right to strike in the petroleum sector. The Employers considered that to be a realistic approach.
- 136.** In Case No. 2657 (Colombia), the Committee expressly noted that salary deductions for days of strike gave rise to no objection from the point of view of freedom of association, a conclusion welcomed by the Employers.
- 137.** In Case No. 2602 (Republic of Korea), which was also a difficult and long-running case, the Committee recalled that taking part in peaceful pickets could not be regarded as unlawful, but that the situation was different when picketing was accompanied by violence or interference in the freedom to work of non-strikers.
- 138.** The Committee drew the attention of the Governing Body to Case No. 2655 (Cambodia), which it had had to examine without a government reply, despite it having sent the Government an urgent request to submit its comments. The Committee had explicitly noted that a failure to reply by the Government was not just prejudicial to the complainant but also to enterprises, and the Employer members wished to limit that prejudice.
- 139.** The Employers also drew Case No. 2620 (Republic of Korea) to the attention of the Governing Body. It was a case involving a number of new issues, in particular the right to registration of a workers' organization established to advance the interests of undocumented or illegal foreign workers. The Committee's mandate, given by the Governing Body, was to examine matters raised under Conventions Nos 87 and 98 and it was not for the Committee to comment on national migration policy except where actions under that policy infringed freedom of association. The Committee would therefore only give its view on government action, such as the deportation of illegal workers under a country's migration programme, if that action was undertaken for anti-union purposes.
- 140.** Returning to the issue of the Committee's working methods, the Employers recalled that they expected the supervisory bodies to be effective and efficient, and that it had been in that spirit that they had devoted a special sitting to working methods and decision-making. Some procedural and substantive issues had been looked at in the past, others were not easy to resolve and some solutions may require different approaches. The Employers were

ready to continue that work in March and hoped to be able to present interesting results by the end of that sitting. Lastly, they in turn paid tribute to the Worker spokesperson, Mr Ulf Edström.

141. *The Worker spokesperson of the Committee* explained that his group endorsed the statement made by the Reporter and asked the Governing Body to adopt the conclusions and recommendations made by the Committee.
142. Case No. 2609 (Guatemala) was considered serious and urgent and contained allegations concerning acts of violence against trade unionists, acts of anti-union discrimination, the dissolution of two trade unions and blacklisting. Not surprisingly, the Government had failed to respond to the allegations despite the fact that it had been asked to do so almost two years previously.
143. The same was true for Case No. 2341 (Guatemala). The Committee recommended that the Government request technical assistance from the ILO, and the Workers' group continued to be deeply concerned about the situation in the country. As mentioned by the Reporter, Case No. 2655 (Cambodia) was also a serious and urgent case. The case confirmed the need to establish a legislative framework able to protect against anti-union discrimination and provide for binding and effective legal decisions that would constitute sufficiently dissuasive sanctions against anti-union dismissals. The absence of any reply gave the impression that the Government was not taking its obligations towards the ILO seriously.
144. The Workers' group was likewise deeply concerned about Case No. 2602 (Republic of Korea), another serious and urgent case. As explained by the Reporter, it involved the systematic denial of the right to freedom of association for workers with precarious contracts in enterprises in the metallurgical sector, violations regrettably not taken into account by the Supreme Court. In March 2009 the Workers' group had expressed its concern at the attitude of the Government of the Republic of Korea in relation to Case No. 1865, as yet unresolved. Case No. 2602 showed that their fears were justified. The group strongly requested the Government, which was a member of the Governing Body, to cooperate with the ILO and accept the technical assistance recommended by the Committee. Also in March 2009, the Committee had dealt with Case No. 2620, again concerning the Republic of Korea and relating to workers who had been in the country illegally and who, after trying to establish a trade union, had been arrested and deported. On that occasion the Committee had recalled that all migrant workers, regardless of status, enjoyed the right to freedom of association and collective bargaining, which had also been confirmed by the Seoul High Court. At its current session, the Committee had asked the Government to take the necessary steps to ensure that the trade union (MTU) was promptly recognized legally and that the Supreme Court was made aware of the Committee's conclusions regarding the trade union rights of migrant workers.
145. On a general note, the Workers' group welcomed all actions taken by governments to recognize the rights of migrant workers, a category of workers very often exploited and without any basic protection. It invited governments and employers to share its concern about the situation of that vulnerable group and to assist in establishing measures needed to protect those workers from exploitation.
146. The Committee had examined numerous cases on Colombia. Case No. 2355 had been examined one year previously and the Government had been invited by the Governing Body to amend its legislation to allow the right to strike in the petroleum sector and to permit the introduction of a negotiated minimum wage. The Committee must unfortunately repeat its earlier recommendation and must request that section 430(h) of the Substantive Labour Code be amended. The Workers' group trusted that the Government of Colombia would now respect its obligations vis-à-vis the ILO. It also wished to emphasize the

recommendation made by the Committee in Case No. 2617 that the Government not pursue its alleged intention to deprive prison guards and security service staff of their trade union rights by giving them police status. In Case No. 2600, also concerning Colombia, the Committee stressed that temporary workers hired from employment agencies should be able to organize in the trade union of their choice, including the trade union existing at the main contractor company, in the present case the union SINTRAIME.

- 147.** In March 2009, the Workers' group had welcomed the Government of Brazil's intention to ratify the Termination of Employment Convention, 1982 (No. 158), judging that the ratification would undoubtedly reduce the number of violations of freedom of association as it required a valid reason for dismissals. Nevertheless, the Government of Brazil must still urgently take measures to counteract the anti-union acts that were evident in Case No. 2646.
- 148.** Referring to Case No. 2613 (Nicaragua) and Case No. 2664 (Peru), the Committee reminded the Government that the decision concerning the legality of a strike did not come under the remit of the Government, but rather under that of an independent body. The lack of recognition of the trade union rights of workers in the public sector was regrettably frequent in several member States.
- 149.** In Case No. 2490 (Costa Rica), the Government indicated that it had taken measures to promote the examination of the bill relating to collective bargaining in the public sector and to the ratification of ILO Conventions Nos 151 and 154. The Workers' group welcomed that initiative, but noted that it had received some information indicating that the matter had been blocked in Parliament.
- 150.** In Case No. 2662 (Colombia), the Committee noted with interest developments concerning the implementation of Conventions Nos 151 and 154, and asked the Committee of Experts to monitor the situation following the adoption of Decree No. 535 in February 2009. In that respect, the Workers' group reminded the Governing Body of the recommendation it had made in March that the Organization should intensify its advocacy of public sector workers' rights. Case No. 2680 (India) demonstrated the relevance of that recommendation, as the Committee recommended that legislation be amended and that ILO technical assistance be utilized to promote the ratification of ILO Conventions Nos 87, 98 and 151.
- 151.** A continued concern of the Workers' group was the failure in many instances to secure reinstatement in cases of dismissals due to anti-union discrimination. That was frequently due to prolonged judicial proceedings, Case No. 2341 (Guatemala) being a typical example. The Workers' group was of the opinion that, whenever trade union officials were dismissed and the labour inspectors requested reinstatement, then those concerned should be reinstated provisionally until all judicial proceedings were exhausted. In the recommendation in paragraph 432 of the Committee's report, concerning Case No. 2356 (Colombia), the Committee requested the Government to take the necessary steps to reinstate the dismissed persons until the ordinary judicial authority issued its final ruling.
- 152.** Another continued concern of the Workers' group was the absence in many ILO member States of sufficiently dissuasive sanctions to prevent the occurrence or continuation of violations of fundamental trade union rights. In Case No. 2613 (Nicaragua), for example, an employer had been able to dismiss a trade union leader by paying the individual concerned a double compensation payment, in accordance with the Labour Code. As stated in paragraph 930 of the report, such an option was contrary to the jurisprudence of the Committee on Freedom of Association. For that reason not only should the dismissed trade union leader receive financial compensation, but there should also be an additional dissuasive sanction in the form of a fine, irrespective of whether the trade union leader was

reinstated or not. The speaker explained that in some countries, including Sweden, such dissuasive fines were awarded to the trade union concerned as recognition of its efforts to secure freedom of association for its members.

- 153.** The speaker stressed that a number of cases presented to the Committee concerned allegations of refusals by employers, public or private, to bargain collectively or that collective bargaining was not conducted in good faith. When that occurred the provisions and principles contained in Conventions Nos 87 and 98 were undermined. In many countries more needed to be done to secure a commitment to promote collective bargaining. Such a commitment depended on political will, but sometimes failure was rather due to a lack of resources of the authorities. In that regard ILO technical assistance played a crucial role, and the Workers' group insisted that the ILO have the resources necessary to provide such technical assistance. The importance of the 60th anniversary of Convention No. 98 should be recognized by all three constituents of the Organization and also within its member States. The Workers' group welcomed the positive developments in relation to previous recommendations made by the Committee, in particular in Cases Nos 2560 (Colombia), 2629 (El Salvador), 2373 (Pakistan) and 2579 (Bolivarian Republic of Venezuela).
- 154.** The speaker drew the attention of the Governing Body to paragraphs 146 and 147 of the report, in which the Committee expressed the hope that the governments mentioned would quickly provide the information requested. Naturally the Workers' group supported that request and expected it to be observed, particularly by the governments that were currently members of the Governing Body. He welcomed the Committee's discussions on its own procedures that would continue in March 2010. The speaker ended his intervention by warmly thanking all those he had worked with during his many years at the ILO.
- 155.** *The Chairperson of the Governing Body* associated herself with the previous speakers and underlined the contribution made by the spokesperson of the Workers' group to the jurisprudence of the Committee on Freedom of Association and also his collaboration in the Committee on Legal Issues and International Labour Standards of the Governing Body as well as in the Credentials Committee of the International Labour Conference, and his participation in the Organization's regional meetings.
- 156.** *A Government representative of the Islamic Republic of Iran* took the floor to thank Mr Edström for his work in the Committee on Freedom of Association, and wished him every happiness in his retirement.
- 157.** *A Government representative of Mexico* noted that Case No. 2694 appeared in paragraph 9 under the heading "Urgent appeals" but that, as it was an initial request for information, it should appear in paragraph 6 under "Observations requested from governments".
- 158.** *A Government representative of Colombia* returned to the visit of the Director of the International Labour Standards Department to Colombia, on the invitation of the Government. The purpose had been to show the progress that had been achieved in the implementation of the conclusions of the Conference Committee on the Application of Standards regarding the application of Convention No. 87, and the progress of the Tripartite Agreement on Freedom of Association and Democracy. The Director of the International Labour Standards Department had received information on the measures adopted by Colombia in the campaign against impunity. The speaker stressed the importance of the Special Committee for the Handling of Conflicts, which provided an opportunity to seek, through social dialogue, solutions to labour conflicts that might arise among the country's various social partners. The Government had undertaken to strengthen the Committee's procedure for resolving collective labour disputes and providing it with the necessary resources.

159. In respect of Case No. 1787, the Government had undertaken to provide the necessary financial resources to enable the *Fiscalia general de la Nación* and the Superior Council of the Judicature to advance in the inquiry into the acts of violence committed. The speaker welcomed the constructive spirit and the cooperation shown by the Director of the International Labour Standards Department and her team. That collaboration had contributed to the success of the visit.
160. A Government representative of the Republic of Korea explained that, thanks to the Committee's support, his country had made progress in extending workers' fundamental rights. Nevertheless, the Government of the Republic of Korea was concerned about some of the Committee's recommendations. Case No. 2620 was awaiting a final ruling from the Supreme Court and the Government of the Republic of Korea would take the necessary measures to give effect to that decision once it had been taken.

Governing Body decisions:

161. *The Governing Body took note of the introduction to the report of the Committee on Freedom of Association, contained in paragraphs 1–148, and adopted the recommendations made in paragraphs 188 (Case No. 2647: Argentina), 218 (Case No. 2651: Argentina), 243 (Case No. 2659: Argentina), 267 (Case No. 2666: Argentina), 300 (Case No. 2670: Argentina), 326 (Case No. 2646: Brazil), 357 (Case No. 2655: Cambodia), 400 (Case No. 2355: Colombia), 432 (Case No. 2356: Colombia), 464 (Case No. 2522: Colombia), 480 (Case No. 2600: Colombia), 505 (Case No. 2617: Colombia), 520 (Case No. 2643: Colombia), 552 (Case No. 2644: Colombia), 575 (Case No. 2657: Colombia), 608 (Case No. 2658: Colombia), 620 (Case No. 2662: Colombia), 678 (Case No. 2602: Republic of Korea), 710 (Case No. 2620: Republic of Korea), 721 (Case No. 2538: Ecuador), 750 (Case No. 2705: Ecuador), 765 (Case No. 2241: Guatemala), 774 (Case No. 2341: Guatemala), 866 (Case No. 2609: Guatemala), 890 (Case No. 2680: India), 909 (Case No. 2685: Mauritius), 937 (Case No. 2613: Nicaragua), 950 (Case No. 2682: Panama), 963 (Case No. 2648: Paraguay), 976 (Case No. 2596: Peru), 1015 (Case No. 2639: Peru), 1052 (Case No. 2640: Peru), 1067 (Case No. 2661: Peru), 1092 (Case No. 2664: Peru), 1128 (Case No. 2686: Democratic Republic of the Congo) and 1179 (Case No. 2642: Russian Federation).*
162. *The Governing Body adopted the 355th Report of the Committee on Freedom of Association in its entirety.* (GB.306/7.)

Eighth item on the agenda

REPORT OF THE WORKING PARTY ON THE FUNCTIONING OF THE GOVERNING BODY AND THE INTERNATIONAL LABOUR CONFERENCE (GB.306/8(Rev.2))

163. *The Chairperson* said that she had had the honour of chairing the Working Party in question together with the Employer and Worker Vice-Chairpersons. The Working Party had decided to focus its discussions on the functioning of the Governing Body, leaving aside for the moment the question of the functioning of the International Labour Conference. She recalled that the paper contained no point for decision and that the proposal set out in paragraph 46 was to invite the Office to prepare a document that would be examined in the informal consultations in February 2010. Following these

consultations, another paper setting out the questions on which agreement had been reached and questions for which different options existed would be prepared for the Working Party's second meeting in March 2010.

164. *A Government representative of Bangladesh*, speaking on behalf of the Government group, said he regretted that the report contained no point for decision. He explained that consultations had been held with the Employers' and Workers' groups and that a joint proposal had been drawn up. He emphasized the many points of convergence in the statements made by the regional groups and those of the individual governments during the meeting of the Working Party. The Government members had agreed to present a joint statement so as to reinforce the points covered in the individual statements. They considered that an in-depth discussion and review of all the questions raised by members was needed. They stressed the need to ensure follow-up and implementation of decisions ensuing from the Working Party's recommendations. More specifically, the Governing Body needed to ask the Working Party to examine all the points raised by governments and the social partners and in particular, but not only, questions relating to: (a) the drawing up of agendas, time management, and the management of meetings; (b) the availability of documents; (c) the status of Governing Body committees, their role, functioning and the frequency of their meetings; (d) the transparency of the decision-making process, and follow-up on decisions adopted; (e) enhanced support from the Office to improve the functioning of the Government group.

