



INTERNATIONAL LABOUR OFFICE

GB.307/PV
307th Session

Governing Body

Geneva, March 2010

**Minutes of the 307th Session
of the Governing Body of the
International Labour Office**

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The 307th Session of the Governing Body of the International Labour Office was held in Geneva, from Tuesday, 23 March to Friday, 26 March 2010, 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 307TH SESSION
OF THE GOVERNING BODY OF THE
INTERNATIONAL LABOUR OFFICE**

Geneva, Tuesday, 23–Friday, 25 March 2010

First item on the agenda

APPROVAL OF THE MINUTES OF THE 306TH SESSION
OF THE GOVERNING BODY
(GB.307/1)

Governing Body decision:

1. *The Governing Body approved the minutes of the 306th Session, as submitted* (GB.307/1, paragraph 3.)

Second item on the agenda

AGENDA OF THE INTERNATIONAL LABOUR CONFERENCE
(GB.307/2)

*Place and agenda of the 101st Session (2012)
of the International Labour Conference*

2. *The Chairperson* opened the discussion on the agenda of the 101st Session (2012) of the International Labour Conference for the Governing Body to place the first recurrent discussion on the strategic objective of fundamental principles and rights at work on the agenda and to select one of the three options proposed in paragraph 5 of Appendix II of the document under consideration on the categories of fundamental principles and rights to be discussed, namely: (a) all four categories (freedom of association and the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation); (b) one single category (freedom of association and the right to collective bargaining), with the three remaining categories to be examined in the following report; (c) two categories (freedom of association and the right to collective bargaining, and elimination of discrimination in respect of employment and occupation) with the two remaining categories to be examined in the following report of the same cycle.
3. *The Employer Vice-Chairperson* supported option (a) because he considered that, given the links that existed between all the principles under consideration, it was the only option that would provide a complete picture.
4. *The Worker Vice-Chairperson* noted that it was important for the Governing Body to have the necessary time to adequately discharge its governance role. In accordance with the decision that would certainly be adopted at the current session whereby in 2011 the reports submitted under article 19 of the ILO Constitution would cover the core Conventions, the speaker supported option (a). Nevertheless, the Workers' group would have preferred to examine only the category relating to freedom of association and the right to collective bargaining because the fundamental Conventions that dealt with those rights were the least ratified ones and because the ILO Declaration on Social Justice for a Fair Globalization

called them the enabling rights for the Organization's four strategic objectives. In future the Workers' group would like general surveys to be linked to a deeper analysis of fundamental rights at work.

5. The speaker went on to discuss all the remaining points for decision. He said that the updated report to be published on employment and social protection in the new demographic context could become part of the preparatory material for the recurrent discussions to be held in 2010 and 2011. With regard to the agenda of the 100th Session (2011) of the Conference, the speaker supported subparagraph (a) on the establishment of standards to help governments and social partners to consider policies that would prevent future crises; he did not support subparagraph (d) because he considered that the question of youth employment, which had already been debated, could be integrated into the recurrent discussion on employment; he did not support subparagraph (c) as he thought that the subject could be analysed by the Committee on Employment and Social Policy in its examination of the follow-up to the ILO policy statement: Microfinance for decent work, which had been endorsed by the Governing Body in November 2005. For future meetings the speaker supported the items relating to decent work in global supply chains, the right to information and consultation, export processing zones, new trends in the prevention and resolution of industrial disputes, and precarious employment, with special emphasis on employment-motivated migration.
6. The speaker then outlined why the Workers' group, in view of the echo of the Global Jobs Pact in the international arena, saw the need for a new standard that would focus on providing guidance to member States in order to protect against economic and financial crises in the future and their social consequences. The Employment Policy Convention, 1964 (No. 122), promoted the implementation of a series of policies appropriate for achieving full, productive and freely chosen employment, an objective that the Global Jobs Pact placed at the centre of its responses to the crisis, together with decent work. The Employment Policy Recommendation, 1964 (No. 122), and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169), further elaborated on those policies. Nevertheless, the General Survey concerning employment instruments¹ indicated that an instrument could be adopted that, while filling certain existing gaps, would establish guiding principles on how to avoid crises and provide effective crisis responses, in accordance with the objectives of the Declaration of Philadelphia, the ILO Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact. That instrument could take the form of a Recommendation, which would supplement Convention No. 122 and replace the two Recommendations attached to it, provided that that did not reduce any rights or benefits currently enjoyed by workers. The new Recommendation could address the following four areas: economic, financial and employment policies that promoted full, productive and freely chosen employment; the coherence of national policies; the coherence of international policies; and a mechanism to review economic and financial policies, a model for which could be the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185). The Office should prepare suggestions for the 2010 session of the Conference, so that guidelines on the form and content of the new instrument could be formulated during the discussion on employment. The committee dealing with the recurrent item on employment could adopt a resolution, which could be submitted to the Governing Body at its 308th Session (June 2010).
7. A *Government representative of Egypt* felt that it would be desirable to pursue the discussions concerning the ILO's response at the following session of the Conference, in order to highlight the leading role played by the Organization in limiting the consequences

¹ 2010 *General Survey concerning employment instruments in light of the 2008 Declaration on Social Justice for a Fair Globalization*, International Labour Conference, 99th Session, 2010, Report III (Part IB).

of the crisis and ensuring that the appropriate measures were taken to overcome it as soon as possible. The speaker favoured option (a) and supported the statements made by the Employers' group and the Workers' group.

8. *Government representatives of Australia, Austria, China, Germany, India, Japan, Mexico, Mozambique, Panama, Singapore, South Africa and United States* expressed their preference for option (a).
9. *A Government representative of Canada* supported option (a). She added that, at the following session of the Conference the discussion on the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work should examine how to increase coherence in reporting by member States and reporting requirements for the Office.
10. *A Government representative of Tunisia* said that the Africa group, on behalf of which he was speaking, was examining the Conference agenda and would like the related consultations to be extended until June 2010.
11. *A Government representative of Argentina* supported option (a) and requested an extensive debate on the possibility mentioned by the Workers' group of turning the Global Jobs Pact into a Recommendation.
12. *A Government representative of Nigeria* backed option (a) and said he would await the result of the consultations before giving his view on the proposed items.

Governing Body decision:

13. *The Governing Body decided:*

- (a) that the 101st Session (2012) of the Conference would be held in Geneva;*
- (b) that the recurrent item discussion on the strategic objective of fundamental principles and rights at work would be included in the agenda of the 101st Session (2012) of the Conference, and would cover the four categories of fundamental principles and rights; and*
- (c) that the examination of the remaining items on the agenda of the 101st Session of the Conference (2012) would be postponed until its 308th Session (June 2010).*

(GB.307/2, paragraphs 12 and 17.)

Agenda of the 100th Session (2011) of the International Labour Conference, proposals for the agenda of future sessions of the Conference and proposals for the item "Employment and social protection in the new demographic context" originally placed on the agenda of the 98th Session (2009)

14. *The Chairperson* opened the discussion for the Governing Body to select the third technical item to complete the agenda of the 100th Session (2011) of the Conference from the following five items:
 - (a) proposal for standard setting (*following the 2009 Conference discussions on ILO crisis responses*);
 - (b) decent work in global supply chains (*general discussion*);

- (c) finance with a social purpose (*general discussion*);
- (d) youth entrepreneurship: transforming jobseekers into job creators (*general discussion*); and
- (e) the right to information and consultation in the context of economic restructuring (*general discussion*).

- 15.** *The Employer Vice-Chairperson* considered that the proposal contained in subparagraph (d) was the one that best took account of the current context of recovery from the crisis, where it was a question not only of generating employment, but also of creating enterprises. The unemployment that was spreading among young people affected both those looking for work and those who could create enterprises. With respect to subparagraphs (b), (c) and (e), the speaker felt that the time was not ripe to examine them. He added, with respect to subparagraph (c), that the framework of financial solutions that should be found was already being analysed at the highest level of the G20 and of international financial bodies. He also ruled out subparagraph (a) because he considered it to be neither necessary nor appropriate to adopt standards or guidelines to provide protection from crises as it was not possible to come up with a single response to events shaped by variables. The Global Jobs Pact was a forceful response to a special situation; it had been under preparation since the end of 2008 and now offered a set of policy measures for governments, in consultation with the social partners, to incorporate into the measures they were applying. The instruments available to the ILO, such as Convention No. 122, did not offer a sufficient response to the crisis. The Governing Body must now examine how the Global Jobs Pact was being implemented in various countries and regions. The Employers' group considered that a standard-setting approach should not be taken to responses to the crisis and, consequently, it could not share the concerns raised by the Workers' group.
- 16.** *The Worker Vice-Chairperson* maintained his position and said he was scared by the position taken by the Employers' group of not looking at how to prevent certain problems in the future because it thought they had already been overcome.
- 17.** *Government representatives of Burundi, Egypt, Ghana, Guinea, India, Kenya, Mexico, Panama, South Africa and United Republic of Tanzania* expressed their preference for subparagraph (d).
- 18.** *A Government representative of the United Kingdom*, noting that youth employment had suffered disproportionately as a result of the crisis, backed subparagraph (d). In second place he opted for subparagraph (b), to improve and promote the good practices that were currently in progress, such as voluntary initiatives and the Office's Better Work Programme. The item on employment and social protection in the new demographic context should be considered for a future session. Finally, referring to subparagraph (a), the speaker said that an instrument was not needed to further enhance the impact of the Global Jobs Pact, whose timeliness and effectiveness in guiding employment and social protection responses to the crisis had been recognized beyond the ILO. The economic crisis was far from over. Who could say with certainty that the full effects of the economic crisis would have revealed themselves over the following two years? There would certainly still be lessons to be learned during the recovery phase and it was unlikely that evidence could be gathered within the proposed period of time on the longer term impact of the measures currently being adopted. The speaker thanked the Workers' group for their paper, which could be used at a future discussion on the crisis, but which would be difficult to include in the recurrent discussions and general surveys. As all Recommendations had to be adopted by the Conference, the Governing Body should not

move forward on the examination of the content of an instrument unless there was unanimous support for the proposal.

19. *A Government representative of Mozambique* supported subparagraph (a) as it was the one that most directly tied in with the Global Jobs Pact and because the ILO had a role to play in developing clear policies, agreed among governments and the social partners, to assist them in taking measures to stabilize the labour market.
20. *A Government representative of Canada* reiterated that, to ensure that Conference discussions focused on issues that were current and relevant to the strategic objectives of the ILO, the setting of the agenda should be more transparent and strategic, and governments and the social partners should participate in it. She recognized that the recurrent discussions were intended to help identify proposals that met those criteria. Referring to subparagraph (a), which the Government of Canada did not support, the speaker thanked the Workers' group for the information provided on a possible instrument, but was of the view that the ILO Declaration on Social Justice for a Fair Globalization and the Global Jobs Pact already provided the appropriate frameworks for developing employment policies supportive of decent work. In second place the speaker supported subparagraph (b), in view of its relevance in the current context.
21. *A Government representative of China* expressed his marked preference for subparagraph (d). In Decent Work Country Programmes the development of the entrepreneurial capacity of young people was of the highest priority, and his country was no exception, as each year it had to create jobs for 22 million people. Encouraging young people to create their own enterprises would go towards creating jobs and maintaining social stability.
22. *A Government representative of the United States* opted for subparagraph (b) as a discussion on decent work in global supply chains would be very timely in the current context, characterized by structural adjustments taking place in the global economy, and could serve as a follow-up to the upcoming recurrent discussion on employment.
23. *A Government representative of Argentina* noted the importance of subparagraph (e), given the reticence of enterprises to provide the information necessary to find solutions that were not detrimental to employment and did not compromise the viability of enterprises. Referring to subparagraph (a) the speaker said that in June 2009 the Governments of Argentina, Brazil, Paraguay and Uruguay had signed a statement echoing the content of the Global Jobs Pact. In the G20 meetings the Government of Argentina had forcefully defended that tool, which offered a general framework for policies developed by countries in accordance with national circumstances and priorities, and which could be completed on the basis of experience gained. It was not the right time to establish a standard in respect of the Global Jobs Pact; instead, what was needed was to improve means of collaboration, assistance and coordination in order to make proper use of the policy options offered by the Pact.
24. *A Government representative of Austria* expressed her preference for subparagraph (b). For future sessions the speaker chose subparagraph (e) for the development of a Convention on the right to information and consultation, and the item relating to employment and social protection in the new demographic context.
25. *A Government representative of France* supported subparagraph (a) and explained that the discussion would go beyond the follow-up to the Global Jobs Pact. Governments could use the new instrument as a model for developing a framework to protect against economic crises and their social repercussions. The speaker was willing to consider all proposals for

the examination of the item on employment and social protection in the new demographic context.

- 26.** *A Government representative of Germany* supported subparagraph (a) and shared the views expressed by the Office, and the proposal made by the Workers' group. The new Recommendation could serve as a model for the recurrent discussions on a topical issue, which would facilitate the implementation of the Global Jobs Pact and could be used to deal with crises or to prevent them. In second place the speaker supported subparagraph (b). She did not support subparagraph (d) because she considered that young people should not just focus on independent work.
- 27.** *A Government representative of Belgium* favoured subparagraph (a) because he considered that the existence of a standard would ensure that the follow-up to the responses to the crisis would not be restricted to an exchange of ideas, but instead would involve highlighting good practices as a form of effective protection. In second place the speaker supported subparagraph (b). In his view the item on employment and social protection in the new demographic context should be the subject of a recurrent discussion.
- 28.** *A Government representative of Singapore* reiterated her support for subparagraph (e) in view of increasing competition among enterprises and the need to constantly restructure operations. It was very important that such restructuring be accompanied by forms of social dialogue that safeguarded workers' interests. The speaker also supported subparagraph (d) as the development of youth entrepreneurship had the potential to create more jobs and contribute to a sustainable economy.
- 29.** *A Government representative of Australia* strongly supported subparagraph (b) because decent work in global supply chains was a subject of direct relevance to the four strategic objectives of the Organization and, should it not be included on the agenda of the 2011 Conference it should be on the one for 2012. The speaker did not support subparagraph (a) because she did not consider a Recommendation to be the most appropriate instrument; furthermore, it could not be finalized before 2013 and it was not the type of instrument that could be easily updated. The best approach would be to adopt a follow-up statement to the Global Jobs Pact, showing that the ILO was ready to emphasize the same job-centred approach in future crises. The Government of Australia had previously argued that in order to modernize and improve the Labour Code the development of new standards needed to be undertaken in parallel with the review of existing standards. The speaker noted that the General Survey concerning employment instruments² contained two standard-setting options: the development of a new instrument and the adoption of an instrument that allowed the review and potential consolidation of existing instruments, with the aim of creating a comprehensive and coherent set of general employment standards. The second option was preferable and could be developed as a continuation of the work of the Cartier Working Party. Finally, the speaker asked that the item on employment and social protection in the new demographic context be included in both the 2010 and 2011 recurrent discussions.
- 30.** *A Government representative of Nigeria* supported subparagraph (d) in view of the subject's practical aspect, which was consistent with the aspirations expressed in the Committee on Employment and Social Policy. With respect to subparagraph (a), the speaker believed that the ILO Conventions and the Global Jobs Pact were adequate instruments to deal with the crisis.

² See footnote 1.

31. *A Government representative of Poland* expressed her preference for subparagraph (b) and voiced some reservations about subparagraph (a) as she thought it unlikely that the Conference would be able to adopt a Recommendation in 2011. The Global Jobs Pact already established guidelines on how governments and the social partners could manage the social and employment consequences of the financial and economic crisis. The speaker regretted that the more detailed proposals made by the Workers' group had arrived too late to be examined thoroughly. The examination of the item on employment and social protection in the new demographic context should be included in the next recurrent discussions or could be the subject of a general discussion in 2012 or 2013.
32. *A Government representative of Sudan* supported subparagraph (d) as youth employment was a social problem associated with economic restructuring and the trend towards privatization.
33. *A Government representative of Italy* opted for subparagraph (a) and thanked the Office and the Workers' group for the documents produced. Her second choice was subparagraph (b) and she also supported option (a) relating to paragraph 17 of the Office document. She expressed no particular preference as to how to examine the item on employment and social protection in the new demographic context.
34. *A Government representative of the Czech Republic* strongly supported subparagraph (d) and, for 2012, subparagraph (b) and the submission of a report on employment and social protection in the new demographic context.
35. *A Government representative of Sweden* made an initial statement on behalf of the Governments of Denmark, Finland, Iceland, Norway and Sweden. Referring to subparagraph (a), the speaker doubted that the adoption of a special instrument could contribute anything more than the instruments already available to the ILO in the way of guidance on the integration of social and economic policies. He did not support the Recommendation proposed by the Workers' group because he felt that it was not logical to adopt a measure that to a certain extent pre-empted the result of the discussion on employment scheduled for June 2010. The result of that discussion could well be the revision of an existing standard. The speaker found the item on employment and social protection in the new demographic context highly relevant and thought it should be considered at a future session of the Conference or be included in the next recurrent discussions. In his second statement, on behalf of the Governments of Finland, Norway and Sweden, the speaker expressed his preference for subparagraph (b).
36. *A representative of the Director-General*, summarizing the discussion, said that the Employers' group only supported subparagraph (d) and the Workers' group subparagraph (a), which had been selected by only five Governments. Looking at the total number of speakers, slightly more supported subparagraph (d) than subparagraph (b). The Workers' group supported subparagraph (b), but not subparagraph (d), and the Employers' group did not support subparagraph (b). The one conclusion that could be drawn from the discussion was that subparagraph (e) had been ruled out.
37. Many speakers had spoken about the item on employment and social protection in the new demographic context and the majority of them had agreed that, as far as possible, the examination of that item should be included in the recurrent discussions for 2010 and 2011, and the item might be taken up again at a future date.
38. *The Chairperson* announced that informal discussions would be held in order to reach a final decision on the subject under discussion.

39. *The Employer Vice-Chairperson* asked which Governments had supported subparagraph (d).
40. *The Chairperson* replied that subparagraph (d) had been supported by the Employers' group and by the Governments of: Burundi, China, Czech Republic, Egypt, Ghana, Guinea, India, Kenya, Mexico, Nigeria, Panama, Singapore, South Africa, Sudan, United Kingdom and United Republic of Tanzania.
41. *The Worker Vice-Chairperson* recalled that in his previous statement he had said that if the Workers' group proposal were not accepted the decision could be postponed until June. There was nothing to be gained from dwelling on the lack of consensus. It must be remembered that a proposal by any partner was a proposal in the complete sense of the word and that consensus must be ensured. The Workers' group was willing to participate in as many discussions as necessary in order to agree on an item that, ultimately, might be neither the original position of the Employers' group nor of the Workers' group.
42. *The Employer Vice-Chairperson* said that the summary of the various positions adopted by the speakers during the discussion was very useful for the purpose of informal consultations.
43. *A Government representative of France* said that if the Governing Body did not select the subparagraph that his Government supported, his second choice of subject was the one in subparagraph (b).
44. The Chairperson, closing the discussion, commented that she believed innovative thought would be useful in choosing agenda items for the International Labour Conference that could count on broad cross-regional support from Governments, Workers and Employers. She invited the Governing Body and the Office to consider further possibilities in this regard, and to foster inclusive and comprehensive consultations on this issue.

Governing Body decision:

45. *The Governing Body decided:*
- (a) *to postpone until its 308th Session (June 2010) the examination of the agenda of the 100th Session (2011) of the International Labour Conference;*
 - (b) *to postpone until its 308th Session (June 2010) the examination of the items for future sessions of the Conference contained in Appendix III to document GB.307/2 for which research work and consultation might be accelerated, and any other items to be developed; and*
 - (c) *that the subject referred to by the item "Employment and social protection in the new demographic context" would be dealt with in the appropriate manner in the recurrent discussions on employment and social protection, to be held at the 2010 and 2011 sessions of the Conference, respectively.*

(GB.307/2, paragraphs 11, 20 and 24.)

Third item on the agenda

REVIEW OF ANNUAL REPORTS UNDER THE FOLLOW-UP TO THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK (GB.307/3(&CORR.))

46. *The Chairperson* presented the report which contained, in addition to the usual information, a summary of the principal lessons learned and observations made over the past ten years of annual reports. She reminded the members of the Governing Body that they had been invited to provide the Office with guidance on further action to promote the fundamental principles and rights at work through technical cooperation and in the light of the information contained in the country baselines.
47. *The Employer Vice-Chairperson* emphasized once again the commitment of his group to the Declaration and the importance of an up to date and genuinely useful follow-up process. He regretted that for the second year running, the report did not contain the experts' observations, which constituted a solid foundation for analysis. The Employers again welcomed the new layout in three parts and considered that the information contained in the "overview" section was important. With regard to paragraph 13, he said that the Office should offer its assistance and respond positively to member States who wished to start technical cooperation with the Organization. Paragraph 29 acknowledged the necessity of maintaining a distinction between promotion and other means of action by the Organization. In different sections of the document, promotion of the Declaration was associated with the issue of ratification of instruments, and the Employers wished to emphasize that, while a number of countries faced legal obstacles to ratification, they did not face institutional obstacles to observing the principles involved. The ratification campaign and the promotion campaign were quite distinct.
48. Turning to the heading "Some general lessons drawn from the Annual Review", the speaker suggested that greater emphasis should be placed on results, and called on the Office to take account of that aspect in its future analyses. Paragraph 25 stated that technical cooperation was guided by action plans adopted by the Committee on Technical Cooperation, but the Employers' group had already drawn the Governing Body's attention to the fact that the action plans in question were not linked to the discussion of the Global Report. In order to respond to needs, a real link needed to be established between those elements in further discussions of the Committee on Technical Cooperation in relation to the Declaration.
49. *The Worker Vice-Chairperson* recalled that the Conference in June would discuss the possibility of adapting the examination process or instituting a new process in relation to the recurrent item discussion in the light of the 2008 Declaration. It was important in that context to recognize that the annual reports had constituted the most important element of the follow-up to the 1998 Declaration. Among the principal outcomes, the speaker welcomed the significant enhancement of social dialogue that had been seen at the global level over the past ten years. He considered that, to a large extent, that phenomenon had facilitated the ratification of a number of fundamental Conventions. He was nevertheless concerned by the situation in a number of countries, in particular China, whose position with regard to the ratification of Conventions Nos 87, 98, 29 and 105 was not clear, as was also the case with the major industrialized countries, which should play a leading role with regard to ratification but had still not ratified Convention No. 87. The speaker emphasized the necessity of greater trade union involvement, which was already becoming apparent. He commended the Office for the country baselines, which were a very useful source of information.

50. While the Workers' group welcomed the progress made in ratifying the fundamental Conventions, it wished to emphasize that the issue was not just one of ratification: it was also essential to apply and implement Conventions once they had been ratified in order to improve general quality of life.
51. While it was assumed that the purpose of the annual reporting process was to ensure that all member States fulfilled their obligations under the Declaration, and therefore also respected, promoted and applied the principles set forth in the fundamental Conventions, the Workers considered that there were still serious deficiencies in some areas and noted that in a number of cases, violations of the fundamental rights were still far too widespread. It therefore had to be acknowledged that after ten years, certain countries that had undertaken to ratify a Convention or amend their legislation and practice had not done so. It was essential to encourage specific action to make good commitments that had been accepted in the many action plans, which could be followed up. The speaker regretted that in many cases, the reports indicated "no change" for a given country, which suggested that nothing was being done or that no information was being provided. Lastly, some countries had hidden behind what they described as legal, administrative or practical reasons as a pretext for not initiating the process of adoption, ratification or application. In most such cases, and in particular with the industrialized countries, it should be possible to do more to achieve the goal of universal ratification by 2015.
52. Among the lessons to be learned, it seemed obvious that where there was the political will, progress could be made. At the same time, social dialogue had been shown to be a very valuable tool and it was important to make use of it at all levels. The speaker emphasized also that there were still important discrepancies with regard to equality in some areas of the world, and governments needed to indicate more clearly their concerns to enable the Office to provide technical or other assistance. All approaches based on the real world and the world of work which benefited governments and the social partners should be encouraged. It would be necessary, possibly in June 2010, to examine possible ways of enhancing the practical aspects of the follow-up process.
53. A *Government representative of Australia* concurred with the Worker Vice-Chairperson that the industrialized countries had a key role to play in driving the ratification of the fundamental Conventions. The only fundamental Convention that Australia had not ratified was the Minimum Age Convention, 1973 (No. 138), because the employment of children was a matter for the federal states and territories. Nevertheless Australia was making considerable efforts in connection with possible ratification of that instrument. The speaker indicated that his Government had introduced major reforms in the system of workplace relations, and the recent report of the Committee of Experts had not expressed any concerns regarding observance by Australia of the fundamental Conventions.
54. A *Government representative of India* emphasized that the ILO Declaration on Fundamental Principles and Rights at Work marked a major milestone in the work of the ILO, and that its adoption had resulted in a significant increase in the ratifications of the fundamental Conventions as well as a greater awareness of the provisions of those instruments. Furthermore, it was encouraging to note a considerable increase in the reporting rate among governments that had not ratified those Conventions. The speaker indicated that India had endeavoured to report within the time limits on ratified and non-ratified Conventions. He emphasized that in India, informal sector workers were not excluded from collective bargaining, which was a right thanks to various constitutional and legislative provisions and mechanisms. The Government was working to eradicate child labour; given the nature and extent of the problem, it was following a gradual approach which should lead to ratification, in due course, of the Worst Forms of Child Labour Convention, 1999 (No. 182). As for Conventions Nos 87 and 98, the Government of India was not yet in a position to ratify because of legislative obstacles.