165. Lastly, *the Government group* proposed adding a point for decision in the final paragraph of the report of the Working Party on the Functioning of the Governing Body and of the International Labour Conference. The proposed text would read as follows:

1. [The Working Party recommends] that the Governing Body adopt the following time frame and process for review:
 - (a) an issues paper to be prepared based on the papers presented and issues raised in the Working Party during the previous week, and circulated to members in preparation for informal tripartite consultations in February 2010;
 - (b) a meeting of the Working Party to be convened during the March 2010 session of the Governing Body for discussion of the issues paper;
 - (c) ILO Members to be invited to make written submissions for consideration of the Working Party;
 - (d) the Working Party to submit an interim report to be considered at the June 2010 session of the Governing Body;
 - (e) the Working Party to submit a final report containing recommendations and an implementation plan to the Governing Body in November 2010 for decision;
 - (f) this procedure should not impede the implementation of any agreed changes during this period;
2. that the Governing Body:
 - (1) take note of the conclusion contained in paragraph 46 of the report;
 - (2) ensure that all proposals made by Governments, Workers and Employers in the statements attached to this report are included in the issues paper;

- (3) ensure that all other proposals submitted by constituents are also presented in the issues paper.
- 166.** *The Employer Vice-Chairperson* supported the proposal made by the Government group, and said he considered that the point for decision was in keeping with the overall tenor of the discussions that had taken place during the meeting.
- 167.** *The Worker Vice-Chairperson* commended the presentation by the Government representative of Bangladesh and supported the proposed text.
- 168.** *A Government representative of Germany* said that he considered the work done thus far to have followed the right general direction, and commended the report that had been presented, which showed that effective and high-quality work was possible with the commitment of all the Governing Body's members. A new form of collaboration was being proposed, and it was to be hoped that the Governing Body would succeed in improving its working methods by making them results-based.
- 169.** *A Government representative of France* welcomed the consensus on the point for decision as proposed by the Government representative of Bangladesh.
- 170.** *A Government representative of Australia*, speaking on behalf of the Asia-Pacific group, said he supported the proposals made by the Government representative of Bangladesh on behalf of the Government group. Nevertheless he emphasized the need for an in-depth examination of all the questions raised and concerning the fact that the Working Party would have to consider the functioning not only of the Governing Body but also of the International Labour Conference.
- 171.** Lastly, the speaker indicated that the comments made by the Director-General when addressing the Working Party on the Social Dimension of Globalization, concerning the need for a new approach, were equally true of the Working Party on the Functioning of the Governing body and the International Labour Conference.
- 172.** *A Government representative of Sudan* emphasized the need for serious work on those important questions. While in general endorsing the paper, he had reservations regarding the question of reducing the number of documents. Furthermore, he considered that the question of equality within the Governing Body, in particular as it concerned governments, had not been adequately dealt with.
- 173.** *A Government representative of Singapore*, speaking on behalf of the ten member States of ASEAN, stressed the interest elicited among constituents by the question of improving the functioning of the Governing Body and International Labour Conference. The commitment of the Office would be critical to the success of the exercise, and the speaker was convinced that the Office would continue to give its unfailing support to the Working Party in its activities. The countries of ASEAN wanted an innovative and comprehensive review even if the recommendations arising from the discussions could be implemented gradually. The Working Party also needed to examine the follow-up action taken on the recommendations adopted previously, and to evaluate those recommendations in the light of the measures adopted by the ILO to attain the objectives of the Declaration on Social Justice for a Fair Globalization of 2008 and of the ILO's strategic objectives.
- 174.** The speaker said that ASEAN welcomed the decision to hold tripartite consultations before the next meeting of the Working Party. It hoped that the many concrete ideas expressed and contributions made during the consultations would result in a paper setting out new and useful proposals, and welcomed the opportunity to participate in the process.

Governing Body decision:

175. *The Governing Body:*

- (a) *adopted the following time frame and process for the review:*
- (i) *an issues paper to be prepared based on the papers and issues raised in the Working Party that met during the November 2009 session of the Governing Body, and circulated to members in preparation for informal tripartite consultations in February 2010;*
 - (ii) *a meeting of the Working Party to be convened during the March 2010 session of the Governing Body for discussion of the issues paper;*
 - (iii) *ILO Members to be invited to make written submissions for consideration of the Working Party;*
 - (iv) *the Working Party to submit an interim report to be considered at the June 2010 session of the Governing Body;*
 - (v) *the Working Party to submit a final report containing recommendations and an implementation plan to the November 2010 session of the Governing Body for decision;*
 - (vi) *this procedure should not impede the implementation of any agreed changes during this period;*
- (b) *decided to ensure that all the proposals put forward by Governments, Workers and Employers would be presented in the issues paper; and*
- (c) *decided to ensure that any further proposals which would be submitted by constituents would also be presented in the issues paper.*

(GB.306/8(Rev.2) and proposal put forward by the Government group.)

Ninth item on the agenda

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

First report: Financial questions
(GB.306/9/1(Rev.))

*Programme and Budget for 2008–09: Regular budget
account and Working Capital Fund*

Governing Body decision:

- 176. *The Governing Body delegated its authority under article 16 of the Financial Regulations by requesting the Director-General to submit proposals for any necessary transfers within the 2008–09 expenditure budget to the Chairperson for approval, prior to the closing of the biennial accounts, subject to confirmation of such approval by the Governing Body at its 307th Session (March 2010). (GB.306/9/1(Rev.), paragraph 9.)***

Voluntary contributions and gifts

- 177.** *The Governing Body took note of this part of the report.* (GB.306/9/1(Rev.), paragraphs 10–13.)

*Use of the Special Programme Account***Governing Body decision:**

- 178.** *The Governing Body, subject to its approval of the activities related to measuring decent work, authorized the Director-General to use US\$500,000 from the Special Programme Account, as proposed in paragraph 2 of document GB.306/PFA/3.* (GB.306/9/1(Rev.), paragraph 18.)

*Financial questions relating to the International Institute for Labour Studies**(a) Programme and Budget for 2010–11**(b) Authorization to accept contributions and gifts***Governing Body decision:**

- 179.** *The Governing Body endorsed the programme and approve the budget for the International Institute for Labour Studies for 2010–11 as set out in document GB.306/PFA/4/1.* (GB.306/9/1(Rev.), paragraph 23.)

*Proposed 2010–11 budgets for extra-budgetary accounts**(a) International Occupational Safety and Health Information Centre (CIS)***Governing Body decision:**

- 180.** *The Governing Body approved the proposed 2010–11 income and expenditure budget for the CIS extra-budgetary account, as set out in detail in the appendix to document GB.306/PFA/5/1.* (GB.306/9/1(Rev.), paragraph 35.)

*(b) Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR)***Governing Body decision:**

- 181.** *The Governing Body approved the income and expenditure estimates of the CINTERFOR extra-budgetary account for 2010–11, as set out in Appendix I of document GB.306/PFA/5/2.* (GB.306/9/1(Rev.), paragraph 44.)

International Training Centre of the ILO, Turin

(a) *Documents submitted to the 71st Session of the Board of the Centre (Turin, 5–6 November 2009)*

(b) *Report of the 71st Session of the Board of the Centre*

(c) *Building the capacity of ILO constituents:
A medium-term strategy for the Turin Centre*

182. *The Governing Body took note of these parts of the report.* (GB.306/9/1(Rev.), paragraphs 45–100.)

International Public Sector Accounting Standards: Status

183. *The Governing Body took note of the revised implementation plan for the adoption of the International Public Sector Accounting Standards.* (GB.306/9/1(Rev.), paragraph 108.)

Amendments to the Financial Rules

Governing Body decision:

184. *The Governing Body approved the draft amendments to the Financial Rules set out in the appendix of document GB.306/PFA/8.* (GB.306/9/1(Rev.), paragraph 116.)

Programme and Budget for 2010–11: Technical meetings reserve

Governing Body decision:

185. *The Governing Body decided that the six meetings presented in document GB.306/PFA/9 would be funded from the technical meetings reserve for 2010–11.* (GB.306/9/1(Rev.), paragraph 124.)

Report of the Building Subcommittee

Governing Body decision:

186. *The Governing Body:*

(a) *approved the use of up to CHF750,000 of the funds remaining from the urgent works allocation for the resurfacing of the floors in the P3(A) and P4 parking areas;*

(b) *authorized the Director-General to enter into arrangements, as he considers appropriate, relating to granting public access to ILO land, including clarification of the respective responsibilities of the parties concerned, in particular as regards the financial aspects.*

(GB.306/9/1(Rev.), paragraph 138.)

*Report of the Information and Communications Technology Subcommittee***Governing Body decision:**

- 187. *The Governing Body endorsed the Information Technology Strategy 2010–15, taking into account the views expressed during its discussion.*** (GB.306/9/1(Rev.), paragraph 146.)

*Results-based strategies 2010–15**(a) Overview**(b) Human Resources Strategy*

- 188. *The Governing Body took note of these parts of the report.*** (GB.306/9/1(Rev.), paragraphs 147–156.)

*(c) Knowledge Strategy***Governing Body decision:**

- 189. *The Governing Body endorsed the Knowledge Strategy 2010–15, taking into account the views expressed during its discussion.*** (GB.306/9/1(Rev.), paragraph 171.)

*Evaluations**(a) Annual Evaluation Report 2008–09***Governing Body decision:**

- 190. *The Governing Body:***

- (a) requested the Director-General to continue efforts to align the evaluation function with the implementation of the Social Justice Declaration; and*
- (b) decided to provide guidance on the evaluation priorities for 2010 and the arrangements for the independent external evaluation of the ILO evaluation function.*

(GB.306/9/1(Rev.), paragraph 194.)

(b) Independent evaluation of the ILO's Decent Work Country Programme in Indonesia

Governing Body decision:

- 191. *The Governing Body requested the Director-General to take into consideration the findings, recommendations and lessons learned from the independent evaluation of the Decent Work Country Programme in Indonesia 2006–09, in the preparations of the next Decent Work Country Programme for Indonesia.*** (GB.306/9/1(Rev.), paragraph 214.)

(c) Independent evaluation of the ILO's strategy to increase member States' capacities to develop policies and programmes focused on youth employment

Governing Body decision:

192. *The Governing Body requested the Director-General to take into consideration the findings and recommendations in the paper, together with the deliberations of the Committee, to continue supporting efforts to integrated approaches to address youth employment.* (GB.306/9/1(Rev.), paragraph 231.)

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

193. *The Governing Body took note of this part of the report.* (GB.306/9/1(Rev.), paragraphs 232–236.)

Other financial questions

Financial arrangements for activities related to the preparation of amendments to the Constitution of the International Labour Organization in order to introduce inclusive language for the purpose of promoting gender equality

194. *The Governing Body took note of this part of the report.* (GB.306/9/1(Rev.), paragraph 237.)

Second report: Personnel questions
(GB.306/9/2(Rev.))

Statement by the Staff Union representative

195. *The Governing Body took note of this part of the report.* (GB.306/9/2(Rev.), paragraph 1.)

Results-based strategies 2010–15: Human Resources Strategy

Governing Body decision:

196. *The Governing Body endorsed the Human Resources Strategy 2010–15, taking into account the views expressed by the Committee.* (GB.306/9/2(Rev.), paragraph 47.)

Amendments to the Staff Regulations

Governing Body decision:

197. *The Governing Body approved the amendments to the Staff Regulations contained in paragraphs 2 and 6 of document GB.306/PFA/17.* (GB.306/9/2(Rev.), paragraph 53.)

*Report of the International Civil Service Commission***Governing Body decision:****198. The Governing Body:**

- (a) *accepted the recommendations of the ICSC, subject to their approval by the United Nations General Assembly, on the following entitlements:*
- (i) *an increase of 3.04 per cent in the base/floor salary;*
 - (ii) *consequential increases in separation payments, for staff in the Professional and higher categories; and*
- (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.306/9/2(Rev.), paragraph 57.)

*Matters relating to the Administrative Tribunal of the ILO**(a) Statute of the Tribunal***Governing Body decision:****199. The Governing Body postponed the consideration of the item to its 307th Session (March 2010).** (GB.306/9/2(Rev.), paragraph 64.)

- (b) *Recognition of the Tribunal's jurisdiction by the International Centre for the Study of the Preservation and Restoration of Cultural Property (ICCROM)*

Governing Body decision:**200. The Governing Body approved the recognition of the Tribunal's jurisdiction by the International Centre for the Study of the Preservation and Restoration of Cultural Property (ICCROM), with effect from the date of such approval, and that informal consultations take place concerning the workload of the Tribunal.** (GB.306/9/2(Rev.), paragraph 68.)*(c) Composition of the Tribunal***Governing Body decision:****201. The Governing Body proposed to the 99th Session of the International Labour Conference, the renewal, through the draft resolution below, of the terms of office of Mr Gordillo, Mr Rouiller and Mr Frydman for three years:**

The General Conference of the International Labour Organization

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, to renew the terms of office of Mr Agustín Gordillo (Argentina), Mr Claude Rouiller (Switzerland) and Mr Patrick Frydman (France) for three years.

(GB.306/9/2(Rev.), paragraph 72.)

Other personnel questions: Special Payments Fund

Governing Body decision:

- 202. *The Governing Body appointed Ms Susan Hudson as a member of the Board of Trustees of the Special Payments Fund, effective 1 March 2010.*** (GB.306/9/2(Rev.), paragraph 77.)

Tenth item on the agenda

REPORT OF THE COMMITTEE ON LEGAL ISSUES AND INTERNATIONAL LABOUR
STANDARDS

First report: Legal issues
(GB.306/10/1(Rev.))

*Compendium of rules applicable to the Governing Body: Further proposals
for revision, including to introduce inclusive language for
the purpose of promoting gender equality*

Governing Body decision:

- 203. *The Governing Body adopted the revised Compendium of Rules applicable to the Governing Body contained in Appendix I to document GB.306/10/1, as further revised in the Spanish version of the Introductory note and the Standing Orders of the Governing Body, taking into account the proposals made in the course of the discussion of the Committee, and requested the Office to publish it without delay.*** (GB.306/10/1(Rev.), paragraph 8.)

*Standing Orders of the Conference: Further proposals regarding representation
of Employers' and Workers' delegates at the International
Labour Conference*

Governing Body decision:

- 204. *The Governing Body invited the Conference to adopt at its 99th Session (June 2010) the amendments to articles 5 and 26ter of the Standing Orders of the International Labour Conference proposed in Appendix II to document GB.306/10/1(Rev.).*** (GB.306/10/1(Rev.), paragraph 19.)