55. *A Government representative of Egypt* commended the report, which he said was important, and emphasized that the measures put in place since 1998 to strengthen the rights and principles in question were in line with the notion of decent work. That fact encouraged the countries concerned to ratify the fundamental Conventions. Egypt had ratified the eight fundamental Conventions, and the Government was endeavouring to apply all their provisions. The speaker commended the work that had been done and emphasized the importance of giving assistance to countries in need of it.
56. *A Worker member from the United States* welcomed the fact that the US Department of Labor had presented a detailed report. He regretted the very low number of fundamental Conventions ratified by the United States, but emphasized the support given by President Obama to the new Employee Free Choice Act and the fact that the Government and the AFL–CIO had initiated a serious discussion with a view to recommending the ratification of certain fundamental and other important Conventions. The speaker hoped in particular that progress would be made with regard to Conventions Nos 87 and 98. Lastly, he recalled that the examination of annual reports was an important element in the follow-up to the Declaration and should be continued. He said that he would welcome the opportunity of technical cooperation with the ILO in order to advance ratification and implementation of the fundamental Conventions.

Governing Body decision:

57. *The Governing Body took note of the report and the comments made thereon.*

Fourth item on the agenda

THE ILO AND THE MULTILATERAL SYSTEM
(GB.307/4(Rev.))

Twelfth item on the agenda

REPORT OF THE COMMITTEE ON EMPLOYMENT AND SOCIAL POLICY
(GB.307/12(Rev.))

Fifteenth item on the agenda

REPORT OF THE WORKING PARTY ON THE SOCIAL DIMENSION OF GLOBALIZATION
(GB.307/15(Rev.))

“Crisis response debate”

58. *The Chairperson* proposed that items 4, 12 and 15 be discussed together.
59. *The Director-General* encouraged the Governing Body to apply itself to an analysis of the key components of an employment-oriented framework for balanced growth. The jobs crisis persisted although there were signs of a highly differentiated economic recovery. Levels of precarious work and of insecurity had increased for working families. However, the measures promoted by the Global Jobs Pact had been effective: ILO estimates showed that unemployment would have been about one third higher without stimulus packages and automatic stabilizers. It was important to show that good, nationally integrated and internationally coordinated policies could accelerate a job-rich recovery. Governments had

been active over the past year in implementing policies in line with those contained in the Pact and the ILO could act as a forum for exchange of experience: the event organized by the International Institute for Labour Studies (IILS) with the Governments of Brazil and France, held on Monday, 22 April 2010, was an excellent example of this. The Office had put in place a Global Jobs Pact web site to act as a knowledge-sharing platform.

60. The objective was not simply to instigate fast responses to the crisis, but to create a policy environment conducive to generating decent work opportunities, sustainable enterprises and the eradication of poverty. In order to combat such systemic problems as large-scale unemployment and underemployment, policy-makers should display the same decisiveness they displayed in designing the packages to save financial institutions. Those who had lost their jobs must get back to work, and efforts must be made to ensure that the 45 million young people each year who entered the employment market for the first time should get a good start to their working lives.
61. The Director-General outlined the following objectives for an agenda for policy dialogue and action on an employment-oriented framework for strong, sustainable and balanced growth:
- **Making employment creation a priority macroeconomic goal** in the same way as low inflation and sustainable public finances. The charters of the US Federal Reserve System, the International Monetary Fund (IMF) and the World Trade Organization (WTO) all referred to full employment. Given the huge fiscal challenge that many countries faced, employment strategy must also be sound fiscal strategy. The linkage between labour market developments and other aspects of macroeconomic policy should be closer than in the recent past.
 - **Increasing the employment intensity of growth.** Attention should be paid to the development of national strategies for productive investment and decent work, targeting a significant expansion of overall employment through a good balance between labour-intensive sectors and high-innovation, high-productivity sectors. This required more refined methodologies to assess the employment content of different investment options and growth patterns.
 - **Promoting an income-led growth pattern.** Aggregate demand should not be anchored in increasing debt, but in earned income and broad access to employment and social protection, thus progressively raising the real purchasing power of middle- and low-income households. For this, the link between productivity gains and wages must be strengthened.
 - **Promoting integrated policy packages** covering diverse policy fields could have an added impact – the whole became more than the sum of the parts. Integration created synergy – disaggregation had less impact. Moving from sectorial and parallel policy-making to a more convergent and comprehensive approach presented a major challenge.

Decent employment and enhancing productivity

- **Raising labour productivity** through an environment conducive to innovation, entrepreneurship and enterprise development, combining sound regulations, improved infrastructure, business services and adequate employment skills.
- **Holding and reversing downward pressures on wages** so that household consumption could recover and sustain income-led recovery and long-term sustainable development. Policies to progressively counteract downward trends in the

wage share of national income and diminishing return to workers from increased productivity were needed to rebalance growth and progressively expand sustainable demand. Strengthened labour institutions, such as regularly reviewed minimum wages and an effective labour inspection system, together with more widespread use of social dialogue and collective bargaining could play a key role. Respect for fundamental principles and rights at work was an integral part of this process.

- **Supporting increased investments and employment creation by sustainable enterprises** in particular by easing the credit squeeze on the real economy and smaller enterprises and improving enabling environments in the longer term. Special attention should be given to supporting and promoting entrepreneurship and productive investment in micro, small and medium enterprises. Sustaining the “small” economy to generate quality work, where the largest share of employment was created, was central to linking emergency and long-term recovery and to securing a job-rich recovery.

A social protection floor

- **Building a social protection floor for the most vulnerable** comprising essential social transfers and services as a basis for the employment-oriented agenda. Social protection brought a triple benefit. It protected people from debilitating poverty, empowered them to seize market opportunities and contributed to aggregate demand. The crisis had revealed the impact of social protection on demand and, for the first time, social protection had been seen by many financial sector analysts not as public spending, but as investment. Gradual expansion of a fiscally sustainable social protection floor to protect the most vulnerable in all countries should be pursued. Least developed countries wishing to invest in a basic social protection floor should receive international development cooperation assistance.
- **Promoting a “working out of poverty” approach.** An integrated social protection and decent employment policy approach was the primary route towards working out of poverty, particularly in the informal economies of most developing countries. The review of the Millennium Development Goals (MDGs) in 2010 should concentrate on this issue.

The Green Economy

- **Preparing the transition to clean energy.** The global transition to clean energy would affect a large number of enterprises, jobs and workplaces. New skills would be needed. New green jobs would emerge. A proper system of incentives would greatly help such a transition: public–private partnerships were ideally suited to this task.

The ILO was collaborating with the global networks of unions and employers and the United Nations Environment Programme (UNEP) on policies for greening the economy. Its role was to facilitate the dialogue between employers’ and workers’ organizations and governments which was essential to address the changes called for in technology, production, consumption and employment and to ensure a fair and smooth transition process to the green economy.

Exit strategies

- **Balancing exit strategies from stimulus measures.** All countries needed to fashion their exit strategies as a function of the progressive expansion of private demand and

productive investments to counter the danger of excessive debt ratios to GDP and pressures by financial markets for premature exit from stimulus packages. An exit strategy that led to job-weak growth and a contraction of social protection could lead to a double-dip recession.

In preparing the sequencing of their eventual unwinding, priority should be given to retaining as long as necessary those measures related to productive investments, sustainable enterprises, employment and social protection. Layoffs should be the last resort. Social dialogue had proven to be a useful tool in this exercise.

Recent developments on international capital markets suggested that even advanced countries faced increasing difficulties in raising the funds necessary for further action. This made additional fiscal stimulus more expensive and threatened to force countries to scale back pre-emptively on their policy measures.

International cooperation

- **Reinforcing international cooperation for balanced growth.** Economic re-balancing was vital and a better link between trade, employment and social protection was required. Many countries were turning to exports as a way to faster growth. Increasing trade implied adjustments in both importing and exporting countries, which had labour market consequences. But export-led growth could not be a global strategy. It must have an import-led growth strategy as a counterpart.
- **Ensuring that financial markets service the real economy.** The finance sector should meet the need for investment, innovation, trade and consumption in the mainstream economy. International coordination was essential to designing new financial policies and regulations which encouraged resource flows and allocations towards longer-term productive investment by sustainable enterprises that raised output and employment growth. They should discourage the formation of damaging asset bubbles through short-term speculation and other distortions in the financial sector.

Increasing international cooperation was also important to prevent tax competition undermining the revenue base countries needed to ensure the provision of vital public goods. Experience had shown that, in a crisis context, tax cuts were more likely to have an impact on aggregate demand through increased consumption if poor households were targeted. In periods of uncertainty, tax cuts for middle- and high-income sectors would probably be converted into an increase in savings, which had positive effects but not the desired result of increased demand.

- **Enhancing international support to fiscally constrained countries for crisis response and to recovery promotion policies.** This must be part of a reinforced effort to increase the volume and quality of finance for development. Much more vigorous and innovative international support was needed to ensure that adjustment came through growth in the economy and in employment, generating globally inclusive recovery. International cooperation was essential to finance basic social protection and employment-promoting programmes in rural development, infrastructure and other areas.
- 62.** The effort led by the G20 had averted a global depression, but much could be improved in policy coordination mechanisms. The discussion in the Working Party on the Social Dimension of Globalization had shown that international support mechanisms were failing to provide many countries with sufficient countercyclical finance for their stimulus measures.

63. The Global Jobs Pact was based on the policy knowledge of member States and captured the responses that were already being put in place by June 2009. It had required very close interaction between the Office and the constituents, and the result was that knowledge flowed both ways. It was not a rigid set of policy options that should be rigorously applied in all cases, but rather adapted to situations. Its great strength was that it provided coordination without conformity.
64. *The Executive Director of the Employment Sector* presented a selective update of four key elements of progress since November 2009 in giving effect to the Global Jobs Pact:

Mobilizing knowledge from across technical sectors and departments

Improvements had been made to the ILO Crisis Observatory web site and a new web site had also been launched to keep ILO constituents, partners, policy-makers, the public and ILO staff abreast of latest developments on how the Pact was being used. Web-posted reports included *Global Employment Trends; Women in Labour Markets: Measuring progress and identifying challenges; Global Wage Report; a World of Work* report published by the ILS on the subject of the global jobs crisis; *General Survey concerning employment instruments*. Crisis response and recovery issues had been included in most training programmes and the Turin Centre pilot tested a programme in late 2009. The programme was still being developed to be of maximum use to constituents. Research in response to the G20 request for ILO inputs was ongoing in many areas: programme evaluations; country profiles; and policy briefs for a number of countries.

Partnering with the multilateral system

Report GB.307/4(Rev.) contained details on ILO interaction within the multilateral system. The Office was about to initiate the process of updating the inventory prepared in 2009 for 54 countries prior to the Pittsburgh G20 meeting. This would be done in collaboration with the World Bank, using a common questionnaire based on the framework of the Global Jobs Pact. The ILO would cover the original 54 countries, while the World Bank would add around 30 more. The Pittsburgh G20 had requested a training strategy paper, which was being produced in partnership with other organizations from the multilateral system by convening a special meeting of the interagency group on technical and vocational education and training, with participation of the OECD, UNESCO, the World Bank, the Asian Development Bank and the European Training Foundation. The ILO Sectoral Activities Department was shortly to hold a tripartite global dialogue forum on strategies for sectoral training in this connection.

Operationalization at regional level

Regional offices had continued to prioritize crisis response in the Decent Work Country Programmes. Numerous meetings in the regions had focused on support for constituents' responses to the crisis. One example was the meeting in Africa (Ouagadougou, 1–2 December 2009), which had produced a road map for the implementation of the Pact in Africa.

Operationalization at national level

At national level, the Pact was mainstreamed in the programme and budget and in Decent Work Country Programmes. Reprogramming of resources had been undertaken at all levels – regular budget technical cooperation, supplementary accounts and extra-budgetary technical cooperation. A number of member States expressed interest in Office support not

only in certain limited policy areas, but in an integrated way, considering the full range of the policy portfolio in the Pact. The Office was developing and testing a flexible approach to respond to these requests. The first step would be an agreement by the Government and social partners to a national jobs pact, based on an integrated consideration of the policy options; this would be followed by tripartite engagement and capacity building; then by a country scan and analysis of the policy responses in the country on the basis of the Pact; and finally by mobilizing the technical capacities from across technical sectors and departments to complement the expertise of the field. Missions to start the process had been made in February 2010 to Bulgaria, Indonesia, Jordan and South Africa. In no case did the Office seek to impose the methodology, which was designed to respond to requests and to be adapted to requirements in countries. It also built on previous efforts and ongoing work. While the scans and analysis were executed in the framework of the Pact, it was up to each country to choose, prioritize and sequence what they wished to do in light of their particular circumstances. The methodology was being pilot-tested and would be reviewed on the outcome of the tests. All ongoing activities engaged between member States and the ILO continued while the methodology was being applied, and the Office would continue to respond to all other priorities indicated, subject to the usual human and financial resources constraints.

65. *The Employer Vice-Chairperson* commented that documents on the ILO and the multilateral system might usefully refer to future events, rather than simply reporting on those that had taken place. For example, the ILO would soon be participating in the G20 meeting in Washington, DC and ensuring that the tripartite message was reflected in the outcome of that meeting.
66. Turning to the discussion of the Global Jobs Pact, the group greatly hoped that the conditions had been put in place for an exit from the crisis and that the world economy had now entered the recovery phase. However, employment recovery was lagging behind economic recovery. Efforts should be made to try to accelerate and stabilize the economic recovery. The credit crunch had been borne by the real, productive economy and while it had hit micro-, small- and medium-sized enterprises the hardest, the entire production chain had suffered. Much entrepreneurial initiative would be required to repair the damage done, and effective financing was essential. As the Director-General had said, it was necessary to focus on both internal and external markets if the recovery was to be transformed into growth. Governments had taken action within the range of their possibilities; there was a risk that inadequate action would simply maintain the crisis, or would result in other structural problems such as overheating of the economy or inflation. Macroeconomic stability was needed in order to conciliate growth and employment.
67. The Employers' group believed that there should be effective, well-administered networks of social protection ensuring fair and transparent distribution of benefits and designed to allow easy return to the labour market. This implied that emphasis be placed on training and retraining to enable workers to make the jump to new technologies and to allow employers to face the challenge not only of green technology, but of new technology in general. The crisis could not be overcome on the basis of the informal economy: decent work could not exist without decent, sustainable enterprises, and these required an enabling environment. The establishment of an environment that would encourage the creation of enterprises and discourage informality called for action at regional and national level. Too often small and micro-enterprises were unable to remain in the formal economy and slipped into informality. The question of what constituted a sustainable enterprise was being studied in the Americas region, with the full involvement of the Regional Office for Latin America and the Caribbean.
68. The group was concerned by the availability of finance. There were three problematic areas: the financing of working capital, which had gone disastrously wrong in the later part

of 2008, the financing of investment, and the financing of foreign trade. Governments must act to restore both internal and external credit flows.

69. The future must be sustainable to avoid future crises. It was clear that an economic model must be developed on the basis of clean technology, with full respect for the fundamental principles and rights at work. The counterpart to this was higher productivity. To achieve this, vocational training and skills training had to be improved, with education more closely linked to the requirements of work.
70. The ILO's contribution to the macroeconomic decisions that would be taken by the G20 or by the multilateral financial institutions was the 2008 Declaration and the Global Jobs Pact. Attention should be focused on the urgent issues of poverty and unemployment, training to facilitate a return to work, social protection, micro- and small-sized enterprises and the informal economy. The Governing Body should look to the future in proactive mode; it should be a living organ of governance, not merely a forum for recounting what had already happened.
71. *A Worker member from Australia* said that the ILO had responded quickly and decisively to the financial crisis. Two challenges were now before the Organizations: management of the effects of the crisis and shaping the future. The ILO had pioneered advocacy of an income-led recovery strategy as the best way to address global inequalities and increase aggregate demand. For this reason, the labour movement had strongly lobbied presidents and prime ministers for the participation of the ILO in the G20 summits. The financial sector was fiercely resisting the necessary changes, and policy-makers had so far failed to show sufficient determination. There was a risk that the response to the crisis would be competitive rather than cooperative. This would imply aggressive national policies to increase countries' export share and would result in wage cuts, export subsidies, export-oriented tax reform and depreciating currencies. Decent work and social justice should be at the heart of a recovery strategy: ILO advocacy was critical in this connection.
72. Governments' policy space to ensure the infrastructure and services required by industry for a strong and balanced economy was increasingly limited because of the way in which the global financial and trading systems operated. The dynamics of global capital markets were forcing a growing number of countries to adopt austerity measures, while expansionary policies and new investment were needed. The Working Party on the Social Dimension of Globalization had been very clear on this point in its debates. The Workers' group endorsed the conclusions to which the Working Party had come and urged multilateral development banks and the United Nations Development Programme (UNDP) to consider increased collaboration with the private sector, employers' and workers' organizations.
73. The Global Jobs Pact was an integrated package, and should not be used in a piecemeal manner. Balanced, sustained growth required higher employment levels, employment security, income levels and distribution, workers' rights and employment conditions. Despite G20 commitments, wages were falling and concessions to the private sector were resulting in competition through lower labour costs. The G20 Labour and Employment Ministers must argue at the G20 Summit (Toronto, 26–27 June 2010) that governments must adopt an aggressive agenda to ensure more robust growth that delivered more and better jobs. Governments must muster the same level of political will that was used to save the banking sector to tackle the jobs crisis, and address the erosion in distributive justice that had contributed significantly to the crisis. Restrictions in many countries of workers' rights to organize and bargain collectively had accentuated the tendency towards lower wages. Labour market deregulation had led to inadequate pay, job insecurity, vulnerability and fear for millions of workers, especially women workers, across the globe.

74. G20 labour ministers must support reforms to global governance. Trade unions welcomed the commitment by the G20 leaders in Pittsburgh (24–25 September 2009) that the “international institutions should consider ILO standards and the goals of the Global Jobs Pact in their crisis and post-crisis analysis and policy-making initiatives”. This implied that IMF and World Bank loan conditions and policy advice should support the Global Jobs Pact. However, some countries that had received IMF financial assistance had been required to curtail wages and pensions and reduce public sector employment to meet specific deficit targets. IMF First Deputy Managing Director John Lipsky had recently stated that governments should now consider reducing public expenditure and liberalizing labour markets. The Workers’ group strongly opposed this line of thinking and questioned the IMF’s and the World Bank’s role as lead agencies responsible for implementing the G20’s new global framework for strong, sustainable and balanced growth. The G20 must endorse a formal role for the ILO in preparing recommendations for the summits on measures required to maximize the expansion of decent jobs as an essential component of a sustainable growth strategy. The G20 must finalize its Charter for sustainable activity, which must incorporate a full Decent Work Agenda.
75. The G20 leaders should agree on an action plan to implement the G20 Pittsburgh commitment to achieve the MDGs by placing decent work at the heart of development assistance. Climate change provided enormous potential for the retention of jobs and the creation of new, green jobs and decent work. The G20 labour ministers must plan for these jobs, which require investment and provision of training.
76. The G20 leaders must recognize that they held 75–80 per cent of the world’s wealth and should debate ways in which to establish a global social protection floor, including in the poorest countries. The Workers supported, with a number of governments, a tax at a fraction of a dollar on financial transactions. This would enable the multilateral system to reconsider the debt owed by the poorest countries, climate-change financing and strengthen the capacity to put in place a social protection floor. The banking community should share in the investment in a fairer, more sustainable future and in the ILO’s vision of a more just globalization.
77. *A Government representative of the United States* explained that the G20 meetings had emerged as a forum for finance ministers in the late 1990s to respond to a series of financial crises in Asia, Latin America and elsewhere. In Pittsburgh, the G20 decided that it should be the premier body to coordinate international economic policy. Also at Pittsburgh the G20, with the strong support of President Obama, agreed that employment should be prioritized in crisis responses to counter the devastating effect the crisis was having on workers. The President proposed that US Labour Secretary Hilda Solis should host a G20 meeting of Labor and Employment Ministers in Washington to maintain focus on employment aspects and analyse the scope of the issues being faced in the G20 countries and to decide whether additional measures were needed to address the labour market crisis.
78. Preparations were progressing well for the Washington meeting, and the ILO had generously extended facilities for a preliminary meeting, to take place following the Governing Body, of G20 Labour Sherpas. Very significant inputs had been requested from the ILO, and there would also be inputs from the OECD. The ILO would be providing analysis of the policies that had been applied to address the crisis, profiles of each of the G20 countries, highlighting some of the more innovative or noteworthy policies implemented. The speaker stressed that this was not to be seen as an additional burden on the Office, but was entirely part of the follow-up to the Global Jobs Pact. Inputs to the G20 meeting would come from other countries as well, for example the Global Governance Group, a group of 23 countries wishing to play a constructive role and interact with the G20. In January, the G20 Labour Sherpas agreed on an extensive, three-phase consultation

with employers and workers as part of the preparation for the Washington, DC meeting. The United States had already held the first stage of these consultations, at the national level, as had many of the G20 countries. The second stage would take place in Geneva, on the Friday afternoon after the conclusion of the Governing Body, at which Employer and Worker representatives and representatives from G20 countries could meet at the international level. The third stage would take place in Washington, DC on 19 April, in the form of a consultation with the most important organizations and other organizations representing employers and workers.

79. The G20 Labour and Employment Ministers meeting would provide the ministers with an opportunity to understand the challenges in their countries and globally, to see what measures had produced results and which had failed to do so. The meeting would produce very concrete recommendations to the G20 Heads of State in Toronto.
80. *A Government representative of Tunisia*, speaking on behalf of the Africa group, thanked the Office for the assistance provided, through the Regional Office for Africa, in the holding of the First African Decent Work Symposium (Ouagadougou, 1–2 December 2009), which was part of the implementation process of the Global Jobs Pact. A number of African Heads of State had participated, together with labour ministers, the social partners, and an important ILO delegation including the Director-General. The Symposium produced a pan-African road map implementing a new approach based on sustainable development and employment-based recovery. Stress was laid on developing partnerships, respecting fundamental principles and rights at work, promotion of social dialogue, information on the labour market and employment services, development of medium, small and micro-enterprises (MSMEs), continuous upgrading of skills, social security and the fixing of minimum wages.
81. The Symposium also identified means of strengthening employment-led national recovery strategies and of integrating them with UN development assistance programmes, and those of the African Development Bank, the World Bank and bilateral cooperation projects. The strategies implemented by African leaders required strong support from the Office and from social and economic development actors, especially the social partners. The action undertaken should be coherent and coordinated. The African group stressed its commitment to the effective implementation of the conclusions of the two important meetings that had been held in Ouagadougou and was confident that the Office would do everything possible to apply the road map.
82. *A Government representative of Spain* spoke on behalf of the European Union (EU). The following countries endorsed his statement: the candidate countries, Turkey, Croatia and the former Yugoslav Republic of Macedonia; the countries of the Stabilization and Association Process and potential candidates, Albania, Bosnia and Herzegovina, Montenegro and Serbia; the European Free Trade Association (EFTA) country, Norway; the members of the European Economic Area, and likewise Ukraine, the Republic of Moldova, Armenia and Georgia, as well as the Swiss Confederation.
83. The Global Jobs Pact offered a useful and effective set of tools to reduce the social consequences of the economic and financial crisis and their impact on employment. The EU underlined the conclusions of the February 2010 session of the UN Commission for Social Development, and noted with satisfaction the joint initiatives undertaken with the UN in the Pact as well as the Social Protection Floor, which aimed at promoting coherence and cooperation within the multilateral system. The EU recognized the joint efforts undertaken by the ILO and the UNDP to reduce poverty and create jobs.

- 84.** The EU encouraged greater cooperation between the ILO and the World Bank, recognized the linkages between business, employment and rights at work and was grateful for the joint ILO/World Bank research programme that had been initiated.
- 85.** The EU trusted that the Washington G20 Labour and Employment Ministers meeting would tackle present needs and future challenges provoked by the crisis, above all in developing countries, and with ILO participation.
- 86.** The EU reiterated its commitment to full realization of the MDGs and, taking account of the review of the MDGs by the high-level plenary meeting of the UN General Assembly (September 2010), urged the ILO to continue its work as one of the principal agencies responsible for the realization of MDG 1: Eradicate extreme poverty and hunger, above all by working towards full and productive employment and social security for all, including women and the young. The ILO's Decent Work Agenda could play a major role in this connection.
- 87.** The EU welcomed the activities carried out by the UN System Chief Executives Board for Coordination (CEB) to integrate the Decent Work Agenda within the UN Development Assistance Framework (UNDAF) and include decent work in the One UN Programme. The EU further noted with satisfaction that ILO participation had been primordial in including the Decent Work Agenda in poverty reduction strategies. This was a good example of coherence within the multilateral system. The EU also welcomed the UN General Assembly decision to establish a consolidated UN body on gender, grouping together the four existing entities under a general secretariat. This decision would not stop the other UN agencies from integrating gender equality and the empowerment of women in their mandates, and the EU trusted the ILO would continue to do so, as it had thus far, as well as playing an active role in future debates and giving thought to the future UN gender entity. The EU hoped this body would be established in 2010, and that its secretariat would be given a strong mandate. Its success would depend largely on the contributions and work of all UN agencies, including the ILO.
- 88.** Given the tripartite nature of the ILO and the reaffirmation by the UN General Assembly of the fundamental role played by the private sector in attaining UN objectives, including the MDGs, the EU wished to stress the importance of partnerships with enterprise to achieve these objectives, and to reinforce employment and development strategies. Full respect should be paid to the Secretary-General's guidelines, as revised on 20 November 2009, concerning cooperation between the UN and the business sector.
- 89.** The EU thanked the ILO for highlighting the multidimensional nature of climate change and the social consequences the environmental changes could have. Development and a green economy, based on investment in specific areas should reduce carbon dependency, and create new spaces for economic growth and decent work.
- 90.** A *Government representative of Australia*, speaking on behalf of the Asia and Pacific group of countries (ASPAG), commended the ILO for taking a lead position in employment and social protection issues during the current crisis: the Global Jobs Pact was clearly the key response on employment. UNDP Administrator Ms Helen Clark made this clear by deciding to integrate the Pact into UNDP operational activities. The ILO and the Pact had played a critical role in respect of the G20 countries, by stressing the importance of labour and employment in the wider economic system and especially in this time of crisis. The success of this multilateral engagement lay in its translation into real action, by creating decent jobs. The ILO should use the present momentum and support to consolidate its strategic place within the multilateral community by implementing the Pact through technical assistance. ASPAG supported the implementation activities reported to the ESP Committee and encouraged the extension of these into vulnerable countries

including those in the Pacific region. The ILO needed to demonstrate that the Pact would remain a valuable, post-crisis tool for developing coherent policies centred on jobs and social protection. The ILO should embark on a medium-term strategy to mainstream employment policy across the UN system by demonstrating and reinforcing the link between decent work and the work of the other organizations.

91. A Government representative of Panama informed the Governing Body that the Republic of Panama was carrying out broad fiscal reform on the basis of “he who earns and spends most, pays most tax”. One element of this reform was a review of the educational system to bring it into line with current requisite work skills. This review had, in the past fortnight, resulted in trade union action that was causing considerable disruption in the country likely to impede investment flows. The Government, confronted with this situation, which was led by the National Council of Organized Workers (CONATO) and the public education workers, called on the ILO to act as observers to monitor the situation with a view to finding an amicable solution acceptable to the parties. The unions were opposed to the application by the Government of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and were using the right to strike as a means of coercion.
92. The Government had taken the steps necessary to counteract the effects of the global economic and financial crisis and had in particular concentrated on the political and socio-economic programmes aimed at full employment and improving the lives of Panamanian citizens. Thus, Executive Decree No. 263 of December 2009 fixed a minimum wage for the whole territory; new social security measures meant that citizens above the age of 70 who had no pension now had a basic minimum income; police salaries were increased; subsidies were being put in place to support primary and basic education in public sector schools, while further funds were made available to young persons aged between 18 and 29, to pay for their basic subsistence needs while pursuing training; Act No. 42 of 2007 laid down that at least 2 per cent of posts in the public service must be filled by disabled workers. Regarding the minimum wage, the Government had engaged in social dialogue with the employers and workers, and had undertaken an in-depth analysis of the social and economic situation before proceeding to legislate. The minimum rate modified all salaries beneath the amount stipulated, but did not affect salaries above that amount. 60 per cent of the workforce had benefited from a wage rise. The Government had also undertaken action aimed at eradicating child labour and protecting young workers. It had concluded the elaboration, in coordination with the ILO, of a road map to eliminate the worst forms of child labour by 2014 and all child labour by 2020.
93. As part of its social security programme, the Government had begun consultations and analysis to bring its internal regulations governing maritime work into line with the Maritime Labour Convention, 2006, ratified by Panama on 6 February 2009. Panama requested ILO technical assistance in the drafting and amending of the legislation in this connection. To date, including Panama, seven countries had ratified the instrument, which required a further 23 ratifications before entry into force.
94. Work was progressing on the enlargement of the Panama Canal with full respect for decent work principles. This undertaking would generate, directly or indirectly, between 3,000 and 5,000 jobs. The Government hoped that these jobs would benefit Panamanian workers and foreign workers alike, but requested the ILO to take steps to monitor the enterprises responsible for the work to ensure that they did not replace national workers with foreign workers on the pretext that these were reliable employees with the skills and capacities required, and that the position of the Ministry of Employment and Labour Development in this respect should moreover not be used to impute to the Government the blame for any inconvenience or delay that might occur before completion of the work.

- 95.** *A Government representative of France* endorsed the statement made on behalf of the EU. He congratulated the Office on the work accomplished thus far. He especially welcomed the information provided by the Government representative of the United States regarding the forthcoming G20 meeting of Labour and Employment Ministers. President Obama of the United States, by introducing universal health-care legislation in his country had resoundingly demonstrated his will to humanize the economy. The President would certainly encourage the G20 April meeting to make bold recommendations to be carried forward at the Toronto G20 in June 2010.
- 96.** *A Government representative of the Bolivarian Republic of Venezuela* said his Government agreed that the current priority was to generate jobs. He noted that the Pact stressed that economic recovery must be based on sustainable production models, capable of guaranteeing decent work, dignified living conditions and full respect for fundamental human labour rights and for the environment. The Bolivarian Republic of Venezuela endorsed the aspirations of the countries of the Non-Aligned Movement in calling for a profound revision of the policies and functioning of the economic, commercial and financial multilateral bodies. This task should not be undertaken by those holding direct responsibility for the current social, economic and environmental calamity, but should be led by the UN, which should also be reformed to ensure greater democracy. The right to veto should be abolished. Contrary to the UN's principal objective, its effect impeded world peace. In promoting the Pact, the ILO must display full support for the work of the UN Commission on Financial Reforms.
- 97.** *A Worker member from South Africa* stressed the role of the ILO in ensuring the economic recovery included social principles. The Pittsburgh G20 had given labour and employment ministers the opportunity to demonstrate their importance and relevance in this time of crisis, and to influence national policy-making. They should recognize the need, especially in Africa, for income-led growth, and reinforce wage-productivity linkages. An integrated, rather than a piecemeal, approach was essential, and labour and employment ministers should use the upcoming G20 in Washington to promote the Global Jobs Pact. The Workers expected different behaviour from the IMF and the World Bank. A new approach was required, as the old one had proved defective.
- 98.** *A Government representative of Brazil* said his country believed that all governments, with their social partners, and the multilateral system should promote the Pact. Brazil supported easier credit for vulnerable countries. The ILO presence at IMF meetings and its cooperation with the World Bank had highlighted the need for employment-led recovery. Brazil, working with the ILO and other supporting organizations, had thus presented a programme at the June 2009 meeting of the UN Economic and Social Council (ECOSOC) with a view to placing the Pact on its agenda. Brazil believed that job creation should be at the heart of recovery from the crisis. Social security systems so far only benefited 25 per cent of society, but Brazil had found support programmes to be very useful in limiting the impact of the crisis on the poorest. The four strategic pillars of ILO action were essential in combating the crisis. These goals should be promoted throughout the multilateral system in a coordinated manner. The ILO, with its tripartite structure, should be at the centre of the discussion on the review of the MDGs, to begin later in 2010 in New York. The ILO's participation in the multilateral system, in particular with UNDAF, should be reinforced to promote development and stress the need for social dialogue in overcoming social and economic challenges.
- 99.** *A Government representative of Egypt* said his Government had taken a number of measures to ensure jobs were preserved and to reduce the employment repercussions of the crisis. The Ministry of Labour and Immigration aimed to protect the rights of Egyptians abroad and had taken steps to reduce the immediate effects of the crisis on the Egyptian population. Economic recovery had begun, but was slow; labour market recovery was

slower still. 2010 had seen the establishment of a national plan to boost employment. The speaker hoped the ILO would support programmes that had already been initiated, such as those to improve the condition of women and young persons at work. Productivity must improve and for this to happen and vocational training should be reinforced. The Arab Employment Forum (Beirut, 19–21 October 2009) had launched several action plans to enhance employment opportunities in Africa on the basis of the Global Jobs Pact.

- 100.** *A Worker member from Belgium*, speaking on behalf of the workers of the European region, noted with regret that, despite firm declarations to the contrary, the financial system that was being established seemed even worse than the system in place before the crisis. Were hedge funds to be allowed to run riot through their market-destabilizing strategies as previously? The Workers fully supported the anti-crisis measures adopted by governments in support of the Global Jobs Pact. The news of decisions, prompted by recent forecasts and, shortly to be confirmed, by the recent European Council Meeting of the Ministers of Economic and Financial Affairs (ECOFIN) to begin to withdraw the temporary support measures, beginning for the EU as a whole in mid-2010, was profoundly disturbing. To implement an exit strategy, against the recommendations even of the IMF, when the social crisis was worsening daily would be catastrophic. The Governing Body should launch an appeal to the EU, recognizing the tremendous efforts made thus far and urging consideration of the dramatic consequences of activating an exit strategy at this point.
- 101.** *A Government representative of Nigeria* stressed the valuable contribution that the Global Jobs Pact was making to crisis recovery. The Pact should be implemented integrally, together with changes to the financial markets. Nigeria observed the time lag between economic recovery and employment recovery. Stimulus packages should be applied to the labour market in the same way as they had been applied to the financial sector. The ILO should continue to study the measures put in place by its member States, with a view to evaluating the effectiveness of the countercyclical policies implemented and to providing guidance on this basis. The systemic structural issues that pertained in many member States should be addressed through institutional capacity building, and the ILO should turn its attention towards income stabilization tools to operate in concurrence with the social protection policies in the Pact. Tax regimes directly influenced job creation in the private sector. Individual countries should consider this means of encouraging investment. In Nigeria, investment in export processing zones (EPZs) was seen as key to generating employment. The Government looked forward to working with its social partners to decide on practical means of moving rapidly from crisis to recovery.
- 102.** *A Government representative of Bangladesh* recognized the need for greater interaction within the UN system to give effect to the Global Jobs Pact and noted the commitment demonstrated by ILO constituents and other multilateral partners to promote decent work principles as part of the crisis recovery strategy and towards achieving a fairer globalization. The CEB tool kit would be useful in translating this commitment into outcome. Attention should be paid to the specific situations in countries. Much discussion had centred on the effect of the crisis on attainment of the MDGs. Coordination within the UN system was essential if the goals were to be attained, or if the achievements so far were not to be reversed. It was therefore encouraging to see greater responsiveness to the ILO's work among international financial institutions, especially regional development banks. Part of the crisis response had been to increase the resource base of these institutions substantially. The ILO should target the flow of these enhanced resources to gauge their impact on employment-led, sustainable recovery in member States. The need for additional resources for social programmes and for productive infrastructure was critical. The ILO had usefully promoted green jobs, for example in a side event at the UN Climate Change Conference (Copenhagen, 7–18 December 2009), and should continue to do so at regional and national levels. Prudent macroeconomic management and stimulus by the Government

of Bangladesh had helped the country to avoid the worst impacts of the crisis. Foreign direct investment was showing some signs of growth. The Government had prioritized industrial relations management and skills development in its new poverty reduction strategy and had requested ILO technical assistance in this. It was ready to take the ongoing tripartite consultations forward to give effect to the policy options in the Pact, in line with national development priorities. As the Director-General had pointed out, the concerns of countries with limited policy and fiscal space should retain the attention of the Governing Body long beyond the crisis recovery stage.

- 103.** *A Worker member from Colombia* said that the Latin American and Caribbean region was characterized by poverty, social exclusion, unemployment, informality, huge shortfalls in social security, housing, health services, education, public services and drinking water. The workers believed that the only way out of poverty was through employment, decent stable work that was fairly remunerated. Subsidies and assistance, though important in a crisis context, were not the way out of underdevelopment. Practical measures must be sought to bring about sustainable recovery. Bold and creative thinking was required. It would be naïve to believe that self-employment and the transformation of young people into entrepreneurs was a serious solution to the current problems. The best solution would be to establish an alternative development model, particularly for developing countries, from where millions of workers emigrated in search of work, fleeing from poverty and the lack of a future. Finally, the speaker wished to reply to the Government representative of Panama, who appeared to have suggested that the right to strike was used arbitrarily by workers. This was not the case; strike action was always taken as a last resort. In this connection, he also recalled that the ILO had set out standards for minimum wages and for the elaboration of wage policies.
- 104.** *A Government representative of Tanzania* said his Government had put in place a number of strategies inspired by the Global Jobs Pact, including the extension of social protection and promotion of fundamental principles and rights at work. There was a general need for more results-based programmes, particularly in areas seen to present chronic obstacles to implementing the Pact, such as the lack of an efficient labour inspection system in developing countries. Without these systems, there was little way of knowing whether legislation was being complied with or not. The ILO should provide technical cooperation to member States to assist them in establishing such systems. Overall, the Government supported the position of the Workers' group.
- 105.** *A Government representative of Italy* highlighted three questions relevant to ILO action in the multilateral system. Firstly, the question of how to manage the budget deficits of many countries if their exit strategies involved the printing of more banknotes. This would result in inflation, which would have a severe impact on real wages around the world. Secondly, the question of fiscal stabilization with the aim of increasing or safeguarding purchasing power; in many countries this implied a choice between income taxes and consumer taxes. The OECD was suggesting a shift to consumer taxes. Thirdly, how to manage a shift from short-term financial investment to long-term investment, to stabilize the economy and link wages to productivity. While the ILO had no specific mandate on this issue, it should remind the relevant multilateral institutions of the severe impact of this unresolved issue on the real economy and growth.
- 106.** *A Worker member from Australia* reiterated her support for the policy statement made by the Director-General at the outset of the debate, which had been firmly endorsed by almost all speakers. The Global Jobs Pact was not just a crisis-recovery package, but a model for strong, sustained and balanced economic development, and a means of preventing another "boom and bust" cycle. The Workers' group supported the review process that would begin at the 99th Session of the Conference (June 2010) with the discussion on the recurrent item of employment. If employment and social protection were to be integrated

into macroeconomic policy, the ILO must be equipped with the tools that other institutions such as the IMF or the OECD had for making recommendations and offering advice. The speaker hoped that the June discussion would suggest a mechanism to ensure promotion of the growth model set out by the Pact. Members from Africa in particular had called for assistance, backed by the multilateral system, in implementing the Pact. To rebuild the world economy required the multilateral system to back the poorest countries in a sustained manner. This was a message that G20 governments present should take to the Washington, DC Labour and Employment Ministers meeting. Coherence was all-important and capacity building both for ILO staff and for constituents should ensure that the Organization and its constituents spoke of the Pact with one voice. The Government representative of Italy had raised the question of managing the deficit, achieving fiscal stabilization and maintaining wages, without provoking inflation. The Workers' group was fully aware of the perils of inflation, but believed that inflationary targets should be more flexible under current circumstances, as the IMF was suggesting. As set out by Mr Somavia, an income-led strategy was needed, to construct aggregate demand and generate growth in the economy, with a more flexible attitude towards inflation.

- 107.** *The Employer Vice-Chairperson* expressed general agreement with much raised by the Worker Vice-Chairperson, and recognized the need for coherence. The approach should be pragmatic. Macroeconomic stability was essential and, to attain this, the State had an undeniable role. The Employers wanted growth, investment, competition, productivity, technology and policies that freed credit flows, especially to small enterprises. They recognized the need for decent, productive employment, with well-administered social protection systems. As well as an overall vision, the problems should also be considered regionally and locally.
- 108.** Green jobs and climate change would involve looking at new technologies, which in turn would impose training requirements; this was a strategic objective common to all groups. Social protection systems, which would be the subject of a forthcoming recurrent discussion item at the International Labour Conference, should not be viewed simply as crisis tools, but should have in-built fiscal sustainability, given the realities in each country. Many problems had been discussed in the Working Party on the Social Dimension of Globalization in this connection, including demographic issues. An overall vision was needed, and the Office could help provide this. Employment should be considered from all its angles, including that of employment migration, but with a focus on employment of young persons and entrepreneurship.
- 109.** The Global Jobs Pact provided an important set of tools, and cooperation should be pursued with the multilateral organizations. The Working Party had provided an opportunity to work with a regional development bank and with the UNDP. In implementing the Pact, regional development banks and the UNDP should adopt a common strategy, working on the ground. The ILO faced a considerable challenge ahead, in its cooperation with the G20 countries; however, this challenge extended also to the G20 social partners. Tripartism was all-important and should not be paid simple lip service. The workers and employers should be included in seeking solutions to the crisis, and their assistance in matters of investment, enterprise creation, assistance in training, social protection and generating employment could prove invaluable to recovery.
- 110.** In closing, the Employer Vice-Chairperson expressed support for the suggestion by the Industrial Market Economy Countries (IMEC) group that, as part of its reform, the Governing Body should hold a concentrated, themed discussion at each of its main sittings.
- 111.** The Director-General took great satisfaction from the fact that the Global Jobs Pact was valued by all countries. The exercise undertaken had shown the ILO's capacity to gather information on policies that were being applied, and information on how successful these

were proving. It should be possible to expand this process, with member States as the principal actors in providing information, and the Office as the organizing element. This would greatly increase the ILO's policy knowledge base and go further than the country scans already in place.

- 112.** It was also good to know that the ILO and its constituents had partners in the implementation of the Pact. The ILO was principally a policy-orientated institution, not a development-cooperation institution. Thus, the presence of a regional development bank and of the UNDP offering support for the Pact was of great importance. As the UNDP Administrator said, her Organization had decided that its contribution to crisis recovery would be to promote the Pact. The UNDP was present in 135 countries, which meant that the Governments of those countries could turn to the UNDP and ask for assistance. Governments should take advantage of this opportunity. It was to be hoped that the IMF and the World Bank would also pledge support for the Pact as a crisis-recovery and developmental tool.
- 113.** Many speakers had stressed the regional dimension of the crisis and the importance of regional cooperation. This was one of the ILO's strong points – that it had a regional structure, with Regional Directors in Africa, Asia-Pacific, the Americas and in Europe. The Office would continue to take account of a world organized increasingly on a regional basis.
- 114.** 2009 had essentially been a governmental year. The question had been whether governments could save the financial institutions. Now different challenges must be faced, such as avoiding wage recession. Social dialogue was thus of paramount importance in revitalizing the real economy. The previous development model had proved deficient and a new model, which increased the employment intensity of growth, was needed. The real actors of the economy must play a part in the design of this model.
- 115.** *The Chairperson* stressed the comprehensive but flexible nature of the Global Jobs Pact. She suggested that, at the next Governing Body session that would discuss progress with implementation of the Pact, given the very warm reception to the event organized by the ILS with the participation of Brazil and France, a further two countries be invited to recount to the Governing Body concrete steps they were taking to implement the Global Jobs Pact.
- 116.** *The Governing Body took note of the reports.*

Fifth item on the agenda

REPORT OF THE COMMISSION OF INQUIRY ESTABLISHED TO EXAMINE THE
COMPLAINTS CONCERNING THE OBSERVANCE BY THE GOVERNMENT OF
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)
(GB.307/5)

- 117.** *The Chairperson* recalled that the report of the Commission of Inquiry had been communicated to the Government of Zimbabwe on 21 January 2010, and that the Government had three months in which to indicate whether or not it accepted the recommendations set out in the report, or whether it wished to refer the matter to the International Court of Justice.

118. A *Government representative of Zimbabwe* said that her Government confirmed that it had received the report and took note of its recommendations. A reply focusing on four main aspects would be communicated to the Governing Body within the period allowed. She thanked the ILO for the technical assistance it had provided to her Government.
119. *The Worker Vice-Chairperson* said he welcomed the fact that goodwill and cooperation had made it possible to instigate what should be regarded as a longer term process, as the problems facing the country would not be solved in the short term. He hoped that the Government of Zimbabwe would cooperate fully so that there would be in the end another example in southern Africa of a country successfully overcoming its difficulties.
120. A period of national reconstruction would be required and, in that process, the ILO's supervisory bodies and the Office should have an opportunity to give their assistance and advice to ensure that the structure that would be put in place would benefit everyone, especially those living and working in the country. That assistance would be especially necessary in the context of amending the Public Order and Security Act (POSA) and drawing up a new Constitution.
121. The speaker expressed the hope that Zimbabwe would show its acceptance of and willingness to implement the recommendations contained in the Commission of Inquiry's report. The Workers were especially concerned about continued threats and repressive measures directed against trade union leaders who, in some cases, had been obliged to seek refuge in other countries. Trade unionism had to be recognized as one of the very foundations of the democratic process, and the international community of workers would support any worker or union official who suffered threats or harassment. In a country that wanted to set an example for the rest of Africa, it was not acceptable for union meetings to be interrupted or for the organizers of those meetings to be threatened. Under those circumstances, the Workers' group recommended that the seven very specific recommendations set out in the report be accepted, as they contributed to the implementation of Conventions Nos 87 and 98.
122. Lastly, the speaker thanked the Commission for all its work and assured it of the cooperation of the Workers' group in trying to ensure a better future for Zimbabwe's workers and their families. He appealed to the constituents and governments, including those of the region concerned, and the ILO, to take whatever measure were needed to assist the Government and people of Zimbabwe in implementing the recommendations, if necessary with technical assistance and advice. He hoped that the presence of representatives of the Government of Zimbabwe in the Governing Body room marked a return to constructive relations.
123. *The Employer Vice-Chairperson* also welcomed the presence of the Government of Zimbabwe, and said he hoped it betokened a genuine willingness to resolve the problems examined by the Commission of Inquiry and which centred around violations of Conventions Nos 87 and 98. No ILO member State could flout the fundamental principles and rights at work or fail to apply the Conventions which it had ratified. Its employment and production systems and its social set up had to be based on the fundamental principle of respect for liberty. The speaker emphasized that he would have preferred the Government of Zimbabwe to undertake to eliminate all the problems that had led to the present situation. The Organization now needed to collaborate to ensure the effective observance of freedom of association in Zimbabwe. For the Government, what was needed was a plan of action and genuine willingness to overcome the problems.
124. A *Government representative of Spain*, speaking on behalf of the European Union; candidate Members Turkey, Croatia and The former Yugoslav Republic of Macedonia; possible candidate Members, the stabilization and accession countries Albania, Bosnia and

Herzegovina, Montenegro, and Serbia; Member of the European Free Trade Area which is part of the European Economic Area, Norway; Ukraine, the Republic of Moldova, Armenia, Georgia and Switzerland, which associated themselves with the statement.

- 125.** The European Union was pleased with the report of the Commission of Inquiry, which was the outcome of a process started at the 97th Session of the Conference during which, in accordance with article 26 of the ILO Constitution, complaints had been lodged for alleged violation of fundamental rights in Zimbabwe, in particular trade union rights and the right to collective bargaining. The report referred to acts of intimidation, arrests of trade union leaders, and discriminatory practices against trade unions, and concluded that there was a systematic disregard of fundamental Conventions. The European Union appealed for the comprehensive application of the Global Political Agreement signed by the principal political leaders, and urged the Government of Zimbabwe to ensure that the fundamental rights, including those of association and collective bargaining, were fully respected. The European Union acknowledged the efforts made by the Government and supported the economic reforms, but was still concerned about the pace of change. The Commission of Inquiry had been given the support of the European Union, which called on the Zimbabwe authorities to give effect to the recommendations contained in the report, in accordance with article 29, paragraph 2, of the ILO Constitution. It also called on the Office, with its presence in Zimbabwe, to monitor the observance by the national authorities of the recommendations relating to Conventions Nos 87 and 98 contained in the report.
- 126.** *A Government representative of the United States* welcomed the presence of representatives of the Government of Zimbabwe in the room. He regretted that the discussion on the violation of the rights of workers in Zimbabwe had become necessary, and emphasized that the report of the Commission of Inquiry for the first time highlighted the situation in the country and revealed the acts of intimidation, harassment, arrests, detentions and even torture of trade unionists that had been carried on systematically over a period of more than ten years. The economic situation of the country was catastrophic, and there was no doubt that the maltreatment of the workforce was a major factor in the decline in production and collapse of the economy.
- 127.** The speaker accordingly called on the Government to adopt in full and without delay the recommendations made by the Commission of Inquiry. The Government could, for example, take immediate steps to give effect to the second of the recommendations and undertake to establish suitable procedures to implement the others. He called on the Governing Body to monitor closely the measures and commitments taken on by the Government in response to the report. Lastly, he hoped that a new era of democracy, growth and justice was dawning for Zimbabwe.
- 128.** *A Government representative of Egypt* said that she was convinced that the presence of the Government of Zimbabwe testified to the importance it attached to the report and to its willingness to give effect to it. She called on the ILO to continue its cooperation with the Zimbabwe authorities so as to improve working conditions in the country, which would also make it possible to create an environment favourable to trade union activity.
- 129.** *A Government representative of Australia* once again appealed to Zimbabwe to respect human rights and the rule of law. Australia was very concerned by the conclusions of the Commission of Inquiry, according to which Zimbabwe continued systematically to violate Conventions Nos 87 and 98, and endorsed the recommendations of the Commission of Inquiry that the Government should take immediate steps to put an end to all anti-union practices and to strengthen the rule of law and the role of the courts. Australia endorsed the conclusion of the Commission of Inquiry, that Zimbabwe's Human Rights Commission and the Organ for National Healing and Reconciliation would be able to play a major role in enabling trade unionists and the perpetrators of violations to participate in the national

process of truth and reconciliation. Lastly, Australia endorsed the call of the Commission of Inquiry for the Human Rights Commission to be made operational and adequately resourced, and hoped that Zimbabwe would apply the recommendations of the Commission of Inquiry in good faith, protect the right of association and thereby lay the foundations of respect for human rights and the rule of law.