Other legal issues

*Constitution of the International Labour Organization: Proposal for possible
revisions to introduce inclusive language for the purpose
of promoting gender equality*

Governing Body decision:

- 205. *The Governing Body requested the Office to prepare a document on possible amendments to the Constitution of the International Labour Organization for the purpose of introducing gender-inclusive language, with a view to its submission to the 309th Session of the Governing Body (November 2010).*** (GB.306/10/1(Rev.), paragraph 29.)

Second report: International Labour Standards and Human Rights
(GB.306/10/2(Rev.))

Improvements in the standards-related activities of the ILO – Towards a final plan of action for the implementation of the standards strategy

Governing Body decision:

206. *The Governing Body invited the Office:*

- (a) to make every effort to facilitate the continuation of the consultations on standards policy, including on how best the working of existing ILO Conventions can be kept under review, and to start consultations on the issue of the interpretation of international labour Conventions;*
- (b) to make the necessary arrangements for the organization in 2010 of a meeting of a tripartite working group of experts to examine Convention No. 158 and Recommendation No. 166;*
- (c) following tripartite consultations, to submit in March 2010 a plan of action for the promotion of the OSH instruments (Convention No. 155, its 2002 Protocol and/or Convention No. 187);*
- (d) following tripartite consultations, to submit a plan of action for the ratification and effective implementation of all the fundamental Conventions;*
- (e) to take the necessary action to implement option 2 for the article 22 reporting cycle, as outlined in paragraph 34 of document GB.306/LILS/4, and to request the CEACR to examine the criteria on the basis of which it will examine comments received from the social partners outside of that cycle; and*
- (f) to seek advice from the tripartite constituents on the need to revise the report forms concerning Convention No. 29 and Convention No. 105 and to report back to the Committee.*

(GB.306/10/2(Rev.), paragraph 44.)

*General status report on ILO action concerning discrimination
in employment and occupation*

207. *The Governing Body took note of this part of the report.* (GB.306/10/2(Rev.), paragraphs 45–52.)

*Ratification and promotion of fundamental and
governance ILO Conventions*

Governing Body decision:

208. *The Governing Body:*

- (a) took note of the information contained in document GB.306/LILS/6;*
- (b) approved the proposed plan of action contained in the appendix to document GB.306/LILS/6, making any adjustments that were deemed necessary; and*
- (c) decided to keep this subject on the agenda of the Committee on Legal Issues and International Labour Standards with a view to following the progress made.*

(GB.306/10/2(Rev.), paragraph 66.)

Maritime Labour Convention, 2006

*Form for reports on the application of ratified Conventions
(article 22 of the Constitution)*

209. *The Governing Body took note of this part of the report.* (GB.306/10/2(Rev.), paragraphs 67–73.)

Preparation for entry into force

Governing Body decision:

210. *The Governing Body:*

- (a) invited the Office to make the necessary arrangements for a “preparatory tripartite MLC, 2006, committee”, modelled on the future Article XIII special tripartite committee, which would:*
 - (i) keep under review the preparations by Members for implementing the MLC, 2006, identify any common issues and prepare the work for the future special tripartite committee on any questions that might need to be dealt with as a matter of urgency after entry into force of the Convention, including the rules of procedure of the committee;*
 - (ii) meet at least once during 2010 and once during the 12-month period following deposit of the 30th ratification; and*
 - (iii) be open to governments of any interested member States and include up to ten representatives nominated respectively by the International Shipping Federation and the International Transport Workers’ Federation;*
- (b) decided to instruct the Office to provide funding for the participation at meetings of the committee of ten representatives nominated by the Shipowners’ and Seafarers’ groups of the Joint Maritime Commission,*

respectively; there would be no limitation on the number of interested seafarers or shipowners that chose to participate at their own expense.

(GB.306/10/2(Rev.), paragraph 83.)

*Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART):
Report on allegations submitted by teachers' organizations*

Governing Body decision:

211. The Governing Body:

- (a) took note of the relevant parts of the report of the Tenth Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel relating to allegations on the non-observance of certain provisions of the ILO–UNESCO Recommendation, 1966, in Ethiopia and Japan, and the UNESCO Recommendation, 1997, in Australia and Denmark;*
- (b) authorized the Director-General to communicate the report to the Governments of Australia, Denmark, Ethiopia and Japan and to the National Tertiary Education Union of Australia, the National Teachers' Association (formerly Ethiopian Teachers' Association), Education International, the All Japan Teachers and Staff Union (ZENKYO), Nakama Union and other representative teachers' organizations in Japan, and to invite them to take the necessary follow-up action as recommended in the report.*

(GB.306/10/2(Rev.), paragraph 89.)

Eleventh item on the agenda

REPORT OF THE SUBCOMMITTEE ON MULTINATIONAL ENTERPRISES
(GB.306/11)

Update on strategic priorities 2008–09

- 212. The Governing Body took note of this part of the report.** (GB.306/11, paragraphs 3–18.)

Outcome of the field exercise towards an alternative modality to evaluate the effect given to the MNE Declaration

Governing Body decision:

213. The Governing Body:

- (a) requested the Office to undertake, for the next report, evaluating the effect given to the MNE Declaration, an exercise consisting of the following elements:*

- (i) *completing within the next two years: (1) a global desk review for the period 2007–10; and (2) concrete exercises at the country and sectoral levels; and*
- (ii) *subsequently completing a flagship report informing about the main trends and findings, building on items (1) and (2) above; and*
- (b) *decided, following completion of the exercise above, and no later than 2011, to review its 1979 decision to report periodically on the effect given to the MNE Declaration, in light of the experience gained.*

(GB.306/11, paragraph 33.)

Twelfth item on the agenda

REPORT OF THE COMMITTEE ON EMPLOYMENT AND SOCIAL POLICY
(GB.306/12(Rev.))

214. *The Committee took note of the paper.*

Thirteenth item on the agenda

REPORT OF THE COMMITTEE ON SECTORAL AND TECHNICAL
MEETINGS AND RELATED ISSUES
(GB.306/13)

215. *The Worker Vice-Chairperson* noted that (contrary to what had been stated at the meeting of the Committee) discussions between the Shipowners and the Seafarers concerning minimum wages had reached deadlock and that a way out of the impasse had to be found.

*The sectoral dimension of the ILO's work: Update of sectoral aspects
regarding the global economic crisis*

216. *The Governing Body took note of this part of the report.* (GB.306/13, paragraphs 6–40.)

Effect to be given to the recommendations of sectoral and technical meetings

*Global Dialogue Forum on Decent Work in Local Government
Procurement for Infrastructure Provision
(Geneva, 17–18 February 2009)*

Governing Body decision:

217. *The Governing Body authorized the Director-General to communicate the final report containing the texts mentioned in paragraph 2 of GB.306/STM/2/1 to governments of member States, requesting them to communicate the report to the employers' and workers' organizations concerned; to the international employers' and workers' organizations concerned; and to the other international organizations concerned.* (GB.306/13, paragraph 47.)

Global Dialogue Forum on the Impact of the Financial Crisis on Financial Sector Workers (Geneva, 24–25 February 2009)

Governing Body decision:

218. The Governing Body:

- (a) *authorized the Director-General to communicate the report of the discussion on the proceedings to governments, requesting them to communicate the text to the employers' and workers' organizations concerned; to the international employers' and workers' organizations concerned; and to the other international organizations concerned; and*
- (b) *requested the Director-General to bear in mind, when drawing up proposals for future work of the Office, the wishes expressed in the conclusions.*

(GB.306/13, paragraph 52.)

Tripartite Technical Workshop on the Impact of the Food Price Crisis on Decent Work (Geneva, 5–6 March 2009)

Governing Body decision:

219. The Governing Body:

- (a) *authorized the Director-General to communicate the Workshop report to governments of member States, requesting them to communicate the text to the employers' and workers' organizations concerned; to the international employers' and workers' organizations concerned; and to the other international organizations concerned; and*
- (b) *requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the follow-up actions contained in the "room note" adopted by the Workshop.*

(GB.306/13, paragraph 61.)

Tripartite Meeting on Promoting Social Dialogue and Good Industrial Relations from Oil and Gas Exploration and Production to Oil and Gas Distribution (Geneva, 11–14 May 2009)

Governing Body decision:

220. The Governing Body:

- (a) *authorized the Director-General to communicate the Note on the proceedings containing the texts mentioned in paragraph 3 of GB.306/STM/2/4 to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned; to the international employers' and workers' organizations concerned; and to the other international organizations concerned; and*

- (b) requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the conclusions of the Meeting.**

(GB.306/13, paragraph 65.)

*Workshop to Promote Ratification of the Private Employment Agencies Convention, 1997
(No. 181) (Geneva, 20–21 October 2009)*

Governing Body decision:

221. The Governing Body:

- (a) authorized the Director-General to communicate the points of consensus mentioned in paragraph 4 of GB.306/STM/2/5 to governments of member States; to the employers' and workers' organizations concerned; and to the other international organizations concerned; and**
- (b) requested the Director-General to bear in mind, when drawing up proposals for future work of the Office, the wishes expressed in the attached points of consensus.**

(GB.306/13, paragraph 72.)

*Joint ILO/UNESCO Committee of Experts on the Application of the
Recommendations concerning Teaching Personnel (CEART),
Tenth Session (Paris, 28 September–2 October 2009)*

*Twentieth Ordinary Session of the Intergovernmental Committee of the
ILO/UNESCO/WIPO International Convention for the Protection of
Performers, Producers of Phonograms and Broadcasting
Organizations (Rome Convention, 1961)
(WIPO, Geneva, 7–9 September 2009)*

- 222. The Governing Body took note of these parts of the report.** (GB.306/13, paragraphs 73–76.)

Maritime matters

*Report of the Subcommittee on Wages of Seafarers of the Joint
Maritime Commission (Geneva, 12–13 February 2009)*

Governing Body decision:

223. The Governing Body:

- (a) took note of the report of the Subcommittee on Wages of Seafarers of the Joint Maritime Commission, including the positions expressed by the two groups in the light of the situation in the industry; and**
- (b) requested the Office to consult with the secretariats of the Shipowners' and Seafarers' groups with a view to convening, at the appropriate time, another meeting of the Subcommittee.**

(GB.306/13, paragraph 81.)

Report of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers (Geneva, 2–5 March 2009)

Governing Body decision:

224. The Governing Body:

- (a) *took note of the report of the Ninth Session of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers including its Appendices I and II; and*
- (b) *authorized the Office to submit, in due course, the appropriate proposals to the Special Tripartite Committee to be set up in accordance with Article XIII of the Maritime Labour Convention, 2006, with a view to considering the appropriate amendments to that Convention.*

(GB.306/13, paragraph 87.)

Sectoral activities 2010–11

Proposals for activities under the Sectoral Activities Programme: Meeting of Experts to Consider a Draft Code of Practice on Safety and Health in Agriculture (23 November–1 December 2009)

Governing Body decision:

225. The Governing Body:

- (a) *approved the revised purpose of the Meeting of Experts to be held in 2009; and*
- (b) *approved the convening of a Meeting of Experts to adopt a Code of Practice on Safety and Health in Agriculture, to be held not later than the second half of 2010.*

(GB.306/13, paragraph 97.)

Other questions

Report of the ILO Symposium on Business Responses to the Demographic Challenge (Geneva, 28–29 April 2009)

- 226. The Governing Body took note of this part of the report.** (GB.306/13, paragraphs 98–101.)

Fourteenth item on the agenda

REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION (GB.306/14(Rev.))

I. The ILO's Technical Cooperation Strategy and tripartism in the context of the United Nations reform process

Governing Body decision:

227. The Governing Body:

- *endorsed the technical cooperation strategy as set out in document GB.306/TC/1 and requested the Director-General to implement it; and*
- *requested the Office to prepare, in collaboration with the International Training Centre of the ILO, Turin, a paper on capacity building as a means of technical cooperation for the November 2010 session of the Governing Body.*

(GB.306/14(Rev.), paragraph 33.)

II. Implementation of Decent Work Country Programmes

228. The Governing Body took note of this part of the report. (GB.306/14(Rev.), paragraphs 34–56.)

III. Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work: Technical cooperation priorities and action plan regarding the elimination of forced labour

Governing Body decision:

229. The Governing Body adopted the action plan outlined in document GB.306/TC/3 and requested that it be informed, through the Committee on Technical Cooperation, of its implementation. (GB.306/14(Rev.), paragraph 72.)

IV. Technical cooperation in support of the ILO's response to the global economic crisis

V. United Nations policy for post-conflict employment creation, income generation and reintegration

VI. Other questions

230. The Governing Body took note of these parts of the report. (GB.306/14(Rev.), paragraphs 73–95.)

Fifteenth item on the agenda

REPORT OF THE WORKING PARTY ON THE SOCIAL DIMENSION OF GLOBALIZATION (GB.306/15(Rev.))

231. The Governing Body took note of the report. (GB.306/15(Rev.))

Sixteenth item on the agenda

THE INTERNATIONAL INSTITUTE FOR LABOUR STUDIES
(GB.306/16)

Report of the 51st Session of the Board

- 232. *The Governing Body took note of the report of the 51st Session of the Board of the International Institute for Labour Studies.***

Seventeenth item on the agenda

REPORT OF THE DIRECTOR-GENERAL
(GB.306/17 and GB.306/17(Add.))

Obituary

Governing Body decision:

- 233. *The Governing Body paid tribute to the memory of four of its former members – Mr Ashraf W. Tabani, Mr Mohamed Samba Kébé, Mr Jack Coates and Mr Hiroshi Tsujino – and requested the Director-General to convey its condolences to their families and to their respective organizations, namely the Employers’ Federation of Pakistan, the National Confederation of Workers of Guinea (CNTG), the Confederation of British Industry and the Japan Business Federation (NIPPON–KEIDANREN).*** (GB.306/17, paragraphs 5, 10 and 16, and GB.306/17(Add.), paragraph 5.)

Membership of the Organization

Membership of the Republic of the Maldives

- 234. *The Governing Body took note that, on 15 May 2009, the Republic of the Maldives became the 183rd member State of the International Labour Organization.*** (GB.306/17, paragraphs 17–19.)

Progress in international labour legislation

Internal administration

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

First Supplementary Report: Observance by Zimbabwe 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) – Developments since the establishment of the Commission of Inquiry
(GB.306/17/1)

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

*Second Supplementary Report: Tripartite Meeting of Experts on
Strategies for the Extension of Social Security Coverage
(GB.306/17/2)*

- 237.** *A representative of the Director-General* (Executive Director, Social Protection Sector) presented the paper and the discussions of the Tripartite Meeting of Experts on Strategies for the Extension of Social Security Coverage, which was held in September 2009. He recalled that the Global Jobs Pact explicitly acknowledged the role of social protection systems as a social and economic stabilizer, their importance in eradicating poverty and their contribution to social and economic development. The international community's acceptance of the need to strengthen social security benefits and introduce new systems gave new impetus to the Global Campaign on Social Security and Coverage for All launched by the Director-General in 2003. There were currently more than 70 cash transfer programmes, benefiting almost 250 million individuals. Information from different sources made it possible to identify the conditions needed for these programmes to succeed, and the Tripartite Meeting had in particular to analyse the trends with regard to the policy of extending coverage and setting up social security systems that were viable in budgetary terms, and to analyse possible solutions for extending social security coverage to all, in accordance with the Constitution and the relevant Conventions. The Meeting had also emphasized the strategies for promoting basic social security provision that would enable higher levels of social protection to be put in place progressively, thereby also helping to achieve the Millennium Development Goals.
- 238.** The speaker concluded by emphasizing that the joint responsibility with WHO that had been conferred by the Chief Executives Board (CEB) gave the global strategy even greater importance. The conclusions of the Meeting as submitted to the Governing Body for guidance would help the Organization to fine tune the dimension relating to the social protection floor of the Global Jobs Pact.
- 239.** *The Employer Vice-Chairperson of the Governing Body* emphasized that the question of social security coverage was a matter of general concern and linked to the issue of the financing model. The Meeting of Experts had been welcomed by the Employers' group. It would be necessary to undertake an in-depth analysis before the recurrent item discussion on social protection planned for the 2011 session of the Conference under the follow-up to the Declaration on Social Justice for a Fair Globalization of 2008. Consideration needed to be given to practical experience, given that the Global Jobs Pact envisaged that social safety nets should be part of a national framework. The speaker stressed that the Tripartite Meeting had managed to avoid getting bogged down in difficult "ideological" debates on the issue of public versus private social security systems. The discussions had been pragmatic, and had been a watershed. He also indicated that, quite apart from the obvious function of providing protection, the social protection systems in question needed to remain linked to the issue of employability. He suggested that the Office should, before the recurrent evaluation of 2011, consider the possibility of a more detailed and in-depth analysis in order to offer constituents a broader and clearer vision on which to plan.
- 240.** *A representative of the Workers' group* thanked the Office for organizing the Meeting and for the paper that had been presented. Discussions in the Meeting had reaffirmed that social security was a fundamental right enshrined in the Universal Declaration of Human Rights and the ILO Constitution, and more recently in the Declaration on Social Justice for a Fair Globalization of 2008 and the Global Jobs Pact. Social security played a crucial role not only in ensuring the well-being of individuals, but also in achieving economic growth and development. Participants were also in agreement that social protection systems were important at times of crisis in that they had a stabilizing function. They had also acknowledged the serious gaps in social security coverage in developing and developed countries. The figures presented by the Office were worrying, and the situation was serious

because the weakness of social protection systems had blocked efforts to achieve the Millennium Development Goals. Discussions had also focused on the horizontal and vertical approaches to extending social security coverage. The first component of the strategy, at the basic level, was a social protection floor that would aim to ensure universal coverage for all, including in the informal sector. The second was the vertical extension of that coverage, linked to the implementation of provisions relating to social insurance coverage elaborated in Conventions and Recommendations such as Convention No. 102. That instrument remained very relevant, as shown by the fact that Brazil, Bulgaria and Romania had decided to ratify it, and a number of other countries were planning to do so.

- 241.** With regard to affordability, almost all of the countries had put in place a social security system covering their populations. Worldwide figures and the experience described in the Office report showed that basic social security benefits were affordable in most countries, even if they had to be phased in gradually over a number of years. According to the data presented in the report, the cost of cash transfer programmes was around 0.5 per cent of GDP, which seemed acceptable. The Meeting had also reviewed a number of possible ways of funding social programmes, including fiscal reform, more progressive tax structures and administrative measures to combat tax evasion. It was also agreed that effective social dialogue was needed to ensure good results.
- 242.** As for the future, the Workers' group strongly endorsed the preparation of a Recommendation on a basic social protection floor. The discussions had shown that a number of governments were also favourable to a new Recommendation. The Workers' group endorsed paragraph 20 of the Office paper, according to which the outcome of the Meeting would be taken into account in the context of the Office's technical advisory service. It also endorsed the proposal to disseminate the outcome of the Meeting and use it in the preparation of the recurrent discussion report on social security which would be submitted to the June 2011 session of the Conference.
- 243.** *A Government representative of Sweden* spoke on behalf of the Member States of the European Union (EU); the candidate countries Croatia, The former Yugoslav Republic of Macedonia and Turkey; the countries of the stabilization and association process and potential candidates, Albania, Bosnia and Herzegovina, Montenegro and Serbia; Norway, member of the European Free Trade Association and European Economic Area; and Ukraine, and indicated that Armenia and the Republic of Moldova both aligned themselves to the statement. He explained that during the November 2008 meeting of the Governing Body, the EU had strongly supported the proposal to hold a Tripartite Meeting of Experts, and now welcomed the report of that Meeting. Extending social security coverage for everyone was a fundamental challenge, given in particular the very high percentage of the world's population that did not enjoy adequate social protection. The EU attached great importance to the equitable distribution of the benefits of economic globalization. It welcomed the fact that the Meeting of Experts had shown that there was a growing consensus as to the need to protect the most vulnerable during periods of difficulty and economic crisis. The notion of a social protection floor had been unanimously supported, and the concept of a two-dimensional strategy with horizontal and vertical coverage had been widely accepted. There was no single model of social protection, and it was important to take national conditions into account as well different levels of economic development when establishing social security for all. The specific components of the social protection floor had to be defined at the local level.
- 244.** The EU supported the idea that a basic social protection floor contributed to sustainable development, and endorsed the comments made by a number of speakers on the interdependence between the development of social security and economic development. The EU welcomed the continuation of that process in the context of the International Labour Conference in June 2010.

- 245.** *A Government representative of Brazil* recalled that social security was a fundamental right enshrined in the Universal Declaration of Human Rights, and that it behoved States to make available the necessary resources to provide their citizens with social security. He explained that in his country, the social protection system had produced a very positive impact in terms of reducing inequality and poverty. Thanks to the *Bolsa Família* programme, some 11.6 million families had been able to send their children to school in 2008, and the health system provided free and universal health care. The Brazilian system showed that social solidarity programmes and efforts to balance the State budget were not mutually incompatible.
- 246.** The Government of Brazil favoured two-dimensional strategies for extending social security coverage: a vertical dimension allowing an increase in levels of protection, and a horizontal dimension defining a minimum protection floor. Programmes had to be adapted to national conditions.
- 247.** *A Government representative of India* welcomed the fact that the Tripartite Meeting had enabled all the participating countries to share knowledge and practices with regard to innovative ways of introducing social security for all. It had been agreed that there was no one model, and each country had to develop an appropriate strategy to develop the social protection floor in accordance with its needs and capacities. In the face of the crisis, the developing countries had to respond to the immediate needs of the poorest sections of the population, while also investing in measures to promote growth and stabilization. It was important to provide social security benefits for informal sector workers, who were generally not organized and difficult to reach. In developing countries, where resources were limited, a start needed to be made by setting up targeted social security programmes which could eventually lead to universal coverage. Efforts were also needed to ensure better convergence between existing systems.
- 248.** While the State played a key role in implementing, promoting and developing social security coverage, it was nevertheless a matter of shared responsibility for the social partners. From that perspective, the concepts of public–private partnership and corporate social responsibility offered important potential. The speaker explained his preference for a new and distinct social security instrument in the form of a Recommendation. That would provide for the gradual extension of social security protection and thus ensure that it could realistically be implemented in the member States. A Recommendation would be more easily accepted because it would be non-binding, and would also facilitate ratification of Convention No. 102 in the long term.
- 249.** Social security benefits should not be discriminatory in character. The systems should be managed in a sound and transparent manner, keeping administrative costs as low as possible, and the social partners should be given an important role. The speaker commended the ILO’s efforts to promote the Global Campaign on Social Security and Coverage for All.
- 250.** *A Government representative of Egypt* emphasized that the report contained some very interesting concepts on the important issue of the extension of social security, which was crucial to economic and social development.
- 251.** He noted that Egypt had already agreed on major efforts to ensure an acceptable level of social security coverage in the country, targeting especially young people, women and low-income families. A specific programme aimed to improve levels of social security coverage; it would be based on ILO standards and the lessons learned from successes in other countries. Egypt hoped to be able to count on the ILO’s technical assistance in developing the project.

- 252.** *A Government representative of Argentina* welcomed the fact that the Office had debated the question of social security at a time of economic crisis because it was a fundamental tool for helping those with least protection. In Argentina, legislation had been amended in order to put in place a retirement pensions scheme that had enabled more than 2 million workers to stop working. Pensions were automatically increased every two years. The family allowances system had been broadened to cover all minors, the only conditions being a health examination and school attendance. The social security system also covered the unemployed, and consideration was being given to the possibility of giving informal economy workers access to a similar protection system.
- 253.** The speaker endorsed the report, which highlighted the role of the social security system at a time of crisis and its importance as an economic stabilizer that could help the poorest population groups and older people.
- 254.** *A Government representative of Kenya* agreed that social security was a fundamental right, as various ILO documents made clear. He recalled that since the adoption of a resolution by the International Labour Conference in 2001, Kenya had been one of the launch platforms for the Global Campaign on Social Security and Coverage for All on 9 December 2004, with a view to the immediate establishment of a social protection floor. Nevertheless, in Kenya as in other poor countries, especially in sub-Saharan Africa, social security coverage for informal economy workers remained a real challenge.
- 255.** Kenya endorsed the statements by the Director-General regarding the need for political will on the part of governments and basic social security provision for all as a first step. In implementing its Decent Work Country Programme, Kenya had given top priority to social protection. The Meeting of Experts should serve as a starting point for implementing a social security agenda, in particular for East African Community member States. It was to be hoped that future programme and budget proposals would devote sufficient space to social security, which would be discussed in depth during the June 2011 session of the International Labour Conference. Lastly, he called on the Office and the social partners to support the countries of Africa, in particular in their efforts to establish a sustainable social protection floor.
- 256.** *A Government representative of Peru* noted that the Tripartite Meeting of Experts on Strategies for the Extension of Social Security Coverage was one of the activities undertaken by the Office to give effect to the Declaration on Social Justice for a Fair Globalization of 2008 and the Global Jobs Pact. The Declaration called on the Office to respond as effectively as possible to constituents' needs, promote technical cooperation and enhance its own capacity. As for the Global Jobs Pact, the Meeting had come at a particularly good time, because it made available the experience of different countries in social security in the context of the economic crisis.
- 257.** The Meeting had recalled that social security was a human right, that the State had an obligation to ensure an adequate level of protection, and that social protection, and in particular social security, acted as an economic stabilizer in times of crisis.
- 258.** The delegation of Peru considered that the Office needed to pursue its efforts to assist States in establishing a social security floor, which should also include global strategies for promoting social security with the aim of setting a minimum level of protection.
- 259.** *A representative of the Director-General* thanked all the speakers, in particular those who had emphasized that social security was not simply a way of mitigating the risks faced by individuals but also a tool for development. He welcomed that fact that the Meeting had defined a two-dimensional strategy for extending social security coverage, which was an

innovative approach, and said it was in his view remarkable, as the Employer Vice-Chairperson had noted, that the Meeting had not been ideological in character.

260. The Office would endeavour to respond to the request made by the Employers for new discussions before 2011. It was encouraging to note that about 40 countries represented in the meeting room had expressly supported the social protection floor, which marked a watershed in the discussions. The Office took note of the discussion on the question of whether a new instrument was necessary and, if so, on the manner in which it should be drawn up. The question would have to be considered in a new round of discussions.

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

*Third Supplementary Report: Follow-up to the Seafarers' Identity Documents
Convention (Revised), 2003 (No. 185)
(GB.306/17/3)*

262. *The Worker Vice-Chairperson* emphasized the need to encourage more ratifications of Convention No. 185 and invited the Director-General to further strengthen the promotion of the Convention. The Workers were in favour of a brochure on the seafarers' identity document, which should be distributed as widely as possible.

263. *The Employer Vice-Chairperson* asked the Office what the percentage of seafarers covered was, taking into account the 14 ratifications registered since 2003.

264. *A representative of the Director-General*, the Director of the International Labour Standards Department, explained that the 14 ratifications and the Declaration accounted for coverage of some 20 per cent of seafarers.

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

*Fourth Supplementary Report: Progress report on ILO influenza action
(GB.306/17/4)*

266. *A representative of the Director-General* recalled that the workplace was an entry point for pandemic prevention and preparedness. The Office had set up a Task Force on Influenza and Pandemic Preparedness, and to date three projects had been implemented in South-East Asia with financial support from the United Nations Central Fund for Influenza Action. Faced with an escalating pandemic, efforts should focus on how to ensure continuity of economic activity, prevent discrimination and protect workers' rights. An international network had been developed and interministerial cooperation had been strengthened within countries. Whatever pandemic scenarios were envisaged, it was essential to be prepared, and prevention measures should be further strengthened.

267. *The Employer Vice-Chairperson* considered that it was particularly important to disseminate information on the ground as close as possible to workers and employers, to share experience and thus to avoid the panic which could lead to irrational responses.

268. *The Worker Vice-Chairperson* commended the Office for its rapid response. He emphasized the need for cooperation among governments, health ministries, workers and their representatives, and employers and their representatives, to achieve a rational approach without undue haste. Social dialogue played a critical role in preparedness, and the Workers were ready to make every effort to help ensure that the issue of rights was taken into consideration, while avoiding panic.