- 130.** *A Government representative of Canada* expressed concern at the serious violations of the right of freedom of association and the right to organize, which were vital for a democratic society. Canada shared the view that only a free and independent trade union movement could develop a climate of respect for the fundamental rights, and was concerned at the continued arrests, detentions and various other practices directed at trade unionists, more specifically the discriminatory application of the POSA.
- 131.** Canada urged the Government to adopt without reserve the recommendations contained in the report of the Commission of Inquiry, which included bringing existing legislation into line with the Conventions concerned. It was noted that the recommendations were in line with the provisions of the Global Political Agreement, which emphasized the importance of freedom of assembly and freedom of association.
- 132.** Canada also called on the Government of Zimbabwe to make the Zimbabwe Human Rights Commission operational as quickly as possible, and to ensure that workers, employers and unions could carry on their activities and exercise the rights guaranteed by Conventions Nos 87 and 98.
- 133.** *A Government representative of South Africa* took note of the report of the Commission of Inquiry, and welcomed the presence of representatives of the Zimbabwean Government. He assured Zimbabwe of South Africa's continued cooperation, and pledged that the cooperation agreement concerning economic migrants from Zimbabwe to the Republic of South Africa would be extended and brought up to date. Lastly, he commended the work done by the Commission of Inquiry in the face of a complex and difficult situation.
- 134.** *The Governing Body took note of the report presented.*

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.307/6)

- 135.** *The Ambassador of Myanmar* recalled that, in its visit to Myanmar, the ILO delegation had met the Minister of Labour, the Government Working Group for the Elimination of Forced Labour, and the Government Commission for the Prevention of Recruitment of Minors. The delegation also met members of the families of farmers in the district of Aunglan who had been sentenced to imprisonment for trespassing on and damaging the property of others, not for their past activities, and who had been freed by a decision of the Supreme Court, thus eliminating one point of contention with the ILO. The main outcome of the visit had been the extension of the Supplementary Understanding by a further year. The complaints mechanism was working properly. In 2009, only five complaints had been presented, compared to 12 in 2008 and 11 in 2007. The reduction was due to the greater awareness of the civil and military authorities, better public information on the complaints mechanism and on forced labour legislation, and safeguards for persons lodging complaints. The brochure that was being written in simple language would help to inform the population. The number of complaints presented in connection with recruitment of

minors was in decline. These complaints could be presented through the mechanism referred to previously or transmitted directly to military establishments and recruitment centres without any obstruction from the military. Since the creation of the Government Commission, some 344 minors had been returned to their parents or guardians and 102 military staff had been prosecuted. In 2009, 100 minors had been returned to their families. In 38 of these cases, the complaints had been made through the mechanism in question. The Government Commission would finalize a plan of action in close collaboration with a number of bodies including UNICEF and the United Nations High Commissioner for Refugees.

- 136.** In February 2010, workers in 16 textile factories in industrial zones in Yangon Division occupied their premises to demand wage increases and pursue other demands. That action was undoubtedly triggered by the recent pay increase awarded to government employees. The agreement that was reached without violence was clear evidence of the priority that had always been given to workers' interests. The delegation also examined, with the working group, the principles on which preliminary draft trade union legislation should be based in the light of Convention No. 87. The new text for the Constitution guaranteed the rights of citizens to express their convictions and opinions freely, and to assemble peacefully and form unions and associations. Workers' associations would come into existence once the new Constitution entered into force.
- 137.** The speaker welcomed the fact that the Government had been given the opportunity to formulate its observations in good time on the draft report of the Liaison Officer, in accordance with paragraph 6 of the Supplementary Understanding. The opinions and factual information contained in that report showed that there had been objective and constructive collaboration up to a point. The speaker asked the Liaison Officer to continue working with the Government transparently in order to avoid the formula of mixing positive and negative in the report and adding a few controversial elements. The Government had identified the problem of eliminating forced labour in its various manifestations and was confident that it would be overcome in time with sufficient political will and determination.
- 138.** *The Worker Vice-Chairperson* welcomed the fact that there had been an opportunity to exchange points of view with the Ambassador on issues of concern to the Workers and on initiatives considered by the Government to be successes. One of the Workers' concerns was the disparity between the version of events related by the authorities and the information provided by the Liaison Officer. The speaker considered that the real reason for the spontaneous strikes was the acute necessity for workers to be able to form independent organizations freely and express their views on issues relating to governance in the workplace. In Burma/Myanmar, workers' representatives should not be regarded as traitors and forced out of the country. Geopolitical interests should not be allowed to take precedence over human values and human rights. The speaker acknowledged that efforts had been made, but most of the conditions established in the report of November 2009 had not been met. The report noted that the question of the request for an advisory opinion from the International Court of Justice remained pending and could only be set aside if Burma played its part by, for example, agreeing to a greater ILO presence in the field. The Government needed to understand that the motive of the Workers' group was to help to promote democracy in the country and defend workers' rights. That was also the way it should be understood by the neighbouring countries. The Government needed to make greater efforts to act in good faith, for example by ensuring that the nomination of workers' representative for the Burma/Myanmar delegation to the ILC followed democratic procedures as required by Conventions Nos 87 and 98. The Government also needed to deal with the task of organizing future political elections.

139. The Workers' group, concerned in particular by the possible violations of human rights, recalled the statements made by the Ambassador on the elimination of forced labour; it wanted the words to be matched by deeds. Given the strong interrelationship between the issues of freedom of association and forced labour, and mindful of the fact that Burma/Myanmar would not be able to achieve the goal of eliminating forced labour without some help in establishing the right of freedom of association and the right to collective bargaining, the Workers' group wished serious consideration be given to the possibility of setting up a Commission of Inquiry on Burma/Myanmar as a matter of urgency. Forced labour had to cease. The Workers' group was aware that, since November 2009, some 65 new cases of forced labour, not five, had been reported. It was essential to publish the brochure on which the Liaison Officer had reached an agreement and which would be written in a language easily understood by the entire population of Burma/Myanmar. The Workers' group urged the Office to continue with its efforts to promote the recommendations of the Commission of Inquiry and other decisions adopted by the ILO's supervisory bodies. If, once elections had been held, it became clear that the advances had not been real, the Workers' group would be obliged to insist on adopting the approach considered in November 2009.
140. *The Employer Vice-Chairperson* thanked the Liaison Officer for the information he had presented and the continued dialogue, and also expressed gratitude to the Ambassador of Myanmar for the exchanges that had been intended to clarify aspects of the issues still pending. The positive steps that had been taken, for example, in relation to the Supplementary Understanding, had to some extent been offset by the bureaucratic obstacles in the way of an enhanced ILO presence in the country. The recruitment of child soldiers was an issue that continued to be of concern to the Employers' group. It should be possible to ascertain precisely what the situation was, given that the issue was one that concerned national, rather than local, authorities. There were still cases of reprisals following complaints or requests for the Office to take action. It was clear from that fact that there was no cultural or political perception of the notion that the elimination of forced labour required a willingness on the part of the Government to eliminate it and that it was possible to report instances of forced labour without having to suffer persecution or penalties of any kind. The ILO had already sought the release of all prisoners whose sentences had been connected with such complaints. All individuals who contributed to force labour had to be punished, as the practice would not be eradicated as long as impunity persisted. The speaker drew a parallel between two levels of reality. On the one hand, forced labour was a fact of life in Myanmar and needed to be rectified in accordance with the ILO's standards. On the other hand, freedom of association and collective bargaining were rights which had to be assured by institutional mechanisms with the help of the ILO. The Employers' group urged the Government of Myanmar to seek assistance from the ILO in creating an appropriate legal framework and to ensure that national laws and regulations were in conformity with the principles of Convention No. 87.
141. *A Government representative of Spain* spoke on behalf 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 (EFTA), which is part of the European Economic Area. Armenia, Georgia, the Republic of Moldova and Switzerland also aligned themselves to the statement.
142. The European Union remained deeply concerned by the deteriorating human rights situation in Burma/Myanmar as it was described in the reports of the UN Special Rapporteur on the situation of human rights in Myanmar, and in a number of resolutions recently approved by the Human Rights Council and the General Assembly with the support of the EU. It noted the continuing restrictions on freedom of association.

Burma/Myanmar would only achieve stability, prosperity and national reconciliation through inclusive political dialogue leading to free, fair, transparent and credible elections. As a preliminary step, more than 2,100 political prisoners would have to be released. Some of the laws enacted recently concerning the elections due in 2010 contained elements suggesting that the conditions for an inclusive political process were not being met. The EU urged the Government of Burma/Myanmar to rectify the legislation in question and allow full democratic participation in the forthcoming elections.

- 143.** The EU continued to be seriously concerned by the issue of forced labour, including forced recruitment into the armed forces, inappropriate use of prison labour and the recruitment of child soldiers, both girls and boys. It was essential to establish a mechanism through which the victims of forced labour could seek redress. The EU reaffirmed the importance of collaboration between the ILO and the Burma/Myanmar authorities in combating forced labour, and welcomed the recent mission headed by the ILO Executive Director, the extension of the Supplementary Understanding for a further year, and other positive developments such as: the increased number of complaints, even if public awareness of the available remedy was limited, the authorities continued to harass complainants and courts treated them as criminals; the agreement signed by the authorities in January 2010 with a view to publishing a brochure in local languages on rights and procedures in connection with forced labour; and the imposition of prison sentences for the first time in December 2009 for military personnel found guilty of forced labour practices. The EU took note of the release of 13 complainants and called for the release as a matter of urgency of another three and of the ILO Facilitator, U Zaw Htay, in accordance with the request made by the Governing Body in November 2009. The EU urged the Government of Burma/Myanmar to adopt the necessary measures to reach an agreement, within the army, between the central and local authorities and the judiciary, that the exaction of forced labour is an offence that must be progressively eliminated, that Legislative Order No. 1/1999 must be fully applied, and that the policy of using prison labour must be reviewed. It also urged the authorities to put an immediate end to the recruitment and use of girls and boys as soldiers in blatant violation of international law. The EU urged the Government of Burma/Myanmar to continue its collaboration with the Special Representative of the UN Secretary-General on the issue of children in armed conflicts through an action plan together with the UN Country Task Force for Monitoring and Reporting under Security Council resolution 1612 on Children in Armed Conflict, and to facilitate access for the Task Force to non-state armed groups with the aim of negotiating joint action plans that would make it possible to eliminate the practice.
- 144.** The EU thanked the Office and the Liaison Officer for their tireless efforts to engage and support the Burma/Myanmar authorities in dialogue with the aim of ensuring the full application of Convention No. 29 and the ensuing obligations in the area of human rights and fundamental freedoms. The EU requested the Burma/Myanmar authorities to further improve their collaboration with the Liaison Officer and the Office and to issue the necessary visa for the new ILO official without delay. Lastly, the EU urged the neighbouring countries and the ASEAN, in particular through the new Intergovernmental Commission on Human Rights, to intensify its efforts in support of Burma/Myanmar in eliminating forced labour and promoting national reconciliation.
- 145.** A *Government representative of Thailand* welcomed the continuing dialogue and collaboration between the Government of Myanmar and the ILO. The extension of the trial period of the Supplementary Understanding was a sign of commitment on the part of the Government to eliminating forced labour in the country. In order to achieve that, it was essential to raise awareness among government officials and the general public. To that end it was essential to raise awareness among government officials and the general public on their rights, national legislation, the prohibition of forced labour and the complaints mechanism. The brochure which the Government had agreed to publish should be made

available quickly, especially in rural areas and locations where many complaints were presented. Recently, some 65 complaints had been received, of which 35 had been submitted to the Task Force. The Government would need to examine those complaints attentively and find satisfactory solutions. The speaker called on the Government of Myanmar to redouble its efforts to deal with the problem of forced labour.

- 146.** *A Government representative of Singapore* welcomed the extension of the Supplementary Understanding, and noted that the Government of Myanmar had shown its interest in establishing a framework for the recognition of the principles of freedom of association and the right to organize and collective bargaining, and had sought the opinion of the ILO on the appropriate conceptual foundations of the draft law on trade unions with a view to the elections due to take place in 2010. There were many examples of neighbouring countries with labour standards based on consensus which favoured a healthy social climate and economic progress. In Singapore, tripartism was a key to development. The speaker commended the work done by the Liaison Officer in his efforts to make the authorities throughout the country aware that forced labour was wrong, and to investigate complaints and collaborate with the authorities in resolving them. The Government of Myanmar for its part had publicized a number of aspects of the issue, including the complaints mechanism and the prison sentences for military personnel guilty of recruiting minors. Singapore was confident that the Government of Myanmar would agree to allow a second ILO official into the country. The speaker commended the work done by the Government Committee for the Prevention of Underage Recruitment with a view to informing personnel and communities on the law regarding under-age recruitment, releasing child soldiers and investigating complaints received by the ILO. Sanctions needed to be applied, and not just administrative ones, including cuts in salary, fines and demotions.
- 147.** Referring to the references made by certain members to issues of policy, elections and democracy in Myanmar, the speaker said that in his view the ILO was not the appropriate forum in which to discuss those issues, which were certainly of concern to Singapore. The current year was an important one for Myanmar, which would be holding elections after almost 50 years of military rule, and would offer the opportunity to direct the country along the path of national reconciliation and political stability. Any assistance which the United Nations system could offer Myanmar in effecting a successful political transition would be highly appreciated.
- 148.** *A Government representative of the United States* commended the work done by the Liaison Officer, often under difficult conditions, and praised the sound judgement and flexibility shown by the ILO in maintaining dialogue with the country's military authorities in order to ensure that the obligations under Convention No. 29 were respected. Among the positive developments, he highlighted the extension of the Supplementary Understanding, the release of a number of political prisoners, the campaign planned around the publication of a brochure, new awareness-raising activities and improved training for military personnel to ensure that the army would discharge under-age recruits. In addition, three members of the military had been imprisoned for recruiting minors. The Committee in its most recent report had expressed the view that the persistence of forced labour was inextricably linked with the total absence of freedom of association and the systematic persecution of anyone who tried to organize. The Government and the military continued to make extensive use of forced labour, especially involving ethnic minorities. A number of individuals had been imprisoned for reporting forced labour practices, despite their right under the terms of the Supplementary Understanding to do so. Although 13 of the people concerned had been released, the speaker urged the authorities to release immediately all persons who had been detained for supposedly having some connection with the complaints mechanism by virtue of having made complaints. It was disappointing that the proposed brochure had still not been published.

- 149.** The speaker urged the authorities to grant the visa required to enable the ILO to carry out the mission which the Government said it supported. Regrettably, no progress had been made in implementing the recommendations made by the Commission of Inquiry. The relevant legislation, in particular the provisions of the Village and Towns Acts, had not been brought into line with the provisions of Convention No. 29. Nevertheless, the road map drawn up by the ILO for the elimination of child labour was very clear. The speaker urged the Governing Body to adopt unequivocal conclusions of the kind adopted in November 2009. The Government of the United States called for the immediate release of Aung San Suu Kyi and all political prisoners and labour activists, and was willing to support all the ILO's efforts to improve relations if the Government of Burma/Myanmar showed that it was engaged in trying to achieve those goals.
- 150.** *A Government representative of the Republic of Korea* welcomed the extension of the Supplementary Understanding, the greater awareness of the general public of its rights, and the agreement reached on the publication of a brochure on forced labour legislation and the complaints mechanism. The ILO needed to disseminate that material widely. Thanks to the efforts of the Liaison Officer, the ILO's activities in Myanmar were now better known. The speaker urged the ILO to continue working with other UN bodies and with international non-governmental organizations. He was confident that the Government of Myanmar would redouble its efforts to eradicate forced labour in close collaboration with the ILO and in accordance with the recommendations of the Commission of Inquiry. The Republic of Korea endorsed the fundamental principles and rights at work as an essential element of human rights.
- 151.** *A Government representative of Cambodia* applauded the efforts and the progress made by Myanmar thanks to its uninterrupted collaboration with the ILO. He referred in particular to the extension of the Supplementary Understanding, the Government's agreement to publish it, and the reduction in the number of complaints of forced labour. The Government of Cambodia encouraged the ILO and the Government of Myanmar to continue strengthening their collaboration in order to achieve the common objective of improving working conditions in the country in connection with forced labour.
- 152.** *A Government representative of Japan* thanked the ILO and the Liaison Officer for their efforts to improve the forced labour situation in Myanmar. The speaker said that he was aware of the importance of highlighting positive developments, and noted in particular the extension of the Supplementary Understanding, the prosecution of persons implicated in under-age recruitment, and the application of sanctions. Nevertheless, he was aware that there continued to be cases of imprisonment, punishment and harassment of people presenting complaints, facilitators and lawyers. The Government of Japan was confident that the Government of Myanmar would go on instructing government officials and local and military authorities on the application of ILO standards. He reiterated his call to the Government of Myanmar to release all prisoners of conscience before the elections planned for 2010 and to ensure the exercise of freedom of association, in order to ensure that the elections would be free and fair, with the participation of all. The Government of Japan called on the Government of Myanmar to initiate an active dialogue with the ILO on drafting trade union law based on pluralism.
- 153.** *A Government representative of Australia*, speaking on behalf of the Governments of Australia and New Zealand, welcomed the positive changes that had taken place in Myanmar, for which thanks were due in particular to the ILO and the Liaison Officer. Nevertheless, he felt obliged to urge the Government of Myanmar to release four individuals who had been imprisoned for seeking redress under the Supplementary Understanding. He was pleased to note that awareness-raising activities were taking place on the complaints mechanism, including some in collaboration with the UN organizations and international non-governmental organizations. There were still, however, many cases

of forced labour and recruitment of child soldiers. The Government of Myanmar had to accept the obvious truth that harassing individuals who filed complaints was tantamount to guaranteeing impunity for those who violated Convention No. 29. Despite the recent conviction of military personnel for forced labour offences, the general culture of impunity persisted among the military. Australia and New Zealand called on the Government of Myanmar to cooperate more closely with the Liaison Officer in order to promote the use of the complaints mechanism, authorize the dissemination of the brochure on forced labour, grant the visa needed for the new ILO official in Yangon, and support the seminars proposed by the ILO in the northern state of Rhakine.

- 154.** The year 2010 was an important one for Myanmar as elections were to be held, providing the opportunity to make progress. Concerned by the limitations that the electoral laws could put on the electoral process, Australia and New Zealand urged the Government of Myanmar to collaborate with the international community to ensure a transparent election process in which all citizens could participate. Any small steps forward in the elimination of forced labour must be accompanied by measures to protect human rights and progress towards genuine democratic reform. Australia and New Zealand reiterated their call for the release of Aung San Suu Kyi and that of other political prisoners.
- 155.** *A Government representative of China* noted that the Government of Myanmar and the ILO had latterly been collaborating effectively. Progress achieved included extending the Supplementary Understanding, training programmes for government officials and staff of the United Nations organizations, the presentation of the Supplementary Understanding and the supervisory mechanism in various national newspapers, and the intention to incorporate provisions pertaining to forced labour into national legislation. The Government of China reaffirmed that forced labour violated human rights and must be eliminated. It trusted that the ILO would continue to provide assistance to Myanmar in order to raise awareness of forced labour in all social sectors, to promote social and economic development in the country, and to eradicate poverty, with the aim of achieving the goal of eliminating forced labour once and for all.
- 156.** *A Government representative of the Russian Federation* referred to the need to abolish forced labour throughout the world. He welcomed the extension of the Supplementary Understanding in Myanmar, the visit to the country by an ILO mission, the publication of the Supplementary Understanding and the complaints mechanism in the press, and the Government's agreement to publish a brochure on legislation relating to forced labour. However, it was clear that the Government of Myanmar must adopt further measures to abolish forced labour and ensure that the perpetrators were punished. The speaker urged the Government of Myanmar and the ILO to continue to strengthen their collaboration.
- 157.** *A Government representative of India* expressed his satisfaction at the progress being made in Myanmar with a view to the implementation of Convention No. 29, including the extension of the Supplementary Understanding, the visit by the ILO mission and the constructive dialogue between the ILO and the Ministry of Labour, the Government Working Group for the Elimination of Forced Labour, and the Government Committee for the Prevention of Underage Recruitment. The presentations made by the Liaison Officer and the Ministry of Labour on the abolition of forced labour, the publication of articles on the Supplementary Understanding and the Government's agreement to publish a brochure would help raise public awareness. India, which strongly opposed forced labour, which was prohibited under its Constitution, had always encouraged dialogue and collaboration between the ILO and the member States as a way of resolving outstanding issues.
- 158.** *A Government representative of Canada* wished to express her deep concern for the situation of human rights and the continued use of forced labour in Burma as documented by the ILO Liaison Officer and the United Nations Special Rapporteur on the human rights

situation in Myanmar, and referred to in several resolutions passed by the United Nations General Assembly and the Human Rights Council, which were co-sponsored by Canada.

- 159.** The speaker acknowledged that the Burmese authorities had recently been engaged in more productive discussions with the ILO. However, the good faith of the regime would be more convincing if the authorities were to rapidly approve the text of the brochure on forced labour in the Myanmar language and facilitate the arrival of an additional ILO official. Unless complainants could exercise the right to submit complaints, without fear of recrimination or reprisal, the Supplementary Understanding was compromised. Canada called on the Burmese authorities to implement the recommendations of the Commission of Inquiry and end the practice of forced labour throughout the national territory. Given the closeness of the elections, Canada urged the Burmese regime to pursue a democratic process based on the principles of transparency, fairness and inclusion. Canada also called on the regime to free all political prisoners, including Aung San Suu Kyi, and to engage in a genuine dialogue with members of the democratic opposition and the different ethnic groups in Burma.
- 160.** A *Government representative of Cuba* expressed his opposition to all forms of forced labour. He acknowledged the progress made in Myanmar towards the objectives established in Convention No. 29 and, aware that much still remained to be done, hoped that the spirit of collaboration forged between the ILO and the Myanmar authorities would be intensified.
- 161.** A *Government representative of Viet Nam* expressed his appreciation for the efforts made by the ILO, in collaboration with the Government of Myanmar, to eradicate forced labour in the country. He welcomed the activities that had been carried out to increase public awareness and the training seminars for the field staff of the United Nations organizations and government officials on the law relating to forced labour. The Government of Myanmar was trying to reinforce its legislation to prevent the recruitment of minors into the military. The Viet Nam delegation was convinced that the extension of the Supplementary Understanding could strengthen the existing cooperation and dialogue between the Government of Myanmar and the ILO. With the help of more active involvement by the ILO Liaison Office, the United Nations and other stakeholders, forced labour in Myanmar would soon be eliminated.

Governing Body conclusions:

- 162.** *The Governing Body took note of the report of the Liaison Officer, the statement made by the Permanent Representative of the Government of the Union of Myanmar and the subsequent discussion. In light of the debate, the Governing Body concludes as follows:*
- *The recommendations of the Commission of Inquiry for compliance with the Forced Labour Convention, 1930 (No. 29), have still not been implemented, and the primary objectives of the eradication of forced labour in both law and practice, as well as ending the impunity which allows forced labour to continue, remain unachieved. Sustained action at all levels, including by the local authorities, is necessary.*
 - *The further extension until 25 February 2011 of the trial period of the Supplementary Understanding, agreed during the high-level ILO mission visit, is noted as an encouraging step. The complaints mechanism established by the Supplementary Understanding continues to function, particularly in cases of the recruitment of minors into the military. There is*

a need for the national application of a proper and accountable recruitment system.