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

Fifth Supplementary Report: Measuring decent work
(GB.306/17/5)

- 270.** *The representative of the Director-General* said that there was broad tripartite consensus on the need to measure progress on decent work. The ILO Declaration on Social Justice for a Fair Globalization, 2008, called for the establishment of appropriate indicators or statistics to evaluate progress made. The country profiles that were being put in place would provide a strong platform to realize that objective. The aim was to create a capacity-building tool that enabled each member State to move forward from their different starting points. The methodology must ensure that the framework covered the breadth of the Decent Work Agenda under the ten substantive elements that range from employment opportunities through to social dialogue and representation of workers and employers. It combined statistical indicators with information on rights at work and the legal framework for decent work. There were 18 main indicators, plus some additional ones that countries could elect to use. The framework was both country specific and offered comparability. Austria, Brazil, Malaysia, United Republic of Tanzania and Ukraine had volunteered to act as pilot countries for the profiles. Three preliminary country profiles had been completed; a fourth was waiting for a final round of consultation and the fifth was delayed but work would hopefully begin shortly. The results so far were very satisfactory, as the framework appeared to be providing meaningful results. One important lesson from the pilot phase was that close engagement with the constituents was vital. Important linkages had also been identified to the operational activities of the Office: the sound baseline provided by the country profiles would certainly be very useful in evaluating Decent Work Country Programmes. The Office had put together a strong team, which had interacted well with the technical departments and the regions. To produce profiles for a reasonably large part of the ILO membership within the Strategic Policy Framework up to 2015 would require extra-budgetary support, in addition to the Special Programme Account (SPA) funds mentioned in the point for decision before the Governing Body. The Office therefore would wish to approach donors with proposals for a fairly comprehensive programme. The SPA amount represented a minimum to continue the work and allow more profiles to be drawn up. Regional directors would be consulted regarding countries that might wish to participate.
- 271.** *The Employer Vice-Chairperson* said his group had followed this issue closely since the Tripartite Meeting of Experts in September 2008. There was a concern that the exercise of establishing indicators could give rise to inappropriate comparisons; however, it appeared that the focus given by the Office took this concern into account. A preliminary analysis of the country profiles available revealed certain positive aspects. The studies were not merely statistical, but defined and evaluated the material giving good information with value added by the inputs from the social partners as well as governments. A true picture of the national reality thus appeared. However the Employers expressed reservations regarding points (d) and (e) of decision paragraph 31 of the report, which concerned the use of the SPA for funding, and the mobilization of extra-budgetary resources. The group did not oppose continuing the work on this question, but felt that it might be sensible to wait until the five profiles had been completed, and then evaluate the methodology, to see which steps might then be taken. The Office should produce an evaluation pointing to weaknesses and strengths encountered in each case, before considering an allocation of budget. In some cases there were weaknesses in national statistical information. Moreover, there was the question of updating the information as country situations developed. There was also the question raised in the report, where the profiles identified aspects of decent work where progress had been made over the past ten years, but was now at risk due to the current crisis. Would the snapshot of the situation obtained be of the past ten years, of the current crisis, or would it be broader, reflecting overall development? The group also wished for details as to how the Office team would be composed and how it would interact with the different ILO departments.

272. *The Worker Vice-Chairperson* noted that the indicators agreed on at the Tripartite Meeting of Experts provided a useful analytical framework. The group considered this pilot project to be the first stage in a far wider exercise. Challenges certainly existed, as the report acknowledged – differences between national and international definitions; incompatibility between international standards and national legislation; and lack of stable financing for statistical data collection. Moreover, there was the point raised by the Employers that the entire situation had been altered by the crisis. The Workers' group believed that, despite these challenges, if decent work were to be examined as the group wished, it was important to move forward immediately. The group therefore approved the point for decision and in particular its subparagraphs relating to funding the activities. The speaker added that his understanding of the Employers' point of view was that they too wished to move ahead with the pilot studies, recognizing that there were different levels of development and regional differences, at the same time as conducting parallel work to evaluate the approach, and develop it further. Decent work was not a concept for developing countries only. It was a universal concept: all countries could improve their decent work programmes. Indicators should be based on rigour and high methodological quality to avoid contradictory findings. The Job Creation and Enterprise Development Department should be involved. It was of course important that workers were consulted in the fixing of indicators. As the Employer Vice-Chairperson would certainly wish for his group in respect of the Bureau for Employers' Activities (ACT/EMP), the Bureau for Workers' Activities (ACTRAV) must be included in the exercise.
273. *A Government representative of Brazil* said that Brazil attributed great importance to programmes and government action to promote decent work and had participated as one of the pilot countries for this reason. The profiles should be monitored and assessed transparently to gauge their effectiveness against their objectives. The development of decent work indicators would make it possible to perfect the programmes already implemented. Brazil was satisfied at the profile drafted by the ILO with financial support from the European Commission. The profile noted challenges to be overcome and important progress in the ten groups of indicators for the period from 1992 to 2007. Economic growth and low inflation in recent years, accompanied by policies promoting social protection, had raised the minimum wage and stimulated social dialogue in her country. Increased income levels had helped reduce poverty. Increased formal sector employment had reduced informal employment and widened social protection. The *Bolsa Familia* programme had benefited more than 11 million families in terms of health cover and social protection. An increased rate of unionization had also been noted, accompanied by a greater number of collective bargaining agreements leading to real increases in wages.
274. The principal merit of the country profile was its identification of remaining challenges in Brazil. First was the disparity on the basis of sex and of colour. Women's participation in the labour market had increased, but they were paid less and held fewer management positions than men. Domestic tasks were not fairly shared between men and women. Black Brazilians also were less well paid, and less often in positions of responsibility, than white Brazilians. To overcome these problems, the Government had established the Secretariat for Women's Policies and the Secretariat for Policies to Promote Racial Equality. The Government had also strengthened its national plan and programmes to combat child labour and forced labour. Child labour had been cut by half, and 35,000 Brazilians, who were being forced to work or were working in degrading conditions, had been freed. The problems of eliminating child labour in the family and how to prevent a return to forced labour persisted. The Government believed that the enforcing measures adopted needed to be accompanied by policies to increase schooling and professional skills.
275. Many of the efforts undertaken by the Government originated in demands from civil society. Thus, the participation of the social partners in the formulation and implementation of all national plans and programmes was considered primordial: strategies

established through social dialogue and implemented in partnership with civil society were more inclusive and effective. Brazil considered it essential to continue the work engaged and supported the point for decision.

- 276.** *A Government representative of the United Republic of Tanzania* commended the report, noting the linkage with the Social Justice Declaration. While the United Republic of Tanzania had encountered challenges, particularly with the timely availability of data and their reliability, the country profile had proved a valuable exercise for the Government. Its compilation had made it possible to: identify skill and knowledge gaps which were essential for promoting decent work; identify challenges to the implementation and measurement of decent work; assess progress achieved over the past ten years in promoting decent work; formulate policies and planning for sustainable action to promote decent work; and share knowledge and experience with other member States. The United Republic of Tanzania strongly supported the extension of the project to other member States as a very effective way of assisting constituents to implement the Decent Work Agenda. The profiles could also facilitate South–South cooperation regarding the social dimension of globalization.
- 277.** *A Government representative of the United Kingdom*, speaking on behalf of the Industrialized Market Economy Countries (IMEC), requested clarification as regards the overall strategy being developed on measuring decent work, including its links with the performance of Decent Work Country Programmes. Decent work priorities varied from country to country, which suggested the indicators would also vary. A clearer picture of aims, objectives and timelines was required. The Office should clarify precisely how this project supported and related to the Strategic Policy Framework and the programme and budget. A paper should be prepared for the March or November 2010 session setting out the overall strategy for measuring decent work and specifically on the proposal to develop numerical indicators for the implementation of fundamental principles and rights at work. IMEC considered this to be potentially very complex: for example, the coding framework for Conventions Nos 87 and 98 contained no less than 100 categories for possible violations. The Governing Body should be closely and fully involved in this work, and be able to contribute to it at every opportunity. Given the funding required, IMEC suggested that a decision to move beyond the pilot phase should be postponed until the Governing Body had received the additional information requested. The speaker concluded by requesting, on behalf of the Government of the United Kingdom, that a more specific breakdown be given regarding the use of the US\$500,000.
- 278.** *A Government representative of Austria* endorsed the IMEC statement and said that her Government felt that its country profile provided a succinct overview of trends in the labour market and social landscape over the past ten years. The combination of the three components was effective. These components were: statistical indicators; legal indicators with brief explanations; and a narrative portrayal of developments with an analysis from the point of view of the ILO. Some fine-tuning remained to be done on the statistical indicators, and more detail should be included in respect of labour migration and disabled workers. Country profiles could also be improved to enhance their comparability. To ensure future continuity, the International Conference of Labour Statisticians would have to validate the indicators and decide whether the data should be used by national statistical offices. Producing the profiles was very labour- and cost-intensive. The measurement of decent work must be reflected in the ILO regular budget for 2012–13 if it was to become a long-term strategy. National budgets for that biennium would be extremely tight, given the expenditure arising from the crisis measures. The country profiles should certainly be continued and, in so doing, it would be possible to improve and finalize the indicators. The Office should be examining regular, rather than sporadic, data collection with uniform evaluation in all member States. The Governing Body should be able to consider a draft long-term strategy at the latest at its November 2010 session.

- 279.** *A Government representative of Egypt* said that technical assistance to member States would be necessary to allow them to establish a database using the indicators for measuring decent work. The indicators needed to be sector specific, and should take account of the varying circumstances of each country. They could be further developed through cooperation between the ILO and its constituents, while the five member States concerned could exchange experience and best practice with other countries in establishing the profiles.
- 280.** *A Government representative of Kenya* appreciated the progress made in the five pilot countries. Greater collaboration with the constituents was needed. Experience gained in the pilot phase would assist in determining the next strategy. The Office should consult with the constituents on methodology and the approach to take in compiling the country profiles. The speaker thanked the European Commission for their support to the ILO in the project so far and supported the point for decision.
- 281.** *A Government representative of India* looked forward to the projected publication of the *Quick Reference Manual* to which the report referred. Concerning indicators for fundamental principles and rights at work, the Government of India repeated that the ratification status of the core Conventions and the observations of the ILO supervisory machinery should not be taken as the only measure; such information should be seen in conjunction with the national legal and institutional mechanisms in countries. The system for measuring decent work progress needed to take account of the specific circumstances of each country. The indicators should be feasible in respect of availability of data, and suitable methodologies must be developed to ensure comprehensive data were collected to capture the diversity and magnitude of developing countries. The experience gained so far would guide future development. India supported the development of indicators for migrant workers. Capacities would need to be increased in terms of infrastructure and competence at the national level.
- 282.** *A Government representative of Zambia* believed that the measurement of decent work would be a valuable and concrete tool in the combat against poverty. The major challenge to monitoring decent work in Africa was the poor status of the labour market information systems on the continent. Some countries had never conducted labour force surveys. The ILO should first assist member States to design and build statistical databases. The Office was already active in Zambia, with a Decent Work Country Programme. Further assistance was being given to the *Zambian Decent Work Advisory Committee* in respect of strengthening indicators. The Government supported the proposed allocation of US\$500,000 to continue the work, but noted that this sum was minimal in view of demands from member States.
- 283.** *A Government representative of Australia* endorsed the IMEC statement. The report should clarify how the measurement of decent work linked with the strategic priorities of the ILO, as set out in the Strategic Policy Framework and the programme and budget, and how the project would affect completion of other high-priority indicators and measurement work of the Office, for example the development of indicators of field performance, to which the Governing Body had already given high priority. How would the ILO balance resources regarding these tasks? The Government considered the measuring of decent work to be a constructive and promising project. The pilots should be continued, and a document setting out strategic linkages submitted to the March 2010 Governing Body, clearly establishing the above points.
- 284.** *The Chairperson* noted that most of the developing countries who had spoken commended the Office for undertaking this work. The indicators would enable them to devise the best social or labour policies. The profiles revealed the challenges to be faced, but also made known the progress that some countries were achieving.

285. *The representative of the Director-General* answered the questions raised. He observed that the quantity of available data had exceeded the Office's expectations, but noted that there was clearly a need to look at statistical capacity building. The ILO Department of Statistics was already engaged in this work, but demands were increasing, so this remained a major issue. The initial objective with the pilots had been to take a medium-term horizon, and examine progress over ten years. This trend had been perturbed by the crisis. However, in producing medium-term pictures in the profiles, there would inevitably be dips and rises, and these were important to capture. Regarding the question of updates, the idea had been to establish baselines, which could subsequently be updated more easily, and at less expense. Clearly, the more profiles that were produced, the more would need to be updated. In respect of organization within the Office to carry through the project, there had been excellent coordination between the Department of Statistics, the International Labour Standards Department, the Conditions of Work and Employment Programme, the Social Security Department, the Social Dialogue Sector, including ACTRAV and ACT/EMP, and all the regions had been closely involved. Coherence with the Strategic Policy Framework was assured under outcome 19 of the programme and budget: mainstreaming decent work. It was important to take a reasonably broad look across the spectrum of decent work in order, for example, to identify gaps that might not be covered by the Decent Work Country Programme in that country. A report providing an overview of the strategic plan would be submitted to the Governing Body, either in March or November 2010, depending on the decision of the Officers. The question of the numerical indicators for fundamental principles and rights at work might be covered in a separate report, or in a report divided into two parts.

286. *The Employer Vice-Chairperson* associated his group with the concerns expressed by IMEC, and the Governments of Austria and Australia. The group did not oppose the point for decision, but requested that some fine-tuning be carried out and presented to the March 2010 Governing Body session, before decisions were taken on launching further profiles, which might impede an adequate evaluation being drawn from the experience with the five pilot countries. The group was thinking not only in terms of baseline information, but also of updating the decent work panorama to maintain its effectiveness.

Governing Body decision:

287. *The Governing Body:*

- (a) *reviewed the experience gained in the pilot phase, including the model used by the Office, to benefit from the expertise and experience of constituents for decent work country profiles;*
- (b) *provided guidance on broadening collaboration with member States beyond those involved in the pilot phase, with a view to compiling a comprehensive set of decent work country profiles by 2015;*
- (c) *provided guidance on the development of statistics in areas where constituents identified a lack of adequate indicators, including access to decent work for migrant workers and workers with disabilities, and of numerical indicators for progress on fundamental principles and rights at work;*
- (d) *endorsed the use of a Special Programme Account allocation of US\$500,000 for the purposes described in paragraph 29 of document GB.306/17/5;*

- (e) *requested the Office to mobilize extra-budgetary resources to enable a comprehensive set of profiles to be prepared over the period covered by the Strategic Policy Framework 2010–15; and*
- (f) *requested the Director-General to provide a report to the Governing Body at its 307th Session (March 2010) giving a strategic overview of the way in which the programme on measuring decent work is linked to the priorities in the Programme and Budget for 2010–11 and the Strategic Policy Framework 2010–15, and to provide a report on the development of numerical indicators for progress on fundamental principles and rights at work during 2010.*

(GB.306/17/5, paragraph 31.)

Eighteenth item on the agenda

REPORTS OF THE OFFICERS OF THE GOVERNING BODY (GB.306/18)

Representation alleging non-observance by Japan of the Private Employment Agencies Convention, 1997 (No. 181), made under article 24 of the ILO Constitution by the Japan Community Union Federation

Governing Body decision:

- 288.** *The Governing Body decided that the representation was receivable and established a committee for its examination.* (GB.306/18/1, paragraph 5.)

Nineteenth item on the agenda

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS (GB.306/19)

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

Reappointments

Governing Body decision:

- 289.** *The Governing Body, on the recommendation of its Officers, reappointed, for a period of three years, the following members of the Committee of Experts on the Application of Conventions and Recommendations:*
- *Mr Anwar Ahmad Rashed Al-Fuzaie (Kuwait);*
 - *Mr Michael Halton Cheadle (South Africa);*
 - *Ms Justice Laura Cox (United Kingdom);*

- *Mr Pierre Lyon-Caen (France);*
- *Ms Angelika Nussberger (Germany).*

(GB.306/19, paragraph 1.)

*Meeting of Experts to Consider a Draft Code of Practice
on Safety and Health in Agriculture
(Geneva, 23 November–1 December 2009)*

Invitation of intergovernmental organizations

- 290. *The Governing Body took note that the Director-General intended to invite the United Nations Food and Agriculture Organization (FAO) and the World Health Organization (WHO) to be represented at the Meeting as observers.*** (GB.306/19, paragraph 2.)

Invitation of international non-governmental organizations

Governing Body decision:

- 291. *The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) to be represented at the Meeting as an observer.*** (GB.306/19, paragraph 4.)

*Tripartite Meeting of Experts to Adopt Port State Control Guidelines
for Implementation of the Work in Fishing Convention, 2007 (No. 188)
(Geneva, 15–19 February 2010)*

Invitation of intergovernmental organizations

Governing Body decision:

- 292. *The Governing Body took note that the Director-General intended to invite the following intergovernmental organizations to be represented at the Meeting as observers:***

- *Acuerdo de Viña del Mar (Latin American Agreement);*
- *European Union;*
- *Food and Agriculture Organization of the United Nations;*
- *Indian Ocean Memorandum of Understanding on Port State Control;*
- *International Maritime Organization;*
- *Memorandum of Understanding on Port State Control in the Asia–Pacific Region;*
- *Memorandum of Understanding on Port State Control in the Black Sea Region;*

- *Memorandum of Understanding on Port State Control in the Caribbean Region;*
- *Memorandum of Understanding on Port State Control in the Mediterranean Region;*
- *Memorandum of Understanding on Port State Control for the West and Central African Region;*
- *Paris Memorandum of Understanding on Port State Control;*
- *Riyadh Memorandum of Understanding on Port State Control;*
- *United Nations (Division for Ocean Affairs and the Law of the Sea).*

(GB.306/19, paragraph 5.)

Invitation of international non-governmental organizations

Governing Body decision:

293. *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 Meeting as observers:*

- *International Christian Maritime Association;*
- *International Collective in Support of Fishworkers;*
- *International Maritime Health Association;*
- *International Transport Workers' Federation.*

(GB.306/19, paragraph 7.)

*Global Dialogue Forum on Vocational Education and Training
(Geneva, 29–30 September 2010)*

Invitation of an intergovernmental organization

294. *The Governing Body took note that the Director-General intended to invite the United Nations Educational, Scientific and Cultural Organization (UNESCO) to be represented at the meeting as an observer. (GB.306/19, paragraph 8.)*

*Global Dialogue Forum on New Developments and Challenges
in the Hospitality and Tourism Sector and their Impact on
Employment, Human Resources Development
and Industrial Relations
(Geneva, 23–24 November 2010)*

Invitation of intergovernmental organizations

295. The Governing Body took note that the Director-General intended to invite the following intergovernmental organizations to be represented at the meeting as observers:

- *European Commission (EC);*
- *Organisation for Economic Co-operation and Development (OECD);*
- *United Nations Conference on Trade and Development (UNCTAD);*
- *International Trade Centre (ITC);*
- *United Nations World Tourism Organization (UNWTO).*

(GB.306/19, paragraph 9.)

*Invitation of international non-governmental
organizations and academic institutions*

Governing Body decision:

296. The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the following international non-governmental organizations and academic institutions to be represented at the Meeting as observers:

- *Ecole Hôtelière Lausanne (EHL);*
- *International Hotel & Restaurant Association (IH&RA);*
- *International Transport Workers' Federation (ITF);*
- *International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF);*
- *Public Services International (PSI);*
- *Tourism and Hospitality Institute for Sustainable Development;*
- *UNI Global Union;*
- *University of Geneva, Faculty of Economic and Social Sciences.*

(GB.306/19, paragraph 11.)

Information notes

PROGRAMME OF MEETINGS FOR THE REMAINDER OF 2009 AND FOR 2010–11
(GB.306/Inf.1)

APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS
(GB.306/Inf.2)

REQUESTS FROM INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS
WISHING TO BE REPRESENTED AT THE 99TH SESSION (2010)
OF THE INTERNATIONAL LABOUR CONFERENCE
(GB.306/Inf.3)

297. The Governing Body took note of the information presented.

Annexe/Appendix/Anexo

**Bureau international du Travail – Conseil d’administration
International Labour Office – Governing Body
Oficina Internacional del Trabajo – Consejo de Administración**

*306e session – Genève – novembre 2009
306th Session – Geneva – November 2009
306ª reunión – Ginebra – noviembre de 2009*

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Final list of persons attending the session
Lista final de las personas presentes en la reunión**

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Membres gouvernementaux titulaires Miembros gubernamentales titulares	Regular Government members
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Jordanie Jordan Jordania

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substitute(s):

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accompanied by:

Mr M. HYASSAT, First Secretary, Permanent Mission, Geneva.
 Mr M. HINDAWI, Second Secretary, Permanent Mission, Geneva.
 Mr S. DAJANI, Special Adviser, Permanent Mission, Geneva.
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Mexique Mexico México

Sr. J. GÓMEZ CAMACHO, Embajador, Representante Permanente, Misión Permanente, Ginebra.

suplente(s) :

Sra. M. AMERO COUTIGNO, Ministro, Asuntos Laborales, Misión Permanente, Ginebra.

acompañado(s) de :

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 Sr. J. LORENZO DOMÍNGUEZ, Primer Secretario, Misión Permanente, Ginebra.

Mozambique

M^{me} M. TAIPO, ministre du Travail.

suppléant(s):

M^{me} F. RODRIGUES, Ambassadrice, représentante permanente, Mission permanente, Genève.

accompagné(s) de:

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M. J. MAHOQUE, Directeur, ministère du Travail.
 M. J. DENGU, Premier secrétaire, Mission permanente, Genève.
 M. E. MAVILA, Chef de département, INEFP, ministère du Travail.
 M^{me} M. JONE, Déléguée INSS, ministère du Travail.
 M. E. CHIMELA, Conseiller, ministère du Travail.
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Nigéria Nigeria

Mr A. KAYODE SAN, Minister of Labour and Productivity.

substitute(s):

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 Mr I. IDRIS, Permanent Secretary, Ministry of Labour and Productivity.
 Mr P. AJUZIE, Labour Attaché, Permanent Mission, Geneva.

accompanied by:

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 Mr P. BDLIYA, Director-General (NPC), Federal Ministry of Labour.
 Mr J. OLANREWAJU, Director-General (MINLS), Federal Ministry of Labour.
 Ms O.I. AJAYI, Director (E&W), Federal Ministry of Labour.
 Mr E. IZUEGBU, Director (PARS), Federal Ministry of Labour.
 Mr P. OKWULEHIE, Director (Inspectorate), Federal Ministry of Labour.
 Ms O. OLARENWAJU, Director (TUSIR), Federal Ministry of Labour.
 Mr O.C. ILLOH, Deputy Director (Research and Statistics), Federal Ministry of Labour.
 Mr S. EKATTA, Deputy-Director (International), Federal Ministry of Labour.
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Panama Panamá

Sra. A. CORTÉS AGUILAR, Ministra de Trabajo y Desarrollo Laboral.

suplente(s):

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 Sr. I. GANTES CASTILLO, Asesor de Asuntos Internacionales, Ministerio de Trabajo y Desarrollo Laboral.
 Sr. J. MONTERO BATISTA, Asistente de la Ministra de Trabajo y Desarrollo Laboral, Ministerio de Trabajo y Desarrollo Laboral.
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Pologne Poland Polonia

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**Royaume-Uni
United Kingdom
Reino Unido**

Mr S. RICHARDS, Head of ILO, UN and Council of Europe Team, Joint International Unit, Department for Work and Pensions, Department for Children, Schools and Families and Department for Innovation, Universities and Skills.

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Mr F. ROODT, Policy Adviser, Joint International Unit, Department for Work and Pensions, Department for Children, Schools and Families and Department for Innovation, Universities and Skills.

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

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Mr M. LEBEDEV, Deputy Permanent Representative, Permanent Mission, Geneva.

accompanied by:

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

Mr A. BASHKIN, Senior Counsellor, Permanent Mission, Geneva.

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

Mr G. KRYLOV, Counsellor, Department of Economic Cooperation, Ministry of Foreign Affairs.

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

Mr E. KALUGIN, Third Secretary, Permanent Mission, Geneva.

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Ms O. TROEPOLSKAYA, Consultant, Department of Wage, Labour Protection and Social Partnership, Ministry of Health and Social Development.

Ms K. SUKACHEVA, Attaché, Permanent Mission, Geneva.

**Singapour Singapore
Singapur**

Mr Y. TAN, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

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accompanied by:

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 Ms Y. OW, First Secretary (United Nations), Permanent Mission, Geneva.
 Mr C. FOO, Deputy-Director, Community Engagement Programmes, Labour Relations and Workplaces Division, Ministry of Manpower.
 Ms C. LEE, Assistant Director, International Relations Unit, Workplace Policy and Strategy Division, Ministry of Manpower.
 Mr A. TAN, Senior OSH Specialist, Occupational Safety and Health Division, Ministry of Manpower.

**République-Unie de Tanzanie
 United Republic of Tanzania
 República Unida de Tanzania**

Mr M. MAHANGA, Deputy Minister for Labour.

substitute(s):

Ms K. MTENGWA, Permanent Secretary, Ministry of Labour, Employment and Youth Development.
 Ms R. MSHANGAMA, Permanent Secretary, Ministry of Labour (Zanzibar).

accompanied by:

Mr J. LUGAKINGIRA, Labour Commissioner, Ministry of Labour, Employment and Youth Development.
 Mr I. MAPURI, Labour Commissioner, Ministry of Labour, Youth Development, Women and Children.
 Mr E. NDIMBO, Director of Employment Services, Ministry of Labour, Employment and Youth Development.
 Ms J. SHAIKI, Director of Youth Development, Ministry of Labour, Employment and Youth Development.
 Ms H. WENGA, Assistant Labour Commissioner, Ministry of Labour, Employment and Youth Development.
 Mr B. LUVANDA, First Secretary, Permanent Mission, Geneva.
 Mr M. AYUB, Labour Officer (International Affairs), Ministry of Labour, Employment and Youth Development.

Ms R. MOYO, Labour Officer (International Affairs), Ministry of Labour, Employment and Youth Development.
 Mr A. ABDULWAKIL, Labour Officer, Ministry of Labour, Youth Development, Women and Children.

**Tchèque, Rép.
 Czech Republic
 República Checa**

Mr M. FUCHS, Director, Department of European Union and International Cooperation, Ministry of Labour and Social Affairs.

substitute(s):

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accompanied by:

Mr P. POKORNÝ, Department of European Union and International Cooperation, Ministry of Labour and Social Affairs.

Tunisie Tunisia Túnez

M. A. JEMAL, Ambassadeur, représentant permanent, Mission permanente, Genève.

suppléant(s):

M. M. CHEBBI, Chef de cabinet du ministre des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger, ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger.
 M^{me} S. CHOUBA, Chargée de mission, directrice de la Coopération internationale et des Relations extérieures, ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger.

accompagné(s) de:

M. S. KOUBAA, ministre plénipotentiaire, Mission permanente, Genève.

Venezuela (R p. bolivarienne)
Venezuela (Bolivarian Rep. of)
Venezuela (Rep. Bolivariana de)

Sr. G. MUNDARA N HERN NDEZ,
Embajador, Representante Permanente,
Misi n Permanente, Ginebra.

suplente(s) :

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

acompa ado(s) de :

Sra. M. HERN NDEZ, Directora, Oficina de
Relaciones Internacionales y Enlace con la
OIT, Ministerio del Poder Popular para el
Trabajo y Seguridad Social.

Sr. R. HANDS, Asesor, Ministerio del Poder
Popular para el Trabajo y Seguridad Social.

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

Sra. M. DOS SANTOS, Tercer Secretaria,
Misi n Permanente, Ginebra.

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

Belgique Belgium Bélgica

M. P. MAETER, Président du comité de direction du Service public fédéral emploi, travail et concertation sociale, Service public fédéral emploi, travail et concertation sociale.

suppléant(s):

M. A. VAN MEEUWEN, Ambassadeur, représentant permanent, Mission permanente, Genève.

M. E. ADRIAENSENS, ministre conseiller, Mission permanente, Genève.

accompagné(s) de:

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M^{me} M. DENEFFE, conseillère, Mission permanente, Genève.

M^{me} S. KEPPENS, Attachée, Service public fédéral affaires étrangères et coopération au développement.

M. J. TEMPELS, Conseiller, Service public fédéral emploi, travail et concertation sociale.

M. K. DIERCKX, Délégué du gouvernement flamand auprès des organisations multilatérales à Genève, Mission permanente, Genève.

M. M. CLAIRBOIS, Délégué de la Communauté française de Belgique et de la Région wallonne à Genève, Mission permanente, Genève.

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M. V. MOYSE, Délégation de la Communauté française de Belgique et de la Région wallonne à Genève, Mission permanente, Genève.

Bénin Benin

M. C. AGUIAR, ministre du Travail et de la Fonction publique.

suppléant(s):

M^{me} A. ABOH CHAUDANSON, secrétaire générale, ministère du Travail et de la Fonction publique.

accompagné(s) de:

M. N. AKIBOU, ministre conseiller, Mission permanente, Genève.

M^{me} G. GAZARD, directrice des Normes du travail, ministère du Travail et de la Fonction publique.

M. J. TOSSAVI, secrétaire, Fonds de développement de la formation professionnelle continue et de l'apprentissage, ministère du Travail et de la Fonction publique.

Bulgarie Bulgaria

Mr V. BOJKOV, Counsellor, Permanent Mission, Geneva.

substitute(s):

Ms D. PARUSHEVA, Ministry of Foreign Affairs.

**Cambodge Cambodia
Camboya**

Mr R. NGUY, Deputy Director, International Cooperation Department, Ministry of Labour and Vocational Training.

substitute(s):

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accompanied by:

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Mr L. SOKHAN, Second Secretary, Permanent Mission, Geneva.

Canada Canadá

Ms D. YOUNG, Director-General, International and Intergovernmental Labour Affairs, Human Resources and Skills Development Canada.

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Ms J. HAMILTON, Counsellor, Permanent Mission, Geneva.
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Congo

M. L. OKIO, Ambassadeur, représentant permanent, Mission permanente, Genève.

suppléant(s):

M^{me} F. MVILA, conseillère, Mission permanente, Genève.