- *It is imperative that the Government strictly ensure, in accordance with the provisions of the Supplementary Understanding, that there is no judicial or retaliatory action, or any other form of harassment of complainants, their representatives, facilitators and/or any other relevant persons involved in the complaints. Without this, the necessary confidence in the complaints mechanism is absent. It is crucial that access to the complaints mechanism is facilitated.*
- *Certain positive developments have been noted regarding the earlier conclusions of the Governing Body, such as: the Government's agreement in principle to a simply worded brochure in the local language; increased local media reporting on the rights contained in the Supplementary Understanding; the continuation of joint awareness-raising seminars and training; and the imposition of prison sentences on certain military as well as civilian personnel for the use of forced labour and under-age recruitment.*
- *In considering these steps the Governing Body looks forward to an early agreement on the brochure wording and its wide distribution in the near future, particularly in rural areas. It further encourages the continuation of joint awareness-raising and training activities, which should be broadened further to encompass the wider community.*
- *While welcoming the release of 13 out of the 17 persons imprisoned for activities which have been the subject of procedures under the Supplementary Understanding, the Governing Body calls for the urgent release of the four persons associated with the operation of the Supplementary Understanding who remain in prison (U Zaw Htay, U Htay Aung, U Nyan Myint and Maung Thura Aung).*
- *The Governing Body strongly reiterates its call for an early release of all of the imprisoned labour activists referred to in its previous conclusions (these include, among others, Su Su Nway, U Min Aung, U Myo Aung Thant, U Thurein Aung, U Wai Lin, U Nyi Nyi Zaw, U Kyaw Kyaw, U Kyaw Win and U Myo Min).*
- *The Governing Body expresses serious concern at the delay in the approval of the visa application submitted for an additional international Professional staff member to strengthen the capacity of the Liaison Officer to meet the growing work demands under both the initial Understanding and the Supplementary Understanding. It trusts that the Government will take immediate action to remedy this situation.*
- *The Governing Body shares the concerns expressed in this debate and during the 98th Session of the International Labour Conference (2009), concerning the absence of freedom of association rights, which is an area intimately linked to the elimination of forced labour. The Governing Body welcomes the fact that the January 2010 ILO mission discussed with the Government the basic principles of trade union legislation. The Governing*

Body thus urges the Government to continue to seek and make use of information and advice from the Office so that early progress can be made concerning the legal framework for respecting freedom of association.

- *The Government should take immediate steps, without waiting for any future legislative action, to guarantee in practice the right of workers to organize freely in accordance with the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), ratified by Myanmar, in order to promote and defend their occupational interests. This is particularly important in the context of any industrial conflicts.*

Seventh item on the agenda

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

356th Report (GB.307/7)

- 163.** *The Chairperson of the Committee on Freedom of Association (CFA) said that the Committee had examined 38 cases, with 142 cases pending. It had launched urgent appeals in the following instances to governments that had failed to reply to complaints within a reasonable time limit: Cases Nos 2707 (Republic of Korea), 2361 (Guatemala), 2508 and 2567 (Islamic Republic of Iran), 2638 (Peru), 2712, 2713 and 2714 (Democratic Republic of the Congo). Of the 38 cases in which governments had provided information, the Committee noted, with satisfaction, developments in the following cases: 2476 (Cameroon), 2430 (Canada), 2227 and 2460 (United States), 2587 (Peru) and 2466 (Thailand). The cases included the reinstatement of dismissed trade union leaders and the introduction of bargaining rights for part-time workers.*
- 164.** *The Governing Body's attention was drawn to the following serious and urgent cases: Case No. 1787 (Colombia), in which the CFA noted the Government's commitment to provide resources to reinforce the unit in the public prosecutor's office for crimes against trade unionists and to reach an agreement with the trade union centres on criteria for compiling information on acts of violence for transmission to the relevant investigating bodies. It deeply regretted the murder of trade union officials and urged the Government to continue to take steps to ensure that workers and their organizations could exercise their rights freely. It requested that the trade union organizations provide the competent national bodies with all information to facilitate the investigations and to provide details of developments concerning the climate of impunity and of progress in investigations into, and measures taken in relation to, alleged links between paramilitary groups and those responsible for protecting trade unionists. The CFA would pay very close attention to "Operation Dragon", the purpose of which was allegedly to eliminate certain trade union leaders, and invited all parties to supply any relevant information thereon.*
- 165.** *In Case No. 2450 (Djibouti), the CFA was deeply concerned at the obvious unwillingness of the Government to improve the situation. It should prioritize the promotion and safeguarding of freedom of association, make good its commitment to workers dismissed in 1995 and facilitate transparent, sustainable social dialogue in the country. It should keep the CFA informed of progress in this connection and indicate steps taken to establish objective, transparent criteria for the nomination of workers' representatives at the International Labour Conference. In Case No. 2445 (Guatemala), the CFA highlighted the extreme seriousness of the allegations, involving murder and death threats. The Government had limited its reply to a single allegation. The CFA deplored the murder of trade unionists Rolando Raquec and Luis Quinteros Chincilla and the attempted murder of*

Marco Alvarez Tzoc and Imelda López de Sandoval. The Government should keep it informed of progress in the ongoing inquiries and proceedings. Mr Raquec's family must be protected. The Committee noted further anti-union dismissals and non-compliance with reinstatement orders; the Government should continue to receive ILO technical assistance to ensure protection against anti-union action, as well as sufficiently dissuasive sanctions and prompt means of redress.

- 166.** In Case No. 2528 (Philippines), the CFA noted steps taken by the Government in recognition of the gravity of the allegations, but deplored the inadequacy of the measures taken to halt the killings, abductions, disappearances and other grave violations of human rights. The climate of violence and insecurity was incompatible with the exercise of trade union rights. The Committee noted with interest the establishment of a National Tripartite Industrial Peace Council to monitor application of international standards, especially on freedom of association. A committee of the Council had begun the review of cases involving extrajudicial killings. The Government should inform the CFA of developments and progress in this regard. Allegations had been made of the militarization of workplaces. The CFA welcomed the Government's commitment to elaborate, with ILO technical cooperation, a combined human rights, trade union rights and civil liberties programme for the forces of order. It hoped that this would increase justice and security for trade unionists significantly and requested to be kept fully informed.
- 167.** Regarding Case No. 2254 (Bolivarian Republic of Venezuela), the CFA deeply deplored the Government's failure to implement its previous recommendations concerning alleged violations of the right of freedom of association of FEDECAMARAS, an employers' organization. It urged the Government to establish a high-level joint committee, with ILO assistance, to examine all issues and solve the problems through direct dialogue. FEDECAMARAS should be duly consulted in the course of any legislative debate that might affect employers' interests. The Committee deeply deplored the attacks on FEDECAMARAS headquarters and the lack of convictions to date. The Government should expedite proceedings, arrest and sanction the guilty, as well as revoking the arrest warrant issued against the former president of FEDECAMARAS, to allow him to return to the country.
- 168.** In respect of Case No. 2727 (Bolivarian Republic of Venezuela), the Committee requested the Government to explain why criminal proceedings had been closed regarding the murder of five trade union leaders and delegates, and urged it to initiate new investigations to identify and punish the perpetrators. Concerning allegations of contract killings in the construction sector, the CFA requested the complainant organization, the Venezuelan Workers' Confederation, to provide the Government with a list of the murders to enable it to undertake investigations. Regarding the detention and charging of six workers for exercising a boycott, the CFA stressed that the filling and selling of gas canisters did not constitute an essential service. Peaceful exercise of trade union rights should not occasion criminal proceedings. The Government should drop the charges and free the persons forthwith.
- 169.** *The Employer spokesperson for the Committee* thanked governments for their cooperation with the work of the CFA, which was generally good. In some instances it had been necessary to criticize governments for delays or non-reply. An objection by the Government of Guatemala to the receivability of six complaints had been considered but rejected by the Committee. In Case No. 2672 (Tunisia), the CFA reminded the Government to provide specific detail in its replies, so that the Committee could examine issues fully. In Case No. 2557 (El Salvador), the Government had replied in part, following an urgent appeal. It had also provided sufficient information in Cases Nos 2571 and 2630, enabling further conclusions and recommendations to be made. In Case No. 2667 (Peru), the Government's reply was very helpful in drawing attention to various local remedies,

which allowed the CFA to conclude it should be kept informed rather than make additional recommendations.

- 170.** A large number of cases, often complex and difficult, were from Latin America. In other instances, the Committee had been required to deal with issues that should be resolved at local level and not referred to an international body, for example, job transfers where there were allegations of anti-union conduct. The Employers' group appealed to employers to ensure that human resource practices were sufficiently transparent and that freedom of association principles were upheld. Governments should ensure that local machinery was in place to deal with such complaints swiftly and justly. Trade unions should be careful when invoking international jurisdiction, as the CFA was neither a court of the first instance, nor an appeal body against justly imposed local decisions.
- 171.** The Committee again dealt with a number of cases that concerned domestic limits imposed by governments on bargaining-related strike actions. In Cases Nos 2696 (Bulgaria) and 2654 (Canada), it upheld that it was legitimate in terms of freedom of association to impose a minimum service in an essential service sector so long as the minimum service did not render the strike ineffective. The Committee's concern was not to ensure the general effectiveness of strikes, but to ensure that minimum services did not cause a strike to be ineffective. In Case No. 2654, the Committee concluded that arbitration bodies in case of secret ballots and strikes had to have the confidence of the parties concerned. The Committee respected the fact that governments had ultimately to constitute these bodies, but stressed that the expectations of freedom of association principles required this to be done in a manner that engendered the confidence among the social partners.
- 172.** The Committee continued to navigate between two principles – the need to show respect for national procedures that might be dealing with a case or a part of a case, and the need not to render international supervision subservient to a nation's internal organs. In Case No. 2663 (Georgia), the matters brought to the CFA's attention were being considered by a National Social Dialogue Commission. The Committee recommended that the matters should be considered by that tripartite body, at the same time setting out a number of principles relating to freedom of association to be adhered to in any local decisions or dialogue. In Case No. 2671 (Peru), an allegation of anti-union dismissal was before the judicial authorities. The CFA reminded employers that they should give clear reasons for dismissal to employees to avoid wrong interpretations.
- 173.** The CFA dealt with two difficult cases on the Philippines, Nos 2538 and 2669. It deplored the gravity of the allegations and noted the Government was taking steps to protect witnesses, establish a case inventory and engage judicial procedure. The Government had cooperated with a high-level ILO mission to the country in September 2009. Sensitivity was requisite on the part of the military, when associated with labour relations.
- 174.** Again, the Committee report illustrated that employers and their organizations might be deprived of the right to organize. In Case No. 2254 (Bolivarian Republic of Venezuela), the Government's reply was considered evasive, in that it suggested that the Government had consulted with employer and worker bodies, but it had not specifically explained why it had not recognized FEDECAMARAS. The CFA observed that the suspects wanted for the 2008 bomb attack on the FEDECAMARAS building had still not been arrested, in breach of Convention No. 87.
- 175.** In Case No. 2699 (Uruguay), the Committee upheld the principle, under Convention No. 87, that the most representative organization of employers must be involved by a government in the development of labour legislation. The same case recognized the right of workers to work during strike action, and that of employers to enter the premises during a strike. The CFA continued to place sensible limits on the frequency of naming

enterprises in its cases, which was important for employers as the Committee dialogued with governments, not with enterprises. Finally, the Committee had set a programme for internal discussion regarding its working methods and other matters. It would hold a special sitting in May 2010, and the Employer members looked forward to progress at that time.

- 176.** *The Worker spokesperson for the Committee* reiterated the Committee's concern at having to launch urgent requests to Guatemala, the Islamic Republic of Iran, Peru, the Republic of Korea and the Democratic Republic of the Congo to reply to the complaints made against them. Mexico, among other governments, had replied too late, contesting the receivability of Case No. 2694. Case No. 1787 (Colombia) was serious and urgent. New allegations of a further 50 assassinations between 2008 and 2009 had been made in addition to the 2,669 trade unionists murdered and the 197 disappearances mentioned in the previous report on the case. ILO action in Colombia had prompted the Government to increase resources for investigation of these assassinations, to combat impunity and protect trade unionists. The Government had at last submitted its observations concerning linkages between paramilitary groups and those responsible for protecting trade unionists. The CFA wished to be kept fully informed of developments and would be following events closely; the Workers' group required that a reply be given to each and every allegation of violence and assassination to ensure that trade union rights could be enjoyed fully, in safety.
- 177.** ILO technical assistance had also been provided in respect of Case No. 2528 (Philippines). New allegations had been made of murder, kidnap, disappearance and harassment of trade unionists, perpetrated by the forces of order. It was deplorable that over 20 years had passed since the first complaint of this type had been made in the country; inadequate progress had been made. The CFA insisted that investigations and judicial procedures be implemented to identify and punish the guilty and stop the intimidation. Full tripartite dialogue should be engaged to this end.
- 178.** The situation in Guatemala was also very worrying, as Case No. 2445 showed. The Government sent only scant, partial observations on the allegations of murder and threatening of trade unionists. The CFA stressed the availability of ILO technical assistance. Case No. 2727 (Bolivarian Republic of Venezuela) also contained allegations of assassinations. Some investigations had begun, so far without resolution. The Workers' group stressed that proceedings must be dropped against the trade unionists imprisoned for participation in a protest in defense of their labour rights. The trade unionists should be freed forthwith. Case No. 2450 (Djibouti) was recurrent. The Government was flouting freedom of association principles, and the commitments it had made; moreover, it did not reply to the allegations.
- 179.** Many cases, including Cases Nos 2665 (Mexico), 2717 (Malaysia), 2601 (Nicaragua), 2681 (Paraguay) and 2672 (Tunisia), concerned allegations of discrimination against basic trade union rights. The Workers' group did not consider these to be minor transgressions. All effective breaches of freedom of association carried the risk of greater, more serious violations later, such as those listed in Cases Nos 2478 (Mexico) and 2693 (Paraguay). The Workers stressed, for example, in Case No. 2692 (Chile), that sanctions should be sufficiently dissuasive to prevent recurrence. Governments should react promptly to the Committee's recommendations, and inform the Committee of their actions. Certain cases listed above, as well as Cases Nos 2533, 2667 and 2695 (Peru), concerned allegations of the dismissal of trade unionists for exercise of their trade union rights. The CFA stressed the right to re-integration of these workers who should be paid wages owed. Administrative and judicial procedures must be rapid. In Case No. 2663 (Georgia), the Workers' group insisted that motivation must be provided for dismissals.

- 180.** Legislation concerning essential services must not be used to impede the right to strike. In Case No. 2654 (Canada), the CFA had been obliged to recall that essential services were those the interruption of which would endanger the life, personal safety or health of the whole or part of the population. Minimum service requirements must be clearly limited and established after full consultation, especially with workers' organizations. Any arbitration process must enjoy the confidence of all concerned parties. In Case No. 2696 (Bulgaria), the Committee recalled that the Government should not use its anti-discrimination legislation to avoid its international obligations regarding freedom of association.
- 181.** *A Government representative of Argentina*, in response to the Committee's recommendation on Case No. 2718, said that the Government could not enforce deduction of union dues. This was the responsibility of the judiciary.
- 182.** *A Government representative of Georgia* said that a memorandum had been signed in December 2008 between the Ministry of Labour, Health and Social Affairs of Georgia, the Georgian Trade Union Confederation and the Georgian Employers' Association. The social partners had been in regular dialogue on issues including labour administration, labour law and others. In 2009, following a tripartite round table in October, a decree was issued to establish a tripartite National Social Dialogue Commission to review and analyse the labour legislation. The ILO had provided technical assistance in setting up the Commission, the statute of which was adopted in March 2010. Its purpose would be to respond rapidly to prevent labour disputes, and to provide a mediation service. Given the efforts made by the Government, and the fruitful cooperation with the ILO, the Government considered that the complaints set out in Case No. 2663 should be discussed within the Tripartite Social Dialogue Commission. The case in question concerning the Poti Sea Port and BTM Textile was still sub judice in Georgia – no other jurisdiction should be invoked until the national court had ruled. The Committee's recommendations for amendments to the Labour Code should be removed, as this fell within the competence of the National Social Dialogue Commission, which would further investigate and consider the issues in Case No. 2663 at its next session.
- 183.** *A Government representative of Tunisia*, with regard to Case No. 2672, stressed that Tunisia adhered unreservedly to ILO principles and would cooperate fully with the CFA by promptly supplying the additional information requested.
- 184.** *The Ambassador of the Bolivarian Republic of Venezuela* reiterated his Government's full respect of its obligations before the supervisory machinery of the ILO. As the Government had always given full replies on request from the CFA, and as the present conclusions and recommendations were almost identical to the previous ones, the Government did not understand why Case No. 2254 was still classified as serious and urgent. The Government believed that the recommendations neither corresponded to the reality in the country, nor took account of the information supplied already. They sought solely to serve the interest of certain enterprises in the country or representatives of the International Organisation of Employers (IOE). The Government was astonished at the recurrent efforts to influence ILO supervisory bodies by certain employers, given that it had followed the ILO's recommendations, carried through legislative reform, initiated tripartite dialogue and investigations of cases under litigation. The Government therefore flatly rejected the information contained in the report, which was unfounded, taken out of context, or deliberately exaggerated so as to produce a negative picture of the country.
- 185.** *The Employer Vice-Chairperson* said, as Executive Vice-President of the IOE, that he categorically denied any personal interest or ulterior motive in respect of Case No. 2254. The Employers' group had defended Convention No. 87 and fundamental principles at

work with equal force irrespective of the situations in which violations of these took place. The motive was in no way personal, but rather institutional.

- 186.** *The Ambassador of the Bolivarian Republic of Venezuela* said that the Employers' group was attempting to hinder the work of the Committee on the Application of Conventions and Recommendations unless the Bolivarian Republic of Venezuela was included in the list of cases before that Committee.
- 187.** *The Employer Vice-Chairperson* called a point of order, on the grounds that these remarks were not pertinent to the present discussion of the report of the CFA. This was upheld by the Chairperson, who ordered that the interventions should be reflected in the Minutes.

Governing Body decisions:

- 188.** *The Governing Body took note of the introduction to the report of the Committee, contained in paragraphs 1–202, and adopted the recommendations made in paragraphs 225 (Case No. 2614: Argentina), 260 (Case No. 2691: Argentina), 288 (Case No. 2718: Argentina), 312 (Case No. 2696: Bulgaria), 384 (Case No. 2654: Canada), 399 (Case No. 2626: Chile), 472 (Case No. 2692: Chile), 571 (Case No. 1787: Colombia), 599 (Case No. 2362: Colombia), 614 (Case No. 2565: Colombia), 630 (Case No. 2612: Colombia), 666 (Case No. 2518: Costa Rica), 685 (Case No. 2450: Djibouti), 699 (Case No. 2557: El Salvador), 717 (Case No. 2571: El Salvador), 733 (Case No. 2630: El Salvador), 771 (Case No. 2663: Georgia), 778 (Case No. 2445: Guatemala), 793 (Case No. 2673: Guatemala), 802 (Case No. 2700: Guatemala), 846 (Case No. 2717: Malaysia), 959 (Case No. 2478: Mexico), 999 (Case No. 2665: Mexico), 1024 (Case No. 2601: Nicaragua), 1036 (Case No. 2681: Paraguay), 1049 (Case No. 2693: Paraguay), 1074 (Case No. 2533: Peru), 1091 (Case No. 2667: Peru), 1116 (Case No. 2695: Peru), 1193 (Case No. 2528: Philippines), 1225 (Case No. 2652: Philippines), 1262 (Case No. 2669: Philippines), 1280 (Case No. 2672: Tunisia), 1391 (Case No. 2669: Uruguay), 1557 (Case No. 2254: Bolivarian Republic of Venezuela), 1581 (Case No. 2422: Bolivarian Republic of Venezuela), 1629 (Case No. 2674: Bolivarian Republic of Venezuela), 1654 (Case No. 2727: Bolivarian Republic of Venezuela) and adopted the 356th Report of the Committee on Freedom of Association as a whole.*

Eighth item on the agenda

REPORT OF THE WORKING PARTY ON THE FUNCTIONING OF THE GOVERNING BODY AND
THE INTERNATIONAL LABOUR CONFERENCE
(GB.307/8)

- 189.** *The Chairperson* introduced the item and welcomed the progress that had been made and the consensus that had been reached on a certain number of issues. She emphasized that the reform process was under way and that the Working Party had asked the Office to organize as many rounds of informal consultations as necessary to carry the discussions forward and to allow concrete proposals to be made to the Governing Body in November.
- 190.** *A Government representative of Bangladesh*, speaking on behalf of the Government group, raised four points. First, in the areas where there was clear agreement, the measures that were decided upon should be implemented immediately. That involved in particular an

improved format for Governing Body papers, more extensive use of information technology and early distribution of papers simultaneously to the three groups.

191. Second, the Office should, without delay, organize advance tripartite consultations with the Employers' and Workers' groups and with the regional groups in order to respond to the Working Party's call for a more inclusive agenda-setting process. That would entail implementing the proposals set out in the paper presented to the Working Party, which included: (i) improving transparency and timely consultation; (ii) setting stable agendas; (iii) ensuring a focus on policy debate and decision-making and on follow-up based on strategic debates; (iv) clearly defining strategic matters; (v) grouping items to ensure coherent discussions and decisions; and (vi) avoiding overlap. The process should ensure that the entire Governing Body was informed and involved.
192. Third, the informal tripartite consultations should continue; considerable progress had been made and it was important to maintain the momentum.
193. Fourth, the Office should continue to work with the Chairperson and the Vice-Chairperson of the Government group and with the regional coordinators in order to define more accurately the structure of support required by the Government group.
194. Finally, in the interest of continuity, the Government group called on the Working Party to move forward in its work under the chairpersonship of Ms Maria Farani Azevêdo.
195. *The Employer Vice-Chairperson* said that his group fully endorsed the report. It also supported the recommendations and the point for decision. It was also in favour of holding informal consultations and had noted with interest the comments made by the Government group.
196. *The Worker Vice-Chairperson* noted that although the report closely covered the discussions that had been held he wished to make several comments. First, rather than taking a piecemeal approach, he would like a package of measures to be adopted. Second, he stressed that ACTRAV should be involved in all consultations that were held. He reiterated that the Workers should be involved in the consultative process, in decision-making and in the governance of the Organization, and should be fully informed.
197. *A Government representative of Tunisia*, speaking on behalf of the Africa group, would also like Ms Azevêdo to continue to chair the Working Party. He welcomed the work that had been done and thanked the Employers' and Workers' groups for their support to the process. He stressed the need to involve regional coordinators so that they were informed and could transmit the proposals of the member States in their respective groups. He also recalled that the members of the Working Party, like the Office, had supported the Africa group's proposal concerning the inclusion of an executive summary in all documents in order to end the confusion over the current wording and make it easier for delegations to examine the documentation submitted.
198. *A Government representative of Sudan* thanked the Working Party and supported its proposals. He also agreed with the Office's proposal to reduce the number of documents printed in hard copy and to prepare executive summaries.

Governing Body decision:

199. *The Governing Body requested the Office to apply tripartite consultation, in an inclusive, transparent and comprehensive manner, to the agenda-setting process and organize informal tripartite consultations for further developing proposals for reform of the functioning of the Governing Body and the International*

Labour Conference to be submitted to the meeting of the Working Party in November 2010 (GB.307/8, paragraph 10.)

Ninth item on the agenda

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

First report: Financial questions
(GB.307/9/1(Rev.))

- (a) *Programme and Budget for 2008–09: Regular budget account and Working Capital Fund as at 31 December 2009*
- (b) *Programme and Budget for 2010–11: Collection of contributions from 1 January 2010 to date*

200. The Governing Body took note of these parts of the report. (GB.307/9/1(Rev.), paragraphs 1–12.)

*Programme and Budget for 2008–09:
Treatment of the net premium earned*

Governing body decision:

201. The Governing Body decided to propose to the 99th Session (June 2010) of the International Labour Conference that:

- (a) *in derogation of article 11.5 of the Financial Regulations, the one half of the 2008–09 net premium earned, amounting to CHF14,869,967 that is not distributed through the Incentive Fund, be credited to the Building and Accommodation Fund to finance partially the renovation of the headquarters building, subject to the following conditions:*
 - (i) *that the Office prepares a comprehensive plan for the renovation of the ILO building, including financial and technical aspects, risk management and time frames, leading to a capital master plan;*
 - (ii) *that the Office develop a long-term strategy for the financing of future maintenance and renovation of ILO buildings and properties, based on an accumulation of funds to avoid any future ad hoc call on member States; and*
 - (iii) *that the plans and strategy referred to in (i) and (ii) above be submitted to the Building Subcommittee of the Programme, Financial and Administrative Committee, and endorsed by the Governing Body in March 2011;*
- (b) *should the Governing Body determine that the conditions are not satisfied, the derogation from article 11.5 of the Financial Regulations referred to in paragraph (a) above be revoked and the funds be credited to Members in accordance with article 11.5 of the Financial Regulations;*

(c) *should the Governing Body determine, on the basis of the financial plan, that the amount of the 2008–09 net premium transferred to the Building and Accommodation Fund is not fully required for the funding of the renovation of the headquarters building, the amount not required be returned to member States; and*

(d) *it adopt a resolution in the following terms:*

The General Conference of the International Labour Organization, meeting in its 99th Session, 2010,

Noting that the operation of the Swiss franc assessment system has resulted in a net premium earned of 29,739,934 Swiss francs in the 2008–09 biennium,

1. *Decides*, in derogation of article 11.5 of the Financial Regulations, to transfer the one half of the net premium earned, amounting to 14,869,967 Swiss francs that is not distributed to the Incentive Fund, to the Building and Accommodation Fund of the International Labour Office to finance partially the renovation of the headquarters building subject to the following conditions:

- (a) that the Office prepares a comprehensive plan for the renovation of the ILO building including financial and technical aspects, risk management and time frames, leading to a capital master plan;
- (b) that the Office develops a long-term strategy for the financing of future maintenance and renovation of ILO buildings and properties, based on an accumulation of funds to avoid any future ad hoc call on member States;
- (c) that the plans and strategy referred to in (a) and (b) above be submitted to the Building Subcommittee of the Programme, Financial and Administrative Committee, and endorsed by the Governing Body in March 2011; and

2. *Further decides* that should the Governing Body determine that the conditions are not satisfied, the derogation from article 11.5 of the Financial Regulations referred to in paragraph 1(a) above be revoked and the net premium be distributed to Members in accordance with article 11.5 of the Financial Regulations.