Corée, Rép. de Republic of Korea República de Corea

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

substitute(s):

Mr H. IM, Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

accompanied by:

Mr Y. KIM, Director, International Labour Affairs Division, Ministry of Labour.
Mr M. JUNG, First Secretary, Permanent Mission, Geneva.
Ms E. LEE, Deputy-Director, International Labour Affairs Division, Ministry of Labour.
Ms S. BAE, Deputy-Director, International Labour Affairs Division, Ministry of Labour.
Mr S. YOO, Assistant Director, International Cooperation Division, Ministry of Labour.
Mr H. KOO, Assistant Director, International Labour Affairs Division, Ministry of Labour.

Cuba

Sr. R. REYES RODRÍGUEZ, Embajador, Representante Permanente, Misión Permanente, Ginebra.

suplente(s):

Sr. J. FRÓMETA, Primer Secretario, Misión Permanente, Ginebra.

Egypte Egypt Egipto

Ms A. ABDEL HADI, Minister of Manpower and Migration.

substitute(s):

Mr H. BADR, Ambassador, Permanent Representative of the UNOG, Permanent Mission, Geneva.
Mr A. GAMALELDIN, Deputy Permanent Representative, Permanent Mission, Geneva.

accompanied by:

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Mr R. EL-MESLAWY, Counsellor for Labour Affairs, Permanent Mission, Geneva.
Mr G. SOROOR, Ministry of Manpower and Migration.
Mr Z. BAGHDADY, Director, Office of the Minister, Ministry of Manpower and Migration.
Mr O. EL DANDARAWY, Second Secretary, Permanent Mission, Geneva.

Ms O. Abdelhamid, Researcher, Technical
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Manpower and Immigration

El Salvador

Sra. V. VELÁSQUEZ DE AVILÉS, Ministra
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suplente(s):

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

acompañado(s) de:

Sr. M. CASTRO GRANDE, Ministro
Consejero, Misión Permanente, Ginebra.
Sra. E. ÁVILA DE PEÑA, Asesora del
Despacho Ministerial, Ministerio de Trabajo
y Previsión Social.
Sra. S. RIVERA FLORES, Directora de
Relaciones Internacionales de Trabajo,
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Espagne Spain España

Sr. L. GONZÁLEZ GALLARDO,
Subsecretario de Trabajo e Inmigración.

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Técnico, Ministerio de Trabajo e
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Internacionales Técnicos, Ministerio de
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Sra. M. RODRÍGUEZ-TARDUCHY,
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Sr. J. PARRONDO BABARRO, Consejero,
Misión Permanente, Ginebra.

Ghana

Ms E. NEE-WHANG, Ambassador, Permanent
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Guinée Guinea

M. L. SOUMAH, ministre du Travail, de la
Réforme administrative et de la Fonction
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suppléant(s):

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administrative et de la Fonction publique.
M. M. DIALLO, Directeur national de la
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Jeunes.

accompagné(s) de:

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M. P. MONLMOU, conseiller, chargé des
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Genève.

Hongrie Hungary Hungría

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accompanied by:

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Mr L. HÉTHY, Director, Institute of Social
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Iran, Rép. islamique
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República Islámica del Irán

Mr M. MAVALIZADEH, Deputy Minister for Legal, Parliamentary and International Affairs Department, Ministry of Labour and Social Affairs.

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Liban Lebanon Líbano

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M. A. FAYAD, Chef de cabinet, ministère du Travail.

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M. H. CHAAR, conseiller, Mission permanente, Genève.

Lituanie Lithuania Lituania

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Ms K. JUODPUSYTE, Deputy Head, International Law Division, Ministry of Social Security and Labour.

Pakistan Pakistán

Mr S. HAIDER, Secretary/Deputy Minister for Labour and Manpower, Ministry of Labour, Manpower and Overseas Pakistanis.

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

Mr A. UJJAN, Section Officer, Ministry of Labour, Manpower and Overseas Pakistanis.

Pérou Peru Perú

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

suplente(s):

Sr. C. CHOCANO, Representante Permanente Alterno, Misión Permanente, Ginebra.

acompañado(s) de:

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

Sr. C. SIBILLE RIVERA, Segundo Secretario, Misión Permanente, Ginebra.

Portugal

M. A. MONTEIRO FERNANDES, délégué gouvernemental du Portugal au Conseil d'administration du BIT.

accompagné(s) de:

M. F. XAVIER ESTEVES, Ambassadeur, représentant permanent, Mission permanente, Genève.

M. A. VALADAS DA SILVA, conseiller, Mission permanente, Genève.

M. J. DE SOUSA FIALHO, conseiller, ministère du Travail et de la Solidarité sociale.

M^{me} M. SOARES, directrice générale du Cabinet de stratégie et planification, ministère du Travail et de la Solidarité sociale.

M^{me} M. PACCETTI CORREIA, experte, Direction générale des conditions du travail, ministère du Travail et de la Solidarité sociale.

Qatar

Mr A. AL-KHULAIFI, Counsellor and Representative of the Ministry of Labour, Permanent Mission, Geneva.

Soudan Sudan Sudán

Mr A. MONANI MAGAYA, Minister of Labour.

substitute(s):

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accompanied by:

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Mr A. MOHAMED, Third Secretary, Permanent Mission, Geneva.

Suède Sweden Suecia

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accompanied by:

Ms S. MAGNUSSON, Head of Section, Ministry of Employment.

Ms C. BENGTSSON, Programme Officer, Swedish International Development Cooperation Agency.

Ms S. SPANT, Programme Officer, Swedish International Development Cooperation Agency.

Mr A. JOHANSSON, Permanent Mission, Geneva.

Ms K. REHNBERG, Permanent Mission, Geneva.

Ms A. STIGLUND, Permanent Mission, Geneva.

Thaïlande Thailand Tailandia

Mr S. CHOOMRAT, Permanent Secretary, Ministry of Labour.

substitute(s):

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accompanied by:

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Mr M. TANGUSAHA, Adviser to the Permanent Secretary, Ministry of Labour.

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Ms K. WONGSUWAN, Director of International Affairs Division, Ministry of Labour.

Ms C. THONGTIP, Senior Labour Specialist, Ministry of Labour.

Ms E. PINTARUCHI, Counsellor, Permanent Mission, Geneva.

Uruguay

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

suplente(s):

Sr. G. WINTER, Consejero, Misión Permanente, Ginebra.

Viet Nam

Mr V. DUNG, Vice-Minister, Ambassador Extraordinary and Plenipotentiary, Permanent Mission, Geneva.

substitute(s):

Mr V. ANH QUANG, Minister Counsellor, Permanent Mission, Geneva.

accompanied by:

Mr N. XUAN ANG, Counsellor, Permanent Mission, Geneva.

Zambia Zambia

Ms W. SITHOLE-MWENDA, Permanent Secretary, Ministry of Labour and Social Security.

substitute(s):

Mr N. SIASIMUNA, Labour Commissioner, Ministry of Labour and Social Security.

accompanied by:

Mr O. MGEMEZULU, Chief Planner, Ministry of Labour and Social Security.

Mr K. CHIVUNDA, Director, Occupational Safety and Health Services, Ministry of Labour and Social Security.

Membres employeurs titulaires Regular Employer members Miembros empleadores titulares	
Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	Sr. D. FUNES DE RIOJA (Argentina)
Secrétaire du groupe des employeurs: Secretary of the Employers' group: Secretario del Grupo de los Empleadores:	Sr. A. PEÑALOSA (IOE)
Secrétaire adjoint du groupe des employeurs: Deputy Secretary of the Employers' group: Secretario adjunto del Grupo de los Empleadores:	Mr B. WILTON (IOE)

Mr S. ALLAM (Egypt), Chairman of Labour Committee, Federation of Egyptian Industries.

Mr P. ANDERSON (Australia), Chief Executive, ACCI – Australian Chamber of Commerce and Industry.

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

Sr. J. DE REGIL (México), Vicepresidente, Comisión Laboral, Confederación de Cámaras Industriales de los Estados Unidos Mexicanos.

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), Managing Director, European Affairs and International Social Policy, Confederation of German Employers' Associations (BDA).

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

M. E. MEGATELI (Algérie), secrétaire général, Confédération générale des entreprises algériennes (CGEA).

Mr Y. MODI (India), Chairman and CEO, Great Eastern Energy Corp. Ltd.

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

M. B. NACOULMA (Burkina Faso), président de Comité statuaire, Conseil national du patronat Burkinabé (CNPB).

Mr O. OSHINOWO (Nigeria), Director-General, NECA.

Mr J. RONNEST (Denmark), Deputy Director, International Affairs, Danish Employers' Confederation.

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

Mr H. MATSUI, accompanying Mr Suzuki.

Mr M. THORNS, accompanying Ms Hornung-Draus.

Membres employeurs adjoints	Deputy Employer members
Miembros empleadores adjuntos	

- M^m F. AWASSI ATSIMADJA (Gabon), secrétaire générale SIMPEX, Confédération patronale gabonaise.
- M. M. BARDE (Suisse), secrétaire général, Fédération des syndicats patronaux.
- Mr L. CHEN (China), Executive Vice-President and Director-General, China Enterprise Confederation (CEC).
- Sr. A. ECHAVARRÍA SALDARRIAGA (Colombia), Vicepresidente de Asuntos Jurídicos y Sociales, Asociación Nacional de Industriales (ANDI).
- Ms L. HORVATIC (Croatia), Director of International Relations and EU Affairs, Croatian Employers' Association (CEA).
- Mr A. JEETUN (Mauritius), Director, Mauritius Employers' Federation.
- Sr. J. LACASA ASO (España), Director, Relaciones Internacionales, Departamento de Relaciones Internacionales, Confederación Española de Organizaciones Empresariales (CEOE).
- Mr D. LIMA GODOY (Brazil), Consulto Senio, Confederación Nacional de la Industria (CNI).
- Mr K. MATTAR (United Arab Emirates), Board Director, Federation of United Arab Emirates Chambers of Commerce and Industry (FCCI).
- Mr M. MDWABA (South Africa), Deputy CEO, The Kelly Group.
- M. A. M'KAISSI (Tunisie), conseiller, directeur central du Social, Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).
- Ms J. MUGO (Kenya), Executive Director, Federation of Kenya Employers.
- Sra. A. MUÑOZ (Venezuela (Rep. Bolivariana)), Matemático - Economista, Federación de Cámaras y Asociaciones de Comercio y Producción de Venezuela.
- Mr P. O'REILLY (New Zealand), Chief Executive, Business New Zealand.
- Mr P. PRIOR (Czech Republic), Member of the Board, Confederation of Industry of the Czech Republic.
- Mr K. RAHMAN (Bangladesh), President, Bangladesh Employers' Federation.
- Mr A. RAMADASS (Malaysia), Vice-President, Malaysian Employers Federation (MEF).
- Mr C. RENIQUE (Netherlands), Head, Education and Training Department, VNO-NCW.
- Mr P. TOMEK (Austria), Representative, Federation of Austrian Industry.
- M. L. TRAORE (Mali), secrétaire général, Conseil national du patronat du Mali.
- Mr F. WELZIJN (Suriname), Legal Adviser, Suriname Aluminium Company LLC.
- Mr P. WOOLFORD (Canada), President, Clairmark Consulting Ltd.

Ms H. LIU, accompanying Mr Chen.
Mr B.P. PANT, accompanying Mr Modi.

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

Ms T. BOROSNÉ BARTHA (Hungary).

Membres travailleurs titulaires Regular Worker members Miembros trabajadores titulares	
Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	Sir Roy TROTMAN (Barbados)
Secrétaire du groupe des travailleurs: Secretary of the Workers' group: Secretaria del Grupo de los Trabajadores:	Sra. R. GONZÁLEZ (ITUC)
Secrétaire adjointe du groupe des travailleurs: Deputy Secretary of the Workers' group: Secretaria adjunta del Grupo de los Trabajadores:	Ms E. BUSSE (ITUC)

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

Ms S. BURROW (Australia), President, Australian Council of Trade Unions.

Ms B. BYERS (Canada), Executive Vice-President, Canadian Labour Congress.

M. R. DE LEEUW (Belgique), président, Fédération générale du travail de Belgique (ABVV-FGTB).

M^{me} R. DIALLO (Guinée), secrétaire générale, Confédération nationale des travailleurs de Guinée (CNTG).

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

Mr S. GURNEY (United Kingdom), Policy Officer of the British Trade Union Congress.

Mr S. NAKAJIMA (Japan), International Representative, Japanese Trade Union Confederation – JTUC-RENGO.

Mr A. OMAR (Nigeria), President, Nigeria Labour Congress (NLC).

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

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

Ms T. SUNDNES (Norway), Confederal Secretary, Norwegian Confederation of Trade Unions (LO-Norway).

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.

Membres travailleurs adjoints Deputy Worker members
Miembros trabajadores adjuntos

- Mr K. AHMED (Pakistan), General-Secretary, Pakistan Workers Federation.
- Mr M. AL-MA'AYTA (Jordan), President, General Federation of Jordanian Labour Unions.
- Sra. H. ANDERSON NEVÁREZ (México), Secretaria de Acción Fémica del Comité, Confederación de Trabajadores de México.
- Mr F. ATWOLI (Kenya), General-Secretary, Central Organization of Trade Unions (COTU).
- Mr A. BENEDETTI (Brazil), Secretario de Relaciones Internacionales, Unión General de Trabajadores (UGT).
- Ms C. DEL RIO (Italy), Head of International Department, Unione Italiana del Lavoro (UIL).
- Mr U. EDSTRÖM (Sweden), Head of International Department, Swedish Trade Union Confederation (LO-S).
- Sra. M. FRANCISCO (Angola), Secrétaire, Relations internationales, Union nationale des Travailleurs de l'Angola - Confédération syndicale (UNTA-CS).
- M. B. HOSSU (Roumanie), président, Confédération nationale syndicale.
- Mr A. HUSSAIN (Bahrain), General Federation of Bahrain Workers.
- Mr G. JIANG (China), Executive Committee Member, All-China Federation of Trade Unions (ACFTU).
- Sr. G. MARTINEZ (Argentina), Confederación General del Trabajo.
- Ms L. MATIBENGA (Zimbabwe), Vice-President, Zimbabwe Congress of Trade Unions (ZCTU).
- Mr B. NTSHALINTSHALI (South Africa), Deputy General-Secretary, Congress of South African Trade Unions (COSATU).
- M. A. PALANGA (Togo), secrétaire général, Confédération nationale des travailleurs du Togo (CNTT).
- Mr S. SYED MOHAMUD (Malaysia), President, Malaysian Trade Union Congress (MTUC).
- M. Y. VEYRIER (France), secrétaire confédéral, CGT Force ouvrière.
- Ms A. WOLANSKA (Poland), Head, International Department NSZZ "Solidarnosc".
- Ms H. YACOB (Singapore), Assistant Secretary General, National Trade Unions Congress.

M. S. GALON, accompanying M. Edström.

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

Mr K. GYÖRGY (Hungary).

**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. BOUKADOUM, conseiller diplomatique, Mission permanente, Genève.
M. E. EL BEY, conseiller diplomatique, Mission permanente, Genève.

Bélarus Belarus Belarús

Mr M. KHVOSTOV, Ambassador, Permanent Representative, Permanent Mission, Geneva.
Mr I. STAROVOYTOV, Director, External Relations and Partnership Policy Department, Ministry of Labour and Social Protection.
Mr A. USOLTSEV, Counsellor, Permanent Mission, Geneva.

**Bosnie-Herzégovine
Bosnia and Herzegovina
Bosnia y Herzegovina**

Ms E. KECO ISAKOVIC, Ambassador, Permanent Representative, Permanent Mission, Geneva.
Ms L. PERIC, Counsellor, Permanent Mission, Geneva.

Burkina Faso

M^{me} S. BAKYONO KANZIE, deuxième conseillère, Mission permanente, Genève.

Chili Chile

Sr. C. PORTALES, Embajador, Representante Permanente, Misión Permanente, Ginebra.

Sr. A. ROGERS, Representante Permanente Alterno, Misión Permanente, Ginebra.
Sra. A. ESQUIVEL, Agregada Laboral, Misión Permanente, Ginebra.

Chypre Cyprus Chipre

Ms M. MICHAEL, Counsellor, Deputy Permanent Representative, Permanent Mission, Geneva.
Ms M. SPATHI, Second Secretary, Permanent Mission, Geneva.
Ms M. SOLOYIANNI, Adviser, Permanent Mission, Geneva.

Colombie Colombia

Sr. A. GARZÓN, Embajador, Representante Permanente, Misión Permanente, Ginebra.
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Costa Rica

Sr. C. GUILLERMET-FERNÁNDEZ, Embajador, Representante Permanente Alterno, Misión Permanente, Ginebra.
Sr. C. GARBANZO, Ministro Consejero, Misión Permanente, Ginebra.
Sra. E. HEWELL, Misión Permanente, Ginebra.

Côte d'Ivoire

M. H. OULAYE, ministre de la Fonction publique et de l'Emploi
M. G. GAUZE, Ambassadeur, représentant permanent, Mission permanente, Genève.
M. K. KOUADIO, premier conseiller, Mission permanente, Genève.

M. D. BOLLOU BI DJEHIFFE, Directeur général du travail, ministère de la Fonction publique et de l'Emploi.
 M^{me} B. QUACOE, conseillère en charge des questions du BIT, Mission permanente, Genève.
 M. L. BAMBA, Chargé du protocole, Mission permanente, Genève.

Croatie Croatia Croacia

Ms M. MLADINEO, Ambassador, Permanent Representative, Permanent Mission, Geneva.
 Ms D. ZUNEC BRANDT, Second Secretary, Permanent Mission, Geneva.

Danemark Denmark Dinamarca

Ms Z. LILJEQVIST, Head of Section, Ministry of Employment.
 Mr U. RASMUSSEN, Head of Section, Ministry of Employment.
 Ms A. ASKGAARD, Attaché, Permanent Mission, Geneva.
 Ms S. NIELSEN, Permanent Mission, Geneva.

Djibouti

M. M. DOUALE, Ambassadeur, représentant permanent, Mission permanente, Genève.
 M. D. MOHAMED ALI, conseiller, Mission permanente, Genève.

Equateur Ecuador

Sr. M. MONTALVO, Embajador, Representante Permanente, Misión Permanente, Ginebra.
 Sr. C. SANTOS, Consejero, Misión Permanente, Ginebra.
 Sr. J. THULLEN, Asesor, Ministerio de Relaciones Laborales.

Estonie Estonia

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

Finlande Finland Finlandia

Mr H. HIMANEN, Ambassador, Permanent Mission, Geneva.
 Ms S. MODEEN, Ministerial Adviser, Ministry of Employment and the Economy.
 Mr P. METSO, Minister Counsellor, Permanent Mission, Geneva.
 Ms E. MYLLYMÄKI, Counsellor, Ministry for Foreign Affairs.
 Mr V. LAHELMA, Second Secretary, Permanent Mission, Geneva.
 Ms A. SALMIA, Permanent Mission, Geneva.
 Mr S. MAJAMAA, Permanent Mission, Geneva.

Gabon Gabón

M. G. NAMBO-WEZET, Ambassadeur, représentant permanent, Mission permanente, Genève.
 M^{me} M. ANGONE ABENA, conseillère, Mission permanente, Genève.

Grèce Greece Grecia

Mr G. PAPADATOS, Minister Counsellor, Permanent Mission, Geneva.
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Guatemala

Sr. C. MARTÍNEZ ALVARADO, Embajador, Representante Permanente, Misión Permanente, Ginebra.
 Sra. A. CHÁVEZ BIETTI, Ministro Consejero, Misión Permanente, Ginebra.
 Sra. I. MARTÍNEZ GALINDO, Primer Secretario, Misión Permanente, Ginebra.

Haïti Haiti Haití

M. J. ALEXANDRE, ministre conseiller,
Mission permanente, Genève.

Indonésie Indonesia

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

Ms D. PERCAYA, Ambassador, Deputy
Permanent Representative, Permanent
Mission, Geneva.

Mr A. HABIB, First Secretary, Permanent
Mission, Geneva.

Mr A. SOMANTRI, First Secretary, Permanent
Mission, Geneva.

Iraq

Mr S. AL-TAIE, Second Secretary, Permanent
Mission, Geneva.

Israël Israel

Mr A. LESHNO-YAAR, Ambassador,
Permanent Representative, Permanent
Mission, Geneva.

Mr R. ADAM, Deputy Permanent
Representative, Permanent Mission,
Geneva.

Ms R. LANGER-ZIV, Adviser, Permanent
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Koweït Kuwait

Mr T. ALMUTAIRI, First Secretary,
Permanent Mission, Geneva.

Malaisie Malaysia Malasia

Mr A. AMINUDDIN, Labour Attaché,
Permanent Mission, Geneva.

Malawi

Mr Y. MUSSA, Minister of Labour

Ms A. MCHIELA, Principal Secretary,
Ministry of Labour.

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

Mr W. MSUKWA, Chief Labour Officer,
Ministry of Labour.

Mr C. MATUMBI, Special Assistant to the
Minister of Labour, Ministry of Labour.

Maroc Morocco Marruecos

M. O. HILALE, Ambassadeur, représentant
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M. A. LASSEL, ministre plénipotentiaire,
Mission permanente, Genève.

M. M. EL BOUAZZAOUI, conseiller, Mission
permanente, Genève.

Myanmar

Mr W. MAUNG LWIN, Ambassador,
Permanent Representative, Permanent
Mission, Geneva.

Mr K. MYO HTUT, Deputy Permanent
Representative, Permanent Mission,
Geneva.

Mr W. THEIN, Minister Counsellor, Permanent
Mission, Geneva.

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

Mr T. SIN, Counsellor, Permanent Mission,
Geneva.

Ms K. THIDA AYE, First Secretary,
Permanent Mission, Geneva.

Mr M. ZAW LIN, Attaché, Permanent Mission,
Geneva.

Norvège Norway Noruega

Ms B. ANGELL-HANSEN, Ambassador,
Permanent Representative, Permanent
Mission, Geneva.

Ms H. SKORPEN, Minister Counsellor,
Permanent Mission, Geneva.

Ms G. WAAGE, Counsellor, Permanent
Mission, Geneva.

Ms C. ANDERSEN, Senior Adviser, Ministry of Foreign Affairs.

Ms G. YTTERDAL, Adviser, Ministry of Labour and Social Inclusion.

**Nouvelle-Zélande
New Zealand
Nueva Zelandia**

Ms E. FABLING, Deputy-Director, International Services, Department of Labour.

Ms C. RISSEL, Senior Adviser, International Services, Department of Labour.

**Pays-Bas Netherlands
Países Bajos**

Mr W. BEL, Deputy Director for International Affairs, Ministry of Social Affairs and Employment.

Ms S. TERSTAL, Deputy Permanent Representative, Permanent Mission, Geneva.

Ms I. PISO, Policy Adviser, Ministry of Social Affairs and Employment.

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

Mr W. VAN DIJK, Policy Adviser, Ministry of Social Affairs and Employment.

Ms M. GRILK, Policy Adviser, Ministry of Social Affairs and Employment.

Ms R. DE KIEVIT, Policy Adviser, Ministry of Social Affairs and Employment.

Ms M. BROUWER, Policy Adviser, Ministry of Social Affairs and Employment.

Ms R. VAN WISSEN, Policy Adviser, Ministry of Social Affairs and Employment.

Mr F. FRANKEN, Policy Adviser, Ministry of Foreign Affairs.

Philippines Filipinas

Ms R. BALDOZ, Undersecretary, Department of Labour and Employment.

Ms M. ROSARIO, Department of Labour and Employment.

Mr M. IMSON, Labour Attaché, Permanent Mission, Geneva.

Ms V. EASTWOOD, Attaché, Permanent Mission, Geneva.

**Roumanie Romania
Rumania**

M^{me} M. CIOBANU, Ambassadrice, représentante permanente, Mission permanente, Genève.

M^{me} A. SPANU, troisième secrétaire, Mission permanente, Genève.

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

M^{gr}. M. TOMASI, Nonce apostolique, observateur permanent du Saint-Siège, Mission permanente, Genève.

M^{gr}. M. DE GREGORI, attaché, Mission permanente, Genève.

M. P. GUTIÉRREZ, membre, Mission permanente, Genève.

Serbie Serbia

Ms J. DJURICKOVIC-TUVIC, Chargée d'Affaires a.i., Minister Counsellor, Permanent Mission, Geneva.

Ms V. FILIPOVIC-NIKOLIC, Counsellor, Permanent Mission, Geneva.

**Slovénie Slovenia
Eslovenia**

Mr A. LOGAR, Ambassador, Permanent Representative, Permanent Mission, Geneva.

Mr B. JERMAN, Deputy Permanent Representative, Minister Counsellor, Permanent Mission, Geneva.

Suisse Switzerland Suiza

M. J. ELMIGER, Ambassadeur, Secrétariat d'Etat à l'Economie (SECO), Affaires internationales du travail.

M^{me} V. BERSET BIRCHER, Secrétariat d'Etat à l'Economie (SECO), Affaires internationales du travail.

M. M. AMMANN, Division politique III, Section organisations internationales et

politique d'accueil, Département fédéral des
affaires étrangères.

M^{me} M. BATTISTON, Mission permanente,
Genève.

M^{me} S. VOLLENWEIDER, Mission
permanente, Genève.

Turquie Turkey Turquía

Mr E. BATUR, Counsellor, Permanent
Mission, Geneva.

Mr H. OYMAN, Expert, Permanent Mission,
Geneva.

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

Nations Unies
United Nations
Naciones Unidas

Mr A. SMITH SERRANO, External and Inter-Agency Affairs Officer, Office of the Director-General, UNOG.

Ms A. KULISH, Political Assistant, Office of the Director-General, UNOG.

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

Ms T. SAGMO, Associate Livelihoods Officer, Operational Solutions and Transition Section, Division for Programme Support and Management.

Organisation des Nations Unies pour l'alimentation et l'agriculture
Food and Agriculture Organization of the United Nations
Organización de las Naciones Unidas para la Agricultura y la Alimentación

Mr M. AHMAD, Director, FAO Liaison Office with the United Nations in Geneva.

Mr F. CLAVIEN, Liaison Office with the United Nations in Geneva

Organisation des Nations Unies pour l'éducation, la science et la culture
United Nations Educational, Scientific and Cultural Organization
Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura

Mr L. TIBURCIO, Director, UNESCO Liaison Office in Geneva.

Organisation mondiale de la santé
World Health Organization
Organización Mundial de la Salud

Mr P. MERTENS, Coordinator, UN and other Intergovernmental Organizations Unit.

Ms F. KHAN, External Relations Officer, UN and other Intergovernmental Organizations Unit.

Organisation mondiale du commerce
World Trade Organization
Organización Mundial del Comercio

Mr B. KUITEN, Head of External Relations, Information and External Relations Division.

Ms M. PELLAN, Counsellor, Trade and Environment Division.

Mr S. EL HACHIMI, Counsellor, Information and External Relations Division.

Organisation internationale de la francophonie
Organización Internacional de la Francofonía

M^{me} L. BARARUNYERETSE, Ambassadrice, représentante permanente.
M^{me} S. COULIBALY LEROY, représentante permanente adjointe.
M^{me} C. LEQUE, conseillère aux Affaires économiques et du Développement.

Union africaine
African Union
Unión Africana

Ms K. MASRI, Permanent Representative, Permanent Delegation of the African Union in Geneva.
Ms B. NAIDOO, First Secretary, Permanent Delegation of the African Union in Geneva.

Organisation arabe du travail
Arab Labour Organization
Organización Árabe del Trabajo

Mr A. LUQMAN, Director-General.
Mr R. GUISSOUMA, Head, Permanent Delegation of the ALO.
Ms Z. KASBAOUI, Permanent Delegation of the ILO in Geneva.

Commission européenne
European Commission
Comisión Europea

Ms J. HIVONNET, Head of the UN Section, European Commission Delegation in Geneva.
Ms S. BOEHMERT, Policy Officer, Directorate-General for Employment, Social Affairs and Equal Opportunities.
Ms E. VAN WINCKEL, Policy Officer, Directorate-General for Employment, Social Affairs and Equal Opportunities.
Ms B. ZABOROWSKA, Administrator, Directorate-General for Employment, Social Affairs and Equal Opportunities.
Mr C. DUFOUR, UN Affairs Officer, European Commission Delegation in Geneva.

Mr D. ILIOPOULOS, Ambassador, Head of the Liaison Office of the General Secretariat in Geneva.
Mr G. HOUTTUIN, Minister Counsellor, Deputy Head of the Liaison Office of the General Secretariat in Geneva.
Mr B. HANSES, First Counsellor, Liaison Office of the General Secretariat in Geneva.
Mr S. VAN THIEL, Counsellor, Liaison Office of the General Secretariat in Geneva.
Ms C. JOHANSSON, Liaison Office of the General Secretariat in Geneva.

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

Sr. A. MIRO, Deputy General-Secretary.
 Sra. O. OVIEDO DE LA TORRE, Permanent Representative at the ILO.
 Mr A. SOTIROPOULOS, Permanent Representative at UNESCO.
 Mr G. PONTIKOS, Expert.

Organisation internationale des employeurs
International Organization 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 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 M. MUELLER.

Confédération syndicale internationale
International Trade Union Confederation
Confederación Sindical Internacional

Mr G. RYDER, General-Secretary.
 Ms R. GONZÁLEZ, Director, Geneva Office.
 Ms E. BUSSER, Assistant Director, Geneva Office.

**Mouvement de libération
Liberation movement
Movimiento de liberación**

Palestine Palestina

Mr I. MUSA, Counsellor, Mission of Palestine in Geneva.