3. *Further decides* that should the Governing Body determine, on the basis of the financial plan, that the amount of the 2008–09 net premium transferred to the Building and Accommodation Fund is not fully required for the funding of the renovation of the headquarters building, the amount not required be returned to member States.

(GB.307/9/1(Rev.), paragraph 88.)

ILO programme implementation 2008–09

202. *The Governing Body took note of this part of the report.* (GB.307/9/1(Rev.), paragraphs 90–185.)

Audit questions

(a) *Follow-up to the report of the Chief Internal Auditor for the year ended 31 December 2008*

203. *The Governing Body took note of this part of the report.* (GB.307/9/1(Rev.), paragraphs 186–201.)

(b) *Report of the Chief Internal Auditor for the year ended 31 December 2009*

Governing Body decision:

- 204. *The Governing Body approved the revision of the Audit Charter.*** (GB.307/9/1(Rev.), paragraph 227.)

(c) *Report of the Independent Oversight Advisory Committee*

- 205. *The Governing Body took note of this part of the report.*** (GB.307/9/1(Rev.), paragraphs 230–249.)

International Training Centre of the ILO, Turin

- 206. *The Governing Body took note of this part of the report.*** (GB.307/9/1(Rev.), paragraphs 250–276.)

Delegation of authority under article 18 of the Standing Orders of the International Labour Conference

Governing Body decision:

- 207. *The Governing Body decided to delegate, for the period of the 99th Session (June 2010) of the International Labour Conference, to its Officers (i.e. the Chairperson and the Vice-Chairpersons of the Employers' and Workers' groups) the authority to carry out its responsibilities under article 18 of the Conference Standing Orders in relation to proposals involving expenditure in the 72nd financial period ending 31 December 2011.*** (GB.307/9/1(Rev.), paragraph 282.)

Report of the Building Subcommittee

- 208. *The Governing Body took note of this part of the report.*** (GB.307/9/1(Rev.), paragraphs 283–298.)

Other financial questions

(a) *Replacement of smoke detectors*

Governing Body decision:

- 209. *The Governing Body agreed that the cost of replacing smoke detectors, estimated at CHF205,000, be charged to the Building and Accommodation Fund.*** (GB.307/9/1(Rev.), paragraph 302.)

(b) *Use of the Special Programme Account*

Governing Body decision:

- 210. *The Governing Body authorized the Director-General to use US\$1.3 million of the Special Programme Account, as proposed in paragraphs 4 and 5 of document GB.307/PFA/7/2.*** (GB.307/9/1(Rev.), paragraph 315.)

*Second report: Personnel questions
(GB.307/9/2(Rev.))*

I. Statement by the staff representative

II. Composition and structure of the staff

*III. Decisions of the United Nations General Assembly on the report
of the International Civil Service Commission*

IV. Pensions questions

*(a) Decisions of the United Nations General Assembly on the report
of the Board of the United Nations Joint Staff Pension Fund*

(b) Report of the Board of the Special Payments Fund

211. The Governing Body took note of these parts of the report. (GB.307/9/2(Rev.), paragraphs 1–31.)

*(c) Appointments to the ILO Staff Pension Committee
(United Nations Joint Staff Pension Board)*

Governing Body decision:

212. The Governing Body decided to submit the following resolution to the Conference at its 99th Session (June 2010):

The General Conference of the International Labour Organization,

Appoints to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board), for a period of three years until 8 October 2013, the following members and alternate members:

Members:

Mr D. Willers (Government)

Mr J.-P. Bernard (Employers)

Mr M. Blondel (Workers)

Alternate member:

Mr T. Montant (Switzerland)

(GB.307/9/2(Rev.), paragraph 35.)

V. Other personnel questions

*(a) Matters relating to the Administrative Tribunal
of the ILO: Statute of the Tribunal*

Governing Body decision:

213. The Governing Body decided to place this item on the agenda of its 310th Session (March 2011) for its review based on the outcome of the 65th Session of the UN General Assembly and any other relevant developments. (GB.307/9/2(Rev.), paragraph 37.)

*Report of the Government members of the Programme, Financial
and Administrative Committee on Allocations Matters
(GB.307/9/3)*

Assessment of the contributions of new member States

Governing Body decision:

- 214.** *The Governing Body decided, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, to propose to the International Labour Conference that the contribution of the Republic of Maldives to the ILO budget for the period of its membership in the Organization during 2009 be based on an annual assessment rate of 0.001 per cent.* (GB.307/9/3, paragraph 3.)

Scale of assessments of contributions to the budget for 2011

Governing Body decision:

- 215.** *The Governing Body decided, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, to propose to the International Labour Conference the adoption of the draft scale of assessments for 2011 as set out in column 3 of the appendix to document GB.307/9/3, subject to such adjustments as might be necessary following any further change in the membership of the Organization before the Conference is called upon to adopt the recommended scale.* (GB.307/9/3, paragraph 10.)

Tenth item on the agenda

REPORTS OF THE COMMITTEE ON LEGAL ISSUES AND
INTERNATIONAL LABOUR STANDARDS

*First report: Legal issues
(GB.307/10/1(Rev.))*

*I. Measures relating to the representation of Employers and Workers at the
International Labour Conference: Addressing tripartite
imbalance within delegations*

- 216.** *The Governing Body took note of this part of the report.* (GB.307/10/1(Rev.), paragraphs 1–12.)

II. Other legal issues

*Constitution of the International Labour Organization: Preparation of
proposals to introduce inclusive language for the purpose of
promoting gender equality*

- 217.** *The Governing Body took note of this part of the report.* (GB.307/10/1(Rev.), paragraphs 13–23.)

Standing Orders of the International Labour Conference: Practical arrangements for the discussion at the 99th Session (June 2010) of the International Labour Conference of the Global Report prepared under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

Governing Body decision:

- 218. *The Governing Body decided to invite the International Labour Conference, at its 99th Session, to adopt the provisional ad hoc arrangements set out in the appendix of document GB.307/10/1 concerning the discussion of the Global Report under the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work, and any necessary procedural decisions to give them effect. (GB.307/10/1(Rev.), paragraph 32.)***

Second report: International labour standards and human rights (GB.307/10/2(Rev.))

III. Improvements in the standards-related activities of the ILO: A progress report

Governing Body decision:

- 219. *The Governing Body:***

- (a) approved the proposed plan of action on occupational safety and health standards, as revised in light of the discussion, and contained in Appendix I of document GB.307/10/2;*
- (b) approved the article 22 report form concerning Convention No. 29, subject to an editorial change, contained in Appendix II of document GB.307/10/2; and*
- (c) invited the Office to:*
 - (i) take appropriate action as regards the follow-up to consultations on standards policy and the interpretation of international labour Conventions;*
 - (ii) report back to the Committee on Legal Issues and International Labour Standards regarding the preparation of the meeting of the tripartite group of experts to examine Convention No. 158 and Recommendation No. 166 in November 2010;*
 - (iii) develop further plans of action for the ratification and effective implementation of fundamental Conventions and the work in fishing standards, in light of the comments made during the discussion;*
 - (iv) report to the Committee on the ongoing review of the article 22 report forms concerning occupational safety and health Conventions;*

- (v) *report to the Committee on the implementation of the modifications to the article 22 reporting cycle adopted at the 306th Session (November 2009) of the Governing Body; and*
- (vi) *report to the Committee on progress made regarding the mobilization of resources for the implementation of the proposed technical cooperation programme, and on the unification of the current databases and the development of an online reporting system.*

(GB.307/10/2(Rev.), paragraph 33.)

IV. Choice of Conventions and Recommendations on which reports should be requested under article 19 of the ILO Constitution – Proposal for an article 19 questionnaire concerning fundamental principles and rights at work instruments

Governing Body decision:

220. *The Governing Body, having decided to place on the agenda of the 101st Session (2012) of the International Labour Conference a recurrent discussion on the strategic objective of fundamental principles and rights at work:*

- (a) requested governments to submit for 2011 reports under article 19 of the ILO Constitution; and*
- (b) approved the report form on fundamental Conventions, subject to only editorial changes, contained in Appendix III of document GB.307/10/2.*

(GB.307/10/2(Rev.), paragraph 53.)

V. Form for reports on the application of ratified Conventions (article 22 of the ILO Constitution): The Maritime Labour Convention, 2006

Governing Body decision:

221. *The Governing Body approved the article 22 report form concerning the Maritime Labour Convention, 2006, contained in Appendix IV of document GB.307/10/2.* (GB.307/10/2(Rev.), paragraph 66.)

VI. 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:

222. *The Governing Body:*

- (a) took note of the review by the Committee on Sectoral and Technical Meetings and Related Issues at the present session of the report of the Tenth Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel (CEART); and*

- (b) decided to forward the report to the International Labour Conference at its 99th Session (June 2010) for examination in the first instance by the Committee on the Application of Standards.*

(GB.307/10/2(Rev.), paragraph 70.)

Eleventh item on the agenda

REPORT OF THE SUBCOMMITTEE ON MULTINATIONAL ENTERPRISES
(GB.307/11)

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

Twelfth item on the agenda

REPORT OF THE COMMITTEE ON EMPLOYMENT AND SOCIAL POLICY
(GB.307/12(Rev.))

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

Thirteenth item on the agenda

REPORT OF THE COMMITTEE ON SECTORAL AND TECHNICAL
MEETINGS AND RELATED ISSUES
(GB.307/13(Rev.))

1. The sectoral dimension of the ILO's work

*1.1. Update of sectoral aspects regarding the global economic crisis:
Tourism, public services, education and health*

*1.2. Presentation of social dialogue in one sector: Response to the
economic crisis and the Global Jobs Pact*

- 225. *The Governing Body took note of these parts of the report.*** (GB.307/13(Rev.), paragraphs 1–20.)

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

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

Governing Body decision:

- 226. *The Governing Body:***

- (a) authorized the Director-General to communicate the report of the discussion of the Workshop to governments, requesting them to communicate the text to the employers' and workers' organizations concerned; and to the international employers' and workers' organizations and other international organizations concerned; and*

- (b) *approved the proposals in paragraphs 4–5 of GB.307/STM/2/1 concerning the effect to be given to the October 2009 Workshop as regards the date and purpose of the 2011 Global Dialogue Forum on the Role of Private Employment Agencies in Promoting Decent Work and Improving the Functioning of Labour Markets in Private Services Sectors.*

(GB.307/13(Rev.), paragraph 28)

2.2. *Interregional Consultative Workshop on an ILO Human Resource Toolkit of good practices for the teaching profession, Geneva, 2–4 November 2009*

- 227. The Governing Body took note of this part of the report.** (GB.307/13(Rev.), paragraphs 29–31.)

2.3. *Meeting of Experts to Consider a Draft Code of Practice on Safety and Health in Agriculture, Geneva, 23 November–1 December 2009, and follow-up*

Governing Body decision:

- 228. The Governing Body authorized the Director-General, following consultations with constituents, to convene a five-day meeting of experts to consider the revised draft code of practice, which would be held in October 2010 and comprise five Employer and five Worker experts nominated by their respective groups, as well as five Government experts from Costa Rica, Kenya, South Africa, Thailand and United Kingdom.** (GB.307/13(Rev.), paragraph 36.)

2.4. *Asian Regional Workshop on the Automotive Industry, Tokyo, 7–9 December 2009*

- 229. The Governing Body took note of this part of the report.** (GB.307/13(Rev.), paragraphs 37–40.)

2.5. *Meeting of Experts on the Revision of the List of Occupational Diseases (Recommendation No. 194), Geneva, 27–30 October 2009*

Governing Body decision:

- 230. The Governing Body:**

- (a) *approved the list of occupational diseases contained in the appendix to document GB.307/13 as revised by the Meeting of Experts, which would replace the preceding list of occupational diseases annexed to Recommendation No. 194 and be communicated to the Members of the ILO by the Director-General;*
- (b) *took note of the report of the Meeting of Experts on the Revision of the List of Occupational Diseases (Recommendation No. 194);*
- (c) *authorized the Director-General to publish and distribute the report of the meeting to governments and, through them, to employers' and workers' organizations; to the international employers' and workers' organizations,*

other international organizations concerned; and to the other institutions and services as appropriate; and

- (d) *requested the Director-General to bear in mind, when drawing up proposals for the future programme and budget, the recommendations and proposals made by the Meeting of Experts in paragraphs 13–27 and 68–78 of its reports.*

(GB.307/13(Rev.), paragraph 52.)

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

Governing Body decision:

231. The Governing Body requested the Director-General to:

- (a) *transmit the report of the Tenth Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel to the governments of member States and through them, to the relevant employers’ and workers’ organizations, as well as to relevant intergovernmental and international non-governmental organizations concerned with education and teachers, inviting their consideration and comments on the policy recommendations of the CEART that concern them; and*
- (b) *take into consideration, where appropriate in consultation with the Director-General of UNESCO, the Joint Committee’s proposals for future action by the ILO and UNESCO contained in its report, in planning and implementing future ILO activities, due account being taken of the Programme and Budget for 2010–11.*

(GB.307/13(Rev.), paragraph 56.)

4. *Maritime matters*

- 4.1. *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*

232. The Governing Body took note of this part of the report. (GB.307/13(Rev.), paragraphs 57–59.)

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

Governing Body decision:

233. The Governing Body:

- (a) *authorized the continued participation by the ILO in the development of draft guidelines to assist competent authorities on the implementation of*

Part B of the Fishing Vessel Safety Code, the Voluntary Guidelines and the Safety Recommendations;

- (b) authorized the participation by an ILO tripartite delegation, at no cost to the Office, in the next (53rd) session of the IMO's Subcommittee on Stability and Load Lines and on Fishing Vessels' Safety, and in related preparatory work; and***
- (c) invited the nomination of one representative each from the Governments, Employers and Workers to participate, at no cost to the Office, in the ILO delegation to the 53rd Session of the SLF and in related preparatory work.***

(GB.307/13(Rev.), paragraph 67.)

4.3. Follow-up to the resolution concerning tonnage measurement and accommodation, adopted by the 96th Session (2007) of the International Labour Conference

5. Sectoral activities 2010–11

5.1. Purpose, duration and composition of meetings to be held in 2010–11: Global Dialogue Forum on Vocational Education and Training, Geneva, 29–30 September 2010

234. *The Governing Body took note of these parts of the report.* (GB.307/13(Rev.), paragraphs 68–82.)

5.2. Tripartite workshop for the development and adoption of ILO guidelines on training in the port sector – New proposals from the Office

Governing Body decision:

235. *The Governing Body authorized:*

- (a) a change in the nature, title and duration of the tripartite workshop for the development and adoption of ILO guidelines on training in the port sector to the Tripartite Meeting of Experts for the Development and Adoption of ILO Guidelines on Training in the Port Sector, to be held for four days in December 2011 in Geneva; and***
- (b) that the meeting be composed of five Government, five Employer and five Worker experts, with representatives of other interested Governments, Employers and Workers invited as observers at their own cost.***

(GB.307/13(Rev.), paragraph 86.)

5.3. Proposal for other activities in 2010–11 under the Sectoral Activities Programme: Tripartite meeting on labour aspects of sustainable construction – New proposals from the Office in relation to training in the construction sector

236. *The Governing Body approved the implementation of a training programme on safety and health in construction, outlined in GB.307/STM/5/2, using the resources originally approved for the organization of a tripartite meeting on*

labour aspects of sustainable construction in 2011, which will not be implemented. (GB.307/13(Rev.), paragraph 93.)

6. *Workers' meeting on the 60th Anniversary of Convention No. 98 – The Right to Organize and Bargain Collectively in the 21st Century, Geneva, 12–15 October 2009*

7. *Other questions*

237. *The Governing Body took note of these parts of the report.* (GB.307/13(Rev.), paragraphs 94–107.)

Fourteenth item on the agenda

REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION
(GB.307/14(Rev.))

I. The role of Decent Work Country Programmes in the enhanced Technical Cooperation Strategy

Governing Body decision:

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

- (a) instruct the Office to take concrete steps to ensure that the challenges and opportunities identified in the evaluations of Decent Work Country Programmes are adequately addressed in forthcoming country programmes;*
- (b) promote the programming of specific Decent Work Country Programme outputs to ensure institutional capacity building for constituents to strengthen their participation in the Decent Work Country Programme process and in development planning as a whole and, where necessary, to strengthen the coordination of inputs of employers' and workers' organizations;*
- (c) promote the programming of specific outputs to support country-level action on priorities emerging from the ILO's governance structures, including on international labour standards;*
- (d) promote the development of Decent Work Country Programmes that are reflected in PRSs, where present, and that actively involve constituents, are fully results-based, and aim at sustainable resource mobilization strategies, including through donor funding and, where possible, strive for eventual aid independence through, inter alia, increased national ownership; and*
- (e) report on action taken and results achieved on the above in future reporting on the implementation of Decent Work Country Programmes.*

(GB.307/14(Rev.), paragraph 48.)

II. Operational aspects of the International Programme on the Elimination of Child Labour (IPEC)

III. Implementation of the Tripartite Agreement on Freedom of Association and Democracy in Colombia

- 239.** *The Governing Body took note of these parts of the report.* (GB.307/14(Rev.), paragraphs 49–72.)

Fifteenth item on the agenda

REPORT OF THE WORKING PARTY ON THE SOCIAL DIMENSION OF GLOBALIZATION
(GB.307/15(Rev.))

- 240.** *The Governing Body took note of the oral report presented by the Chairperson of the Working Party.*

Sixteenth item on the agenda

REPORT OF THE DIRECTOR-GENERAL
(GB.307/16)

Tribute to Mr Francis Blanchard, ILO Director-General, 1974–89

- 241.** *A Government representative of Bangladesh, speaking on behalf of the Government group, recalled Mr Blanchard's courage and conviction in guiding the ILO through a turbulent period in international relations. Mr Blanchard fought to extend the universal character of the Organization, and its current composition of 183 member States was part of his heritage. He fought also to defend the ILO's values and principles to ensure that they were recognized in the new international order.*
- 242.** *The Employer Vice-Chairperson spoke from personal memory of Mr Blanchard who had helped prepare him to take up the responsibilities he currently held within the Employers' group. Mr Blanchard had readied the ILO for a globalized world. He had guided the Organization through budgetary problems and the latter years of the cold war, with all their political incertitude, with profound humanity and great adaptability to change. He had left an Organization capable of performing its role in today's world.*
- 243.** *The Worker Vice-Chairperson said that Mr Blanchard had indeed taken the ILO through a very difficult period, and on standing down as Director-General had left it stronger than ever. In a time of authoritarian and despotic rule, he defended representation by workers' and employers' organizations. Within the ILO he insisted that staff relations and management should be a model of tripartism and social dialogue. But for the workers, perhaps his most significant role had been his efforts to erase apartheid from the world.*
- 244.** *A Government representative of France said that the French Republic shared the pride felt by the ILO in the work of Mr Blanchard, work which directly followed in the line drawn by Albert Thomas. Mr Blanchard believed in the universality of the ILO, in its mission to defend human rights at work and to develop social policies throughout the globe. His achievement in guiding the Organization through a world divided by antagonisms had required great determination, vision and faith. His support for Solidarnosc was a testament to his defence of workers' rights, and an example of how an international organization could help write one of history's most significant pages. The President of the French*

Republic, Mr Nicholas Sarkozy, had paid public tribute to Mr Blanchard, at the 98th Session of the International Labour Conference (2009). After quitting the ILO, Francis Blanchard had placed his talents at the service of France, both in the Economic and Social Council, as well as in conciliation missions in cases of social conflict and in tripartite committees in the field of European and international social affairs. Francis Blanchard had dedicated his life to the United Nations. He had led the combat for fundamental rights at work and, as President Sarkozy had stressed, he had never lost sight of the critical need to promote the social dimension of globalization. In the course of an exceptional life he had demonstrated that there were no obstacles so large as to be insurmountable.

- 245.** *The Director-General* recalled that Francis Blanchard had spent 38 years working in the ILO, the last 15 as Director-General. Where fundamental rights at work were in danger, he never shirked his responsibilities, but was always present to remind States of their commitments, whether in Poland, Argentina, South Africa, Spain, Portugal or Chile. When the United States left the ILO, Mr Blanchard worked tirelessly to create the conditions for the country's re-entry. Despite the financial difficulties of that period, he succeeded in inspiring his staff to find solutions. He prepared and redefined the ILO for the era of globalization and was a precursor in calling for greater coherence within the multilateral system. His breadth of knowledge was impressive to the end of his life, and he followed closely the life of the Organization that was so dear to him. While extremely sensitive to all cultures, he was a true Frenchman, which rendered the occasion of the 98th Session of the International Labour Conference, and the warm tribute paid to him by President Sarkozy, still more poignant. He would remain a symbol of all for which the ILO stood.

(The Governing Body observed a minute's silence in honour of Mr Francis Blanchard.)

Tribute to Mr Philippe Séguin, Chairperson of the ILO Governing Body, 2004–05

- 246.** *A Government representative of Bangladesh* drew attention to Mr Philippe Séguin's illustrious career in French politics, which had made him a well-known and highly appreciated figure in his country. He was respected for his independence, integrity and sense of social justice. He was profoundly attached to policies that promoted equal opportunities for all and would be remembered for the energy and leadership he displayed as Chairperson of the Governing Body.
- 247.** *The Employer Vice-Chairperson* said that his group fully endorsed the sentiment expressed by the Government group. Mr Séguin had been a man of strong convictions who fully implicated himself in the work of the Governing Body, striving always to find consensus. He fully understood the importance of the ILO, and his presence and strength of personality had left an indelible mark on the Governing Body.
- 248.** *A Worker member from France* said that Mr Séguin had shown his particular attachment to the ILO by attending Mr Blanchard's funeral a scant few weeks before his own death. At a recent seminar organized by France to celebrate the ILO's 90th anniversary, Mr Séguin had stressed the need for coherence in the multilateral system and national policies, explaining how he had often been struck at how decisions he had taken as Minister for Labour and Social Affairs had not been recognized or taken into account by ministers for trade or finance. This was a central preoccupation of the Global Jobs Pact. While he had been its Chairperson, the Governing Body had symbolically set to one side the notion of zero growth in the Organization's budget, a fact which gained in significance after his appointment to the Court of Accounts of France. With Francis Blanchard, he was a militant for, and an artisan of, social justice. He saw the importance of the world of work in society and in democracy. He stressed France's deep attachment to the ILO, an attachment that the workers of France felt also for their comrades throughout the world.

249. *A Government representative of France* recalled that Mr Séguin had been one of the foremost French politicians of his generation. At the State funeral held in his honour, President Sarkozy had paid him solemn tribute. Philippe Séguin had a lifelong respect for the role of the State as protector of the most vulnerable and provider of equal opportunities. He had been an elected member of parliament for 22 years, and the elected Mayor of Epinal for 14 years. He was speaker of the National Assembly from 1993 to 1997, a role he had played with a high moral sense and a keen respect for democratic principles. During this period, the National Assembly had undergone fundamental reform. He had been Minister for Labour and Social Affairs from 1986 to 1988. From 2002 to 2005, Mr Séguin was Government representative of France on the ILO Governing Body, and he served as its Chairperson for 2004–05. In that role he demonstrated his deep attachment to the mission of the ILO, understanding the need for the social regulation of globalization – a fact he highlighted in his brilliant preface to Francis Blanchard’s book: “L’Organisation internationale du Travail, De la Guerre froide à un nouvel ordre mondial”. He retained this deep attachment after his appointment to the Court of Accounts, as witnessed by his participation in the 90th Anniversary celebrations of the ILO in April 2009 at the Senate of the French Republic, his presence at the Summit on the Jobs Crisis, with President Sarkozy in June 2009 and at Francis Blanchard’s funeral in December 2009. His generosity would continue to inspire the ILO for many years.

250. *The Director-General* also wished to pay tribute to the memory of the major French statesman that Philippe Séguin had been. France had a tradition of occupying important posts in the Government group and in the Governing Body, and Mr Séguin had fully upheld this tradition. His skilful management of the debate on the Organization’s Programme and Budget for 2006–07 had assured modest real growth. He was an ardent defender of the recommendations of the World Commission on the Social Dimension of Globalization and remained loyal to the ILO after his departure. He would be remembered as a man of passionately held convictions, and the ILO counted itself lucky that he had placed his skill at its service.

(The Governing Body observed a minute’s silence in honour of Mr Philippe Séguin.)

Governing Body decision:

251. *The Governing Body requested the Director-General to convey its condolences to the families of Mr Francis Blanchard and of Mr Philippe Séguin and to the Government of France.*

(GB.307/16, paragraphs 6 and 12.)

Progress in international labour legislation

Internal administration

Publications and documents

252. *The Governing Body took note of the parts of the report.*

(GB.307/16, paragraphs 13–27.)

First Supplementary Report: Outline of Action Plan for Gender Equality: 2010–15
(GB.307/16/1)

253. *A representative of the Director-General (the Director of the Bureau for Gender Equality)* recalled that the Action Plan was a response to a request made to the Bureau for Gender

Equality concerning the preparation of an Office-wide plan of action. The present document featured two new aspects: periodicity, as the Gender Equality Action Plan was aligned with the Strategic Policy Framework 2010–15 cycle; the Action Plan included precise minimal performance standards, with modalities covering the obligation to provide greater accountability.

- 254.** It was also interesting to note that this six-year Action Plan covered three biennial periods and was therefore closely linked to programme results agreed on in the conclusions concerning gender equality at the heart of decent work, adopted by the International Labour Conference in 2009. The speaker recalled that the new plan had undergone an in-depth consultative procedure, both at headquarters and in the field, and at all levels, and was to a large part based on the results of the evaluations of the Action Plan for 2008–09 and the Governing Body discussions at its November 2009 session.
- 255.** *The Employer Vice-Chairperson* thanked the Office for the document presented and was satisfied to note that it was based on the conclusions concerning gender equality at the heart of decent work, adopted at the International Labour Conference in June 2009. He nevertheless regretted that paragraph 5 of the document referred to Convention No. 183 on maternity protection (2000), despite the fact that the conclusions showed that its low rate of ratification required an in-depth analysis. The Action Plan should take this situation into account. The speaker recalled that the Employers did not support that Convention and believed that a number of obstacles could arise.
- 256.** On the issue of equal pay for work of equal value, he stressed that paragraph 6 of the document noted that the ILO was ready to strengthen tripartite constituents' capacity to develop and implement national policies on equality and to apply the principle of equal pay for work of equal value. He noted that this issue was not in line with the Conference conclusions that showed that the concept of equal pay between men and women for work of equal value was difficult to determine and apply, and that more work was required to better understand the concept. Finally, the speaker asked how, in practice, budget funds would be used to carry out the Action Plan.
- 257.** *A Workers' group representative* expressed satisfaction with the document presented by the Office, but pointed out that her group would have appreciated a more global approach, mainly because the Action Plan covered a period of six years. The group also regretted that all the points of the discussion at the International Labour Conference in 2009 were not taken into account.
- 258.** The speaker expressed satisfaction that stress had been placed on the obligation to provide more detailed accounts and welcomed the introduction of performance standards that would allow evaluation of the impact of the ILO's work. The linkage between short-term and medium-term strategies was also a good initiative. Moving to the main objectives, the speaker stated that, where employment was concerned, the Action Plan should go beyond the checklist of points, mentioned in paragraph 4, and that a clear strategy was needed on the way in which the promotion of productive and decent employment would include a gender equality dimension. The Workers also wanted to know how the Global Jobs Pact would be used by the Office to combat discrimination. As it had already stated, the Workers' group wanted the Office to extend its knowledge base and its advisory service on labour-intensive growth, mainly in the public sector, which, although it employed a large number of women, was not mentioned in the Outline Action Plan. Steps also needed to be taken to strengthen demand, because steps to strengthen supply would not be sufficient to combat the crisis and to promote productive and decent full employment for women and men.

- 259.** Regarding social protection, the Workers noted with satisfaction the reference to promotion of Convention No. 156 on workers with family responsibilities (1981), and Convention No. 183 on maternity protection (2000), but wanted the Office to examine aspects related to gender equality in health and job security as these issues affected women and men differently. Issues relating to support for the pay system and policies, as well as to minimum salary, and all issues of part-time work, should be part of the Action Plan. The document also did not mention the evermore widespread practice of precarious, short-term and similar types of work, which affected the majority of women. These issues had to be addressed in the Action Plan, as should the issue of the effective implementation of the Employment Relationship Recommendation, 2006 (No. 198). The issue of economic processing zones took up a large part of the 2009 Conference discussions and the promotion of decent work in these zones should be an integral part of the Action Plan. The document should also establish a link between the discussion at the Conference in 2009 and those which will take place in 2010 and 2011 on domestic work.
- 260.** The section on fundamental principles and rights at work made no reference to Conventions Nos 87 and 98, whose importance had nevertheless been stressed in the June 2009 resolution as well as in the follow-up adopted in November 2009. These instruments should be part of the Action Plan, as should the Conventions related to part-time and domestic work, which the Workers had already insisted on during the November 2009 discussions. On the other hand, the group was satisfied with the promotion of key Conventions related to equality, i.e. Conventions Nos 100, 111, 156 and 183.
- 261.** In the field of social dialogue, the speaker expressed the hope that collective bargaining would be considered to be a fully-fledged tool in promoting gender equality and in the improvement of working conditions. The work carried out by the Social Dialogue Sector in the area of collective bargaining should include a gender equality dimension, and the Office should guarantee that Decent Work Country Programmes would systematically integrate equality issues, including the promotion of related standards.
- 262.** Finally, the speaker invited the Office to take note of her group's comments during the drafting of the Action Plan and hoped the ACT/EMP and ACTRAV would be closely involved in the development of the Plan. She inquired at what date the Action Plan would be submitted to the Governing Body for discussion and adoption.
- 263.** *A Government representative of Spain*, speaking on behalf of the European Union, the candidate countries (Croatia, The former Yugoslav Republic of Macedonia and Turkey), the countries of the stabilization and association process (Albania, Bosnia and Herzegovina, Montenegro and Serbia) as well as Armenia, Georgia, Republic of Moldova, Switzerland and Ukraine, said that the European Union globally supported the Outline Action Plan presented and insisted on the need to keep up pressure for the defence and strengthening of progress achieved in the area of gender equality in recent years. The problems that the world of work faced were particularly severe for women.
- 264.** On the issue of employment, the European Union requested the ILO to pay particular attention to reducing inequalities as well as to the elimination of all types of discrimination and segregation in the world of work. There was a need to promote participation of women in professions and sectors that were traditionally the domain of men and vice versa, so that women and men could be equally present at all levels and all salaries.
- 265.** In the field of social protection, there was a need to develop accessible health services, childcare services and systems that allowed more equitable sharing of family responsibilities, in order to guarantee the participation of women and men in the labour market in conditions of equality. The promotion of a system of universal social coverage in which women have the same rights as men should be a priority.

- 266.** In the field of international standards and fundamental principles and rights at work, the ILO should endeavour to identify the most appropriate instruments to combat discriminatory attitudes which are obstacles to women's entry into and progression through the labour market. The active participation of the social partners in all issues of gender equality significantly facilitated the evolution of social and cultural attitudes. It was therefore important that the ILO provide assistance to employers' and workers' organizations. The speaker underlined the need for the ILO to put in place action plans to promote women's access to management positions and their participation in the decision-making and working conditions bargaining process in order to enhance their position in the labour market. The ILO should use its strategic position in the area of equality within the framework of the United Nations to initiate negotiations with a view to the setting up of a visible and powerful entity that would be responsible for gender equality issues. The Organization should also work more closely with the World Bank to promote issues related to gender equality in its work.
- 267.** In conclusion, the European Union reiterated its support for the Organization's strategy to promote gender equality in all its work to overcome the economic and financial crisis and to move forward the establishment of a just, prosperous and solidarity-based world society.
- 268.** *A Government representative of Egypt* thanked the Office and the Director-General for their efforts on behalf of women that included the resolution and conclusions adopted by the International Labour Conference in June 2009. The speaker supported the ILO strategy and stressed that there were a number of steps to be taken in order to ensure equality between men and women. She requested that special efforts be made on behalf of women working in the informal economy and migrants. Action was also required to promote ratification of international Conventions and their implementation. The ILO should support constituents in order to ensure the setting up of an environment in which international labour standards could be implemented, mainly through training. Periodical evaluations were required in order to compile results obtained in the drawing up of future plans that were realistic and practical. Finally, the speaker supported the Workers' group statement on the need for a short-term and long-term follow-up strategy as well as for comments on the importance of social dialogue. She called for strengthening of efforts by each party so that genuine progress could be made between now and 2015.
- 269.** *A representative of the Government of India* welcomed the Outline Action Plan on Gender Equality 2010–15 and recalled that, although significant progress had been made in the field of equality, many issues were still pending and major gaps remained. There was a need for proactive measures to be taken to eliminate the remaining structural obstacles to gender equality in the world of work. The alignment of the Action Plan with the Strategic Framework would help obtain more lasting and realistic results.
- 270.** Moving to the strategic objectives contained in the Action Plan, the speaker believed that mention should be made of the informal sector in the section on employment. Regarding social protection, both viable financial and technically achievable means were needed in order to spread coverage of basic health care, maternity protection and women's pension schemes. Women were particularly exposed to the impact of HIV/AIDS, and preventive services and support services to women must be developed in this area. On the issue of social dialogue, freedom of association and collective bargaining were major tools that would allow women to achieve independence and ensure their place in the sharing of information, consultation and negotiation. The labour inspection system should be adapted to promote equality. Where fundamental principles and rights at work were concerned, the ILO should promote universal ratification of Convention No. 100 on equal remuneration (1951), and of Convention No. 111 on discrimination (employment and occupation) (1958), in order to put in place practices that ensured equality in the workplace.

271. Finally, the speaker welcomed the integration of the workplan into the results forecast for the Programme and Budget for 2012–13 and hoped that the Action Plan would encourage greater sensitization to gender inequalities and help to eliminate discrimination by changing attitudes in the long term.
272. *A Government representative of the Bolivarian Republic of Venezuela* thanked the Office for the presentation of the Outline Action Plan. She stressed the importance of consultations in taking gender equality into account in the framework of national policies and in the Organization's activities and action plans, as well as in evaluation and follow-up mechanisms. The inclusion of performance standards in the Action Plan should strengthen capacity and allow progress made by governments in this field to be measured. The Plan stressed the importance for governments of introducing a legal framework that integrated all aspects of this type.
273. She explained that, in her country, the Constitution and different national legislations had incorporated that approach and all texts featured non-sexist language. The Bolivarian Republic of Venezuela included a minister in charge of women's promotion and of gender equality, as well as a national institute of women, a women's development bank and a *Misión Madres del Barrio*. In addition, public education and employment policies were tools for combating poverty and for promoting equitable and solidarity-based growth. The Government had given priority to education and to development of occupational competencies for both women and men. Women's share of the manual labour market had risen in the last decade and their participation in the political and social fields had improved.
274. The speaker requested the Office to continue to combat inequality and discrimination in order to move forward with sustainable development and social justice.
275. *A Government representative of Mozambique* thanked the Office for the document presented and said that she supported the Beijing Declaration on gender equality, as well as other important instruments at the African level. Mozambique fully integrated gender equality issues in national policies. Steps to integrate gender equality must be taken in the light of the Global Jobs Pact in order to increase training activities on equality. Social protection must also promote gender equality, as women were often among the least favoured groups and were in a majority in the informal sector. In addition, women were the main victims of the economic crisis and of HIV/AIDS and should therefore have priority in the implementation of action plans. Girls' access to education and the improvement of working conditions were objectives that could benefit from social dialogue.
276. In concluding, the speaker judged that the Outline Action Plan for Gender Equality 2010–15 should be able to respond to the challenges laid down by the International Labour Conference in 2009.
277. *A Government representative of Mexico* agreed with the main thrust of the Outline Action Plan 2010–15, which reflected medium-term and long-term efforts that would guarantee the implementation of the resolution on gender equality that was at the heart of decent work, adopted in June 2009. She said that her country had taken a series of steps aimed at promoting gender equality and that her Government had decided to set up consultations on gender equality with those responsible for public policy and also with the most representative employers' and workers' organizations in order to debate possible ratification of Convention No. 156 on workers with family responsibilities (1981).
278. *A Government representative of Kenya* expressed satisfaction with the document's contents, especially with the minimal performance standards that had been agreed in terms of institutional mechanisms, as well as with the transparent strategies which would allow

evaluation of both good and bad results. He welcomed the fact that the strategies would be results-oriented and that a system of precise reference points would be employed. He noted with satisfaction that the Organization's four strategic objectives, which were of critical importance for the launching of Decent Work Country Programmes, were fully integrated into the Action Plan.

- 279.** The speaker noted with satisfaction the strategy related to sustainable enterprises which targeted the informal sector and said that in this respect in Kenya more than 70 per cent of the labour force worked in the informal sector. Most workers in this sector were women and the decent work deficit was particularly high. It was therefore very important for Kenya to focus on the informal economy. He supported the approach to social security, including the setting up of a system of basic social security, as well as the measures relating to migrant workers.
- 280.** Finally, he said that it would be useful to have available a number of specific benchmarks which could be used as a checklist in order to determine how gender equality issues were integrated into Decent Work Country Programmes.
- 281.** *A Government representative of Ghana* recalled that women today were important family supports in many developing countries and was pleased to note that the strategies proposed aimed not only at creating new job opportunities for both men and women, but also at guaranteeing a decent job and decent pay in order to ensure equitable working conditions and social security coverage for all.
- 282.** Gender equality was essential to economic growth and poverty reduction, and played an important role in the achievement of the Millennium Development Goals. The inclusion of these issues in the Action Plan supported efforts made by the Government of Ghana to integrate gender equality issues and would strengthen development programmes through capacity building. A gender equality dimension had been incorporated into all national development programmes and the budget adopted by the Government took gender equality into account. However, many problems still remained and the speaker thanked the Office for increasing its efforts to support member States that would strengthen their political, legal and institutional frameworks.
- 283.** *A Government representative of Nigeria* supported the Outline Action Plan for Gender Equality 2010–15 and particularly welcomed the fact that it featured performance standards. However, he said that he would prefer these indicators to be expressed in percentages rather than in absolute numbers. Regarding the employment strategic objective in particular, the checklist proposed in the report would be an extremely useful tool for tracking gender equality issues in the labour market, especially for young people – both men and women. The Nigerian Government actively supported social dialogue and its utilization in the elimination of discrimination in employment.
- 284.** *A representative of the Director-General (the Director of the Bureau for Gender Equality)* welcomed the comments on the way in which the Action Plan would facilitate initiatives at national level. She thanked speakers for their views on strengthening capacity and noted with satisfaction the support for the time line.
- 285.** Moving to basic issues, she recalled that, as noted in the document, the definitive Action Plan would be much more detailed and would place greater stress on maternity protection. The batch of documents on maternity protection, mentioned in paragraph 5, would make specific mention of obstacles to ratification of Convention No. 183. On the point of equal pay for work of equal value, it was clear that the Action Plan would use the major elements of the conclusions adopted by the Conference, and the speaker recalled that this was one of the results expected in the Programme and Budget for 2010–11. The budgetary issue

mentioned was a challenge which would be discussed in the evaluation and follow-up reports. Previous evaluations had shown that better integration of gender equality issues in all the budget programmes required resources that were greater than those of the regular budget. The Office would make all efforts to obtain extra-budgetary resources to complement regular budget funds, but would also call on the supplementary budget account.

- 286.** The Office was aware of the different elements that were present in the Conference conclusions, but she stated that the document was not exhaustive and that the study related only to the first part of the six-year period, i.e. the period corresponding to the Programme and Budget for 2010–11. Of the 19 expected results, some areas had been put to one side; as a function of the decisions taken for the next biennium in the framework of the Action Plan, other areas would certainly be more closely studied. However, the content of the current Plan should not be underestimated. It provided explicit support to Conventions Nos 87 and 98, and the importance of social dialogue went beyond the promotion of core Conventions. Paragraph 6 did not limit itself to Conventions Nos 87 and 98, but noted other Conventions rightly mentioned by speakers.
- 287.** Similarly, the role of ACT/EMP and of ACTRAV, as well as that of employers' and workers' organizations had been made clear in the negotiations for Decent Work Country Programmes. The programme and budget and its 19 expected results were closely linked to the implementation of decent work at the national level.
- 288.** On a technical point, the speaker stressed that only one action plan had been submitted to the Governing Body in November 2007: the Governing Body had been invited to note the plan, and it had asked to be kept informed of progress and results achieved. With the comments and suggestions received, the Office would finalize the Action Plan 2010–15 with the units concerned and prepare a document which would be distributed as soon as possible.

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

*Second Supplementary Report: Report of the Committee of Experts
on the Application of Conventions and Recommendations
(Geneva, 26 November–11 December 2009)
(GB.307/16/2)*

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

*Third Supplementary Report: Measuring decent work
(GB.307/16/3)*

- 291.** *The Chairperson* explained that the paper followed a discussion that had taken place at the 306th Session of the Governing Body, when it had requested the Office to prepare a strategic overview of the way in which the programme on measurement of decent work was linked to the priorities of the Programme and Budget for 2010–11 and the Strategic Policy Framework for 2010–15, and to take stock of work on numerical indicators to measure progress with regard to observance of the fundamental rights and principles at work.
- 292.** *The Employer Vice-Chairperson* recalled that, at the previous meeting of the Governing Body, the Employers' group had been concerned at the possibility that the use of indicators might give rise to inappropriate comparisons. He considered that the paper that had been presented should be submitted for discussion and guidance, rather than for information. The question was a sensitive one and occupied the area between qualitative analysis and

comparison. The Employers could not support the paper, which did not respond to their concerns. Paragraph 17 in particular only aggravated their concerns because it referred to an objective method of summarizing numerically a country's overall performance in relation to the goals of the 1998 Declaration with regard to freedom of association and the right to collective bargaining. There could be no question of instigating an exercise that was not related to the substance of the Declaration and did not reflect the discussions that had taken place on indicators. The Employers were willing to work with all the constituents, but had already emphasized on a number of occasions that the exercise should not be counter-productive.

- 293.** The Employers' group had other observations to make but, given that the paper was only submitted for information, wished only to draw attention to its conclusions, namely that: (1) the paper should be submitted for discussion and guidance; (2) the group did not concur with paragraph 17, which referred to involvement by the Committee of Experts.
- 294.** *The Worker Vice-Chairperson* considered that the development of indicators was a key element in measuring progress in all the various dimensions of decent work and ensuring that Office assistance was better targeted to the constituents. The indicators in question could also contribute to a better measurement of the impact of Decent Work Country Programmes.
- 295.** The paper emphasized that measurement of decent work was intrinsically linked to the capacity of national statistical institutions to collect relevant data. Reinforcement of that capacity would constitute a significant contribution to making good the undertakings that had been accepted with the adoption of the Declaration on Social Justice for a Fair Globalization, which envisaged the development of appropriate indicators or statistics in implementing the Decent Work Agenda. The Workers welcomed the progress that had been made in developing qualitative and quantitative indicators on freedom of association, but wanted the analysis to cover collective bargaining as well.
- 296.** The group welcomed collaboration with the Committee of Experts and the fact that the methodology used by the Office had been subjected to collective examination. Lastly, the Workers encouraged the Office to pursue its efforts to develop numerical decent work indicators, assist member States and provide statistics, and report to the Governing Body in March 2011. They wanted that important area of activity to be financed from the regular budget.
- 297.** *A Government representative of Australia*, speaking on behalf of the Asia-Pacific group, commended the work done by the Office. The Decent Work Country Programmes were the Office's principal instrument for giving technical assistance, and it was therefore especially important to assess their impact. The paper gave a clearer picture of the way in which measurement of decent work and development of decent work country profiles could be integrated with the Organization's strategic priorities.
- 298.** The Asia-Pacific group noted the efforts that had been made to develop numerical indicators to measure progress made in the area of the fundamental principles and rights at work. It called on the Office to act transparently and develop indicators in close consultation with the constituents. The speaker recalled that it had been agreed that the purpose of indicators was not to draw comparisons between countries, and that they should instead serve a promotional purpose and be used constructively to help constituents to identify deficiencies and areas of possible improvement. Furthermore, the indicators should be used on a voluntary basis and should not be seen as something additional to the supervisory mechanism. The principle that such indicators were voluntary should also be adopted for the presentation that would be made during the March 2011 session of the

Governing Body, if it were proposed that it should also include numerical indicators relating to member States.

- 299.** The group attached great importance to those questions, and requested that a paper for discussion and guidance be submitted to the Governing Body in its next session.
- 300.** *A Government representative of Canada* endorsed the statement made on behalf of the Asia–Pacific group. She asked for additional information on the nature of the indicators and plans to involve constituents in their development. The indicators should be used for promotional purposes, not for the purpose of classifying countries or for monitoring. She also requested a more detailed paper and discussion at the next session of the Governing Body.
- 301.** *A Government representative of Pakistan* emphasized that decent work improved living and working conditions for individuals and their families and for society in general. Pakistan was implementing a decent work programme but was currently going through a difficult period, and seeking above all to preserve existing jobs. The Government was fighting for workers’ rights and had adopted numerous measures, including a 50 per cent increase in the minimum wage, a 37 per cent increase in the minimum old-age pension, and a reduction in employers’ old-age pension contributions from 6 to 5 per cent in order to encourage employment. In addition, a certain number of benefits under the workers’ social welfare system had been improved. Houses built by the Workers’ Welfare Fund, which has hitherto been rented, should now be allocated to workers who would become the owners. Under the Benazir Employees’ Stock Option Scheme, officials could acquire shares in their organizations. The Benazir Income Support Scheme was intended to provide a social security safety net for the least well-off, with a special emphasis on encouraging women’s independence. In addition, a number of social welfare laws had been enacted.
- 302.** Globalization offered new opportunities for development and wealth creation but opinions differed as to its economic and social impact. The speaker considered that decent work was the key to progress.
- 303.** *A Government representative of India* endorsed the statement made on behalf of the Asia–Pacific group. He emphasized the relevance of decent work country profiles in helping to identify gaps, identifying areas of progress and drawing up general guidelines. The experience acquired in measuring decent work in pilot countries was important. In that regard, paragraph 7 of the paper rightly highlighted the importance of ensuring that national statistics institutions had the necessary capacity, especially in developing countries. The problem of developing indicators was aggravated by the existence in many developing countries of a large informal sector. The support which the ILO could provide through capacity-strengthening programmes and training could prove to be very valuable and the ILO’s field structures should work closely with national statistics institutions to draw up Decent Work Country Programmes adapted to national needs and priorities.
- 304.** The speaker said that he had noted the progress made in the development of numerical indicators. He recalled the observations made by the ILO’s supervisory bodies to the effect that the indicators in question should not be the sole measure of rights at work. It was important not to neglect the national juridical and institutional mechanisms which also needed to be involved in the preparation of numerical indicators. What was therefore needed was a system that took account of prevailing national economic and social conditions and facilitated an interpretation of results based on a range of indicators. The development of decent work country profiles should not be an end in itself but rather a means for better monitoring and evaluating the progress made at the national level. The development of decent work country indicators therefore needed to be undertaken with care. It was essential to adopt a practical approach that would reinforce infrastructure and

competences at the national level, taking account of the fundamental objective of decent work in each country.

- 305.** *A Government representative of Argentina* commended the Office for the paper. He explained that his Government had worked with the ILO Office in Buenos Aires and developed a number of qualitative and quantitative indicators to check progress made in implementing the Declaration. Nevertheless, other such indicators also needed to be included in the specific national context. He called for consultations with governments, and for improved collaboration with regional and national offices, and suggested that the next paper submitted to the Governing Body should be for discussion.
- 306.** *A Government representative of Brazil* considered that the adoption of decent work indicators presupposed that statistical systems were in place covering all dimensions of decent work. He commended the work done by the Office with the Brazilian Government and the social partners in discussions on the measurement of decent work, emphasizing its multidimensional character and the importance of covering all workers.
- 307.** In order to develop a methodology for measuring progress in the area of decent work, a process was needed that would include a model for qualitative and quantitative indicators, a set of statistics, and information linked to the presentation of different country profiles. Lastly, the selection of decent work indicators should serve as a basis for a discussion on the priorities of each country and thereby contribute to the identification of the most relevant aspects in relation to the four dimensions of decent work by helping to adapt Decent Work Country Programmes to requirements.
- 308.** *A Government representative of Italy* supported the development and use of a measurement system based on numerical indicators, but also emphasized that there were no objective statistical indicators and the choice of indicators was a political, rather than a technical, question. For that reason, Italy shared some of the concerns voiced within the Governing Body regarding the lack of precise information on the indicators.
- 309.** *A representative of the Director-General* noted the consensus within the Governing Body on the importance of statistics for drawing up country programmes, and welcomed the recommendations of the Programme, Financial and Administrative Committee on the allocation of funds to the Statistics Department. Many countries encountered difficulties in that area and needed international help. With regard to country profiles, the Governing Body had requested information on working methods and the relationship between the profiles and the Decent Work Country Programmes, the Strategic Policy Framework and the programme and budget. The aim was to draw up profiles that would be useful to countries, rather than adopting a single formula that did not take account of national conditions. The speaker cited the example of the United Republic of Tanzania, whose profile was drawn up following in-depth discussions with governments, statistics experts, and the social partners. It was now essential to develop activities in the light of the country profiles and to link them to the activities of the new field structure and to the development of Decent Work Country Programmes.
- 310.** The question of numerical indicators with regard to the fundamental principles and rights at work was an extremely sensitive issue. The proposal in question had originated from a meeting of experts in 2008, which had invited the Office to consider a methodology that covered quantitative, as well as qualitative, aspects of the fundamental principles and rights at work. Work had begun in 2009 and was proceeding cautiously, as the Governing Body had requested. Activities in that area should not run counter to the existing supervisory procedures. The Office intended to present a paper for the March 2011 session setting out the methodology very clearly so as to give a clear and accurate idea of how it would work. The procedure was an experimental one, and it was important to ensure that

such a potentially useful tool would not create more problems than it solved. The Office would endeavour to present a report in November 2010 but if that were not possible, it undertook to do so in March 2011.

- 311.** Lastly, the speaker recalled that the object of the exercise was to make available a tool that would help countries to make progress by examining systematically the way in which progress was being made with regard to the application of the fundamental Conventions. There should be no question of classifying countries.

Governing Body decision:

- 312.** *The Governing Body took note of the report, on the understanding that a further report would be provided to the Governing Body at its 310th Session (March 2011), at the latest.*

*Fourth Supplementary Report: Activities of the International Occupational Safety and Health Centre (CIS) in 2008–09
(GB.307/16/4)*

- 313.** *The Worker Vice-Chairperson* highlighted the need for care, when streamlining information technology, to ensure that the poorer countries, on the far side of the digital divide, were not excluded.
- 314.** *The Employer Vice-Chairperson* urged the Office to take account of the use on the ground of the material provided by CIS. Useful tools were required not only for academics, but also for workers and employers in the real world of work.
- 315.** *The representative of the Director-General* said that CIS was aware of the digital divide and would continue to provide printed material and to support countries which had less developed information technology. With regard to the point raised by the Employers, the International Chemical Safety Cards provided extremely practical information, which made the site one of the most visited of the ILO. CIS would continue to work in this direction, focusing on providing maximum support at enterprise level.

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

*Fifth Supplementary Report: Arrangements for the 15th Asian Regional Meeting
(GB.307/16/5)*

Governing Body decision:

- 317.** *The Governing Body decided that the 15th Asian Regional Meeting would be held in Bangkok, Thailand, from 12 to 15 October 2010, that the agenda for this Meeting would be to discuss, on the basis of the Director-General's Report, the ILO's action over the past four years in the region, including the evolving responses to the impact of the economic crisis, and the key challenges in attaining the goals of the Asia Decent Work Decade 2006–15, in order to set out future priority action for Asia and the Pacific, and noted the other information in this document.* (GB.307/16/5, paragraph 3.)

*Sixth Supplementary Report: Promotion of the ratification of the 1986 Instrument
of Amendment of the Constitution of the International Labour Organization
(GB.307/16/6(Rev.))*

- 318.** *The Worker Vice-Chairperson*, supported by *the Employer Vice-Chairperson*, urged the Office to continue actively promoting ratification of the 1986 Instrument of Amendment.
- 319.** *A Government representative of Tunisia*, speaking on behalf of the Africa group, thanked the Office for responding to the group's request to place the item before the Governing Body and for its readiness to resume the ratification campaign, without any financial impact. Ensuring equitable representation of the ILO's constituents on the Governing Body was part of the overall concern to achieve equity and transparency which were among the ILO's values, and were in line with the process of reform embarked on by the Organization with the aim of enhancing its capacity to help States achieve the strategic objectives and improve governance. The speaker urged member States to respond favourably to the campaign.
- 320.** *A Government representative of Egypt* thanked the Office, the Director-General and the constituents for their swift response to the request of the Africa group. He endorsed the point for decision, as he was convinced that ensuing appropriate representation of constituents on the Governing Body would promote the reform of the ILO's supervisory bodies and would be consistent with the decisions adopted by the international community on the reform of the international organizations.
- 321.** *A Government representative of the Bolivarian Republic of Venezuela* supported the point for decision.
- 322.** *A Government representative of Nigeria* considered that the adoption of the point for decision would contribute to encouraging more ratifications of the 1986 Instrument of Amendment, which would ensure that African constituents could be represented on the Governing Body on an equal footing with other constituents. The speaker said that he hoped particular note would be taken of the resolution adopted by the Labour and Social Affairs Commission of the African Union.
- 323.** *A Government representative of Austria* said that Austria had ratified the 1986 Instrument of Amendment because it shared the spirit of the Instrument in question, which would allow reform of the Governing Body and double the number of seats. However, whenever the Instrument in question entered into force, it would be necessary to update it with regard to the European region because, in view of differences in prevailing political relations, it was customary to draw a distinction between Eastern and Western Europe.
- 324.** *A Government representative of Kenya* thanked the Office for its unflagging efforts to promote ratification of the 1986 Instrument of Amendment. Currently, Africa was not represented in a way consistent with democratic principles. The speaker welcomed the fact that 94 member States had ratified the Instrument, and urged the others to ratify without delay.
- 325.** *A Government representative of Cuba* said that her country had ratified the Instrument early on, that it had been adopted in a context different from the current one, and that when it came into force it would make it possible to achieve faire representation of all regions on the Governing Body. She supported the point for decision.
- 326.** *A Government representative of Sudan* said he was confident that the entry into force of the 1986 Instrument of Amendment would enable constituents to be represented more

equitably in the Governing Body. The Organization needed to be at the forefront of current reforms.

- 327.** *A Government representative of Ghana* commended the member States that had ratified the 1986 Instrument of Amendment and urged the other member States to ratify as soon as possible in order to ensure that the reform process continued. He supported the point for decision.
- 328.** *The Employer Vice-Chairperson* requested the Governing Body to provide the Governing Body with the list of member States that had not ratified the 1986 Instrument of Amendment.

Governing Body decision:

- 329.** *The Governing Body took note of the information presented and requested the Office to relaunch the campaign by increasing its efforts in promoting the ratification of the 1986 Instrument of Amendment of the Constitution of the International Labour Organization.* (GB.307/16/6(Rev.), paragraph 5.)

Seventh Supplementary Report: Appointments to be made with respect to the Seafarers' Identity Documents Convention (Revised), 2003 (No. 185)
(GB.307/16/7)

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

Seventeenth item on the agenda

REPORT OF THE OFFICERS OF THE GOVERNING BODY
(GB.307/17/1(Rev.))

Arrangements for the 17th American Regional Meeting

Governing Body decision:

- 331.** *The Governing Body approved the holding of the 17th Regional American Meeting in Santiago, Chile, during the first half of December 2010.* (GB.307/17/1, paragraphs 1–3.)

Request by an intergovernmental organization wishing to be invited to be represented at meetings of the Governing Body of the ILO
(GB.307/17/2)

Governing Body decision:

- 332.** *The Governing Body authorized the Director General to invite the Council of Ministers of Labour and Social Affairs in Gulf Cooperation Council States to be represented at meetings of the Governing Body of the ILO as an observer.* (GB.307/17/2, paragraphs 1–3.)

Representation alleging non-observance by the Government of Japan of the Equal Remuneration Convention, 1951 (No. 100), made under article 24 of the ILO Constitution by the Zensekiyu Showa-Shell Labor Union (GB.307/17/3)

Governing Body decision:

333. The Governing Body:

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

(GB.307/17/3, paragraph 5.)

Representation alleging non-observance by the Government of Peru of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the General Confederation of Workers of Peru (CGTP) (GB.307/17/4)

Governing Body decision:

334. The Governing Body:

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

(GB.307/17/4, paragraph 5.)

Eighteenth item on the agenda

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS
(GB.307/18(Rev.))

Committee of Experts on the Application of Conventions and Recommendations

New appointment

Governing Body decision:

- 335. The Governing Body, on the recommendation of its Officers, recommended that the Governing Body appoint Ms Rosemary Owens, Australia, Professor and Dean of Law at the Law School of the University of Adelaide as a member of the Committee of Experts on the Application of Conventions and Recommendations for a period of three years. (GB.307/18(Rev.), paragraph 1.)**

*Upskilling out of the downturn: Global Dialogue Forum on Strategies
for Sectoral Training and Employment Security
(Geneva, 29–30 March 2010)*

Composition

Governing Body decision:

- 336. *The Governing Body, on the recommendation of its Officers, decided that this Forum should be attended by ten Employer and ten Worker representatives, nominated after consultation with the Employers' and Workers' groups of the Governing Body, as well as by representatives of all governments interested. This Forum would also be open to any other Employer or Worker participants as well as observers attending the meeting at no cost to the ILO. (GB.307/18(Rev.), paragraph 5.)***

Agenda

Governing Body decision:

- 337. *The Governing Body, on the recommendation of its Officers, approved the following items on the agenda:***

- *ILO policies and instruments for skills development and training;*
- *sectoral skills development, training and employment security: essential tools for a balanced and sustainable social and economic recovery;*
- *priority issues and challenges; and*
- *sectoral skills development and training strategies for decent work.*

(GB.307/18(Rev.), paragraph 8.)

Invitation of intergovernmental organizations

- 338. *The Governing Body noted that its Officers had authorized the Director-General to invite the following international intergovernmental organizations to be represented at the meeting as observers:***

- *African Union (AU);*
- *Economic and Social Commission for Latin America and the Caribbean (ECLAC);*
- *European Commission (EC);*
- *Organisation for Economic Co-operation and Development (OECD);*
- *United Nations Educational, Scientific and Cultural Organization (UNESCO);*
- *World Bank.*

(GB.307/18(Rev.), paragraph 9.)

*99th Session of the International Labour Conference
(Geneva, 2–18 June 2010)*

Invitation of intergovernmental organizations

339. *The Governing Body noted that its Officers had authorized the Director-General to invite the following intergovernmental organizations to be represented at the Conference as observers:*

- *African Regional Labour Administration Centre (ARLAC);*
- *Asia–Pacific Economic Cooperation (APEC);*
- *Association of Southeast Asian Nations (ASEAN);*
- *Central African Economic and Monetary Community (CAEMC);*
- *Centre arabe pour l’administration du travail et de l’emploi (ACLAE);*
- *Centre régional africain d’administration du travail (CRADAT);*
- *Council of Europe (CE);*
- *Commonwealth Secretariat (ComSec);*
- *Inter-American Development Bank (IDB);*
- *International Association of Economic and Social Councils and Similar Institutions (IAESCSI);*
- *Latin American Economic System (SELA);*
- *North American Free Trade Agreement (NAFTA);*
- *Nordic Council (NC);*
- *Nordic Council of Ministers (NMR);*
- *Organisation for Economic Co-operation and Development (OECD);*
- *Organisation of the Islamic Conference (OIC);*
- *Organization for Security and Cooperation in Europe (OSCE);*
- *Regional Organization for the Protection of the Marine Environment (ROPME);*
- *Secretariat of the Pacific Community (SPC);*
- *West African Economic and Monetary Union (WAEMU);*
- *World Trade Organization (WTO).*

(GB.307/18(Rev.), paragraph 10.)

*Preparatory Tripartite Maritime Labour Convention, 2006, Committee
(Geneva, 20–22 September 2010)*

Composition and agenda

340. *The Governing Body noted that it had been agreed that the meeting would be open to governments of any interested member States. It would include up to ten representatives of the Shipowners' group and ten representatives of the Seafarers' group, nominated respectively, after consultation with the Joint Maritime Commission, with the understanding that the meeting would also be open to Seafarers' and Shipowners' representatives wishing to participate at their own expense. It had also been agreed that the purpose of the meeting would be to review the preparations by Members for implementing the Maritime Labour Convention, 2006; identify any common issues, and prepare for the future special tripartite committee 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 special tripartite committee.*

341. *The Governing Body noted that the agenda would consist of the following items:*

- *preparations for implementing the Maritime Labour Convention, 2006;*
- *progress on ratification by member States and future action;*
- *common issues and special problems;*
- *outline of process and contents of the Standing Orders for the special tripartite committee; and*
- *any other business.*

(GB.307/18(Rev.), paragraphs 11 and 12.)

Invitation of intergovernmental organizations

342. *The Governing Body noted that its Officers had authorized the Director-General to invite the following intergovernmental organizations to be represented at the meeting as observers:*

- *African Union (AU);*
- *Arab Labour Organization (ALO);*
- *European Union (EU);*
- *International Maritime Organization (IMO);*
- *Organisation for Economic Co-operation and Development (OECD);*
- *United Nations (Division for Ocean Affairs and the Law of the Sea);*
- *United Nations Conference for Trade and Development (UNCTAD);*

- *World Health Organization (WHO);*
- *Acuerdo de Vina del Mar (Latin American Agreement);*
- *Indian Ocean Memorandum of Understanding on Port State Control (Indian Ocean MOU);*
- *Memorandum of Understanding on Port State Control in the Asia–Pacific Region (Tokyo MOU);*
- *Memorandum of Understanding on Port State Control in the Caribbean Region (Caribbean MOU);*
- *Memorandum of Understanding on Port State Control in the Mediterranean Region (Mediterranean MOU);*
- *Memorandum of Understanding on Port State Control for the West and Central African Region (Abuja MOU);*
- *Memorandum of Understanding on Port State Control in the Black Sea Region (Black Sea MOU);*
- *Paris Memorandum of Understanding on Port State Control; (Paris MOU)*
- *Riyadh Memorandum of Understanding on Port State Control (Riyadh MOU).*

(GB.307/18(Rev.), paragraph 13.)

Invitation of international non-governmental organizations

Governing Body decision:

343. *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 Association of Classification Societies (IACS);*
- *International Christian Maritime Association (ICMA);*
- *International Committee on Seafarers' Welfare (ICSW);*
- *International Confederation of Water Transport Workers' Unions (ICWTWU);*
- *International Federation of Shipmasters' Association (IFSMA);*
- *International Maritime Health Association (IMHA);*
- *International Shipping Federation (ISF);*
- *International Transport Workers' Federation (ITF).*

(GB.307/18(Rev.), paragraph 15.)

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

Invitation of intergovernmental organizations

344. The Governing Body noted that its Officers had authorized the Director-General to invite the following international intergovernmental organizations to be represented at the meeting as observers:

- *European Centre for the Development of Vocational Training (CEDEFOP);*
- *European Commission (EC);*
- *European Training Foundation (ETF);*
- *Organisation for Economic Co-operation and Development (OECD);*
- *United Nations Educational, Scientific and Cultural Organization (UNESCO);*
- *World Bank.*

(GB.307/18(Rev.), paragraph 16.)

*Global Dialogue Forum on the Role of Private Employment Agencies
in Promoting Decent Work and Improving the Functioning of
Labour Markets in Private Services Sectors
(Geneva, 11–12 April 2011)*

Invitation of intergovernmental organizations

345. The Governing Body noted that its Officers had authorized the Director-General to invite the following international intergovernmental organizations to be represented at the meeting as observers:

- *European Commission (EC);*
- *European Foundation for the Improvement of Living and Working Conditions;*
- *International Organization for Migration (IOM);*
- *Organisation for Economic Co-operation and Development (OECD);*
- *World Bank.*

(GB.307/18(Rev.), paragraph 17.)

Information notes

PROGRAMME OF MEETINGS AS APPROVED BY THE OFFICERS OF THE GOVERNING BODY
(GB.307/Inf.1)

APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS
(GB.307/Inf.2)

- 346.** *The Worker Vice-Chairperson* informed the Governing Body that RENGO (Japan Trade Union Confederation) which had hosted the *ILO-RENGO* Regional Seminar to Strengthen the Capacity of Workers' Organizations for Collective Bargaining, Social *Protection and Productivity* in the Context of the Economic Crisis in Accra from 1–5 March 2010 would follow on in its practice of 12 years and continue to host these seminars.

REQUESTS FROM INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS
WISHING TO BE REPRESENTED AT THE 99TH SESSION (2010) OF THE
INTERNATIONAL LABOUR CONFERENCE
(GB.307/Inf.3)

- 347.** *The Chairperson* informed the Governing Body that Education International, a workers' organization that regularly attended the International Labour Conference, had submitted its request to attend the 99th Session outside the time limits. The Officers had decided that an invitation should be issued to this organization nonetheless.

REQUEST BY AN INTERNATIONAL ORGANIZATION, MERCOSUR, WISHING
TO BE INVITED TO ILO MEETINGS
(GB.307/Inf.4)

- 348.** *A Government representative of Argentina*, the country currently holding the presidency of MERCOSUR, thanked the Governing Body for its decision to grant MERCOSUR permanent Governing Body observer status. Since its establishment in 1991, MERCOSUR had developed activities in respect of labour, employment and social issues. The speaker explained the structure of MERCOSUR and enumerated the labour and social standards which governed its functions. He informed the Governing Body that progress had been made in allowing the circulation of workers throughout MERCOSUR countries, by simplifying procedures permitting migration within these countries, as well as by granting 18 residence permits. MERCOSUR wished to participate in Governing Body meetings with a view to sharing experiences and regional information with the tripartite members.

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

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

*307^e session – Genève – mars 2010
307th Session – Geneva – March 2010
307.^a reunión - Ginebra - marzo de 2010*

**Liste finale des personnes assistant à la session
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Membres gouvernementaux titulaires Miembros gubernamentales titulares	Regular Government members
Président du Conseil d'administration: Chairperson of the Governing Body: Presidente del Consejo de Administración:	Ms M.N. FARANI AZEVÊDO (Brazil)

Afrique du Sud South Africa Sudáfrica

Mr M. MDLADLANA, Minister of Labour.

substitute(s):

Mr J. MATJILA, Ambassador, Permanent Mission, Geneva.

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

accompanied by:

Ms T. RAMULONGO, Director, Research Planning Policy, Ministry of Labour.

Ms N. NONJOJO, Chief of Staff, Ministry of Labour.

Allemagne Germany Alemania

Mr R. BRAUKSIEPE, Parliamentary Secretary of State, Federal Ministry of Labour and Social Affairs.

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Mr J. CAPELLEN, Head, Coordination, Social Security and Performing Arts Unit, Federal Ministry of Labour and Social Affairs.

Ms S. HOFFMANN, Head, European and International Employment and Social Policy Division, Federal Ministry of Labour and Social Affairs.

Mr M. KRAUSE, Head, International Employment and Social Policy Subdivision, Federal Ministry of Labour and Social Affairs.

Ms F. FITTING, Head, International Labour Organization and United Nations Unit, Federal Ministry of Labour and Social Affairs.

accompanied by:

Mr K. GÜNTHER, Expert, International Labour Organization and United Nations Unit, Federal Ministry of Labour and Social Affairs.

Ms A. RÜSCHKAMP, Expert, International Labour Organization and United Nations Unit, Federal Ministry of Labour and Social Affairs.

Ms P. HIPPMANN, Official, Globalization, Trade and Investment Unit, Federal Ministry of Labour and Social Affairs.

Mr H. HERRMANN, Financial Expert, Permanent Mission, Geneva.

Argentine Argentina Argentina

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

suplente(s):

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

acompañado(s) de:

Sra. M. NOVICK, Subsecretaría de Programación Técnica y Estudios Laborales, Ministerio de Trabajo, Empleo y Seguridad Social.

Sr. J. ROSALES, Director de Asuntos Internacionales, Ministerio de Trabajo, Empleo y Seguridad Social.
 Sr. D. CELAYA ÁLVAREZ, Ministro, Misión Permanente, Ginebra.
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accompanied by:

Ms C. HOLZER, International Labour Market Policy, Federal Ministry of Labour, Social Affairs and Consumer Protection.
 Mr G. BUCZOLICH, Austria International Social Security, Federal Ministry of Labour, Social Affairs and Consumer Protection.
 Ms E. JAMEK, Permanent Mission, Geneva.

Australie Australia Australia

Mr G. VINES, Minister Counsellor (Labour), Permanent Mission, Geneva.

substitute(s):

Ms R. LIVINGSTON, Director, International Labour Standards Section, Workplace Relations Policy Group, Department of Education, Employment and Workplace Relations.

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 Ms L. MCDONOUGH, Business Manager, International Labour and Consultation, Department of Education, Employment and Workplace Relations.

Autriche Austria Austria

Ms I. DEMBSHER, Head of International Social Policy Unit, Federal Ministry of Labour, Social Affairs and Consumer Protection.

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Ms B. BLAHA, Federal Ministry of European and International Affairs.
 Ms I. LEEB-JORDANITS, European Labour Law, Federal Ministry of Labour, Social Affairs and Consumer Protection.

Bangladesh

Mr K. HOSSAIN, Minister of Labour and Employment.

substitute(s):

Mr N. HAQUE, Secretary-in-Charge, Ministry of Labour and Employment.
 Mr A. HANNAN, Ambassador, Permanent Representative, Permanent Mission, Geneva.

accompanied by:

Mr A. AICH, Joint Secretary, Ministry of Labour and Employment.
 Mr M. MOWLA, Minister, Permanent Mission, Geneva.
 Mr M. RAHMAN, Deputy Secretary, Ministry of Labour and Employment.
 Mr A. KAMAL, Private Secretary to the Minister, Ministry of Labour and Employment.
 Mr F. KAZI, First Secretary, Permanent Mission, Geneva.

Barbade Barbados Barbados

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Brésil Brazil Brasil

Ms M. FARANI AZEVÊDO, Chairperson of the ILO Governing Body, Ambassador, Permanent Representative, Permanent Mission, Geneva.

substitute(s):

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Ms M. ESCOREL DE MORAES, Minister Counsellor, Permanent Mission, Geneva.

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Ms B. DE SOUZA E SILVA, First Secretary, Permanent Mission, Geneva.

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Burundi

M^{me} A. SENDAZIRASA, ministre de la Fonction publique, du Travail et de la Sécurité sociale.

suppléant(s):

M. E. NDABISHURIYE, deuxième conseiller, mission permanente, Genève.

Chine China China

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**Etats-Unis United States
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France France Francia

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accompanied by:

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Mr VIKAS, Director, Ministry of Labour
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Italie Italy Italia

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Japon Japan Japón

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Mozambique

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M. E. CHIMELA, directeur national,
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M. J. BUANA, assistant du ministre,
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INSS, ministère du Travail.

M. E. SITOLE, inspecteur du travail,
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M^{me} N. SITOLE, fonctionnaire, ministère
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Mr P. AJUZIE, Labour Attaché, Permanent
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Federal Ministry of Labour and
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Mr A. ABUBAKAR MOHAMMED,
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Ministry of Labour and Productivity.

Mr P. BDLIYA, Director-General (NPC),
Federal Ministry of Labour and
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Mr J. OLANREWAJU, Director-General
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Mr A. ABUBAKAR MUNIR, Managing
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Labour and Productivity.

Mr L.O. OMOHA, Director (PARS),
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Mr P. OKWULEHIE, Director
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Ms O. OLAREWAJU, Director (TUSIR),
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Mr A. KONDUGA, Director (E&W),
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Mr O.C. ILLOH, Deputy Director
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Mr S.K. IKATA, Deputy Director
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Ms T. BRAIMAH, Assistant Director
(ILR), Federal Ministry of Labour and
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Nigéria Nigeria Nigeria

Mr I. KAZAURE, Hon. Minister, Federal
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substitute(s):

Mr D. ITYAVYAR, Assistant to Hon.
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Panama Panama Panamá

Sra. A. CORTÉS AGUILAR, Ministra de
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suplente(s):

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acompañado(s) de:

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Sr. A. MENDOZA GANTES, Consejero, Misión Permanente, Ginebra.

Sr. I. GANTES CASTILLO, Asesor de Asuntos Internacionales, Ministerio de Trabajo y Desarrollo Laboral.

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Sra. A. ROMERO MÓNICO, Directora General del Trabajo, Ministerio de Trabajo y Desarrollo Laboral.

Pologne Poland Polonia

Mr R. MLECZKO, Under-Secretary of State, Ministry of Labour and Social Policy.

substitute(s):

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Ms M. NOJSZEWSKA-DOCHEV, First Secretary, Permanent Mission, Geneva.

accompanied by:

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Ms M. ZALEWSKA, Permanent Mission, Geneva.

Mr B. BETKA, Permanent Mission, Geneva.

**Royaume-Uni
United Kingdom
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Mr S. RICHARDS, Head of ILO, UN and Council of Europe Team, Joint International Unit, Department for Work and Pensions.

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Mr F. ROODT, Policy Adviser, Joint International Unit, Department for Work and Pensions.

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

Ms K. JONES, Legal Advisor, Permanent Mission, Geneva.

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

Mr A. SAFONOV, Deputy Minister, Representative of the Government of the Russian Federation to the ILO GB, Ministry of Health and Social Development.

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

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

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

Ms E. KOTROVA, Assistant to the Deputy Minister of Health and Social Development, Ministry of Health and Social Development.

Singapour Singapore Singapore

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substitute(s):

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accompanied by:

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Mr S. SEAH, Second Secretary, Permanent Mission, Geneva.

Mr C. LEE, Assistant Director, Work Injury Compensation Department, Workplace Policy and Strategy Division, Ministry of Manpower.

Ms K. NG, Manager, Tripartite Programmes & International Labour, Labour Relations and Workplace Division, Ministry of Manpower.

Mr J. WAI, Prosecutor, Ministry of Manpower.

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

Mr J. KAPUYA, Minister of Labour, Employment and Youth Development.

substitute(s):

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Mr M. LUMBANGA, Ambassador, Permanent Representative, Permanent Mission, Geneva.

accompanied by:

Ms R. MSHANGAMA, Permanent Secretary, Ministry of Labour, Zanzibar.

Mr J. LUGAKINGIRA, Acting Labour Commissioner, Ministry of Labour, Employment and Youth Development.

Mr E. NDIMBO, Director for Employment, Ministry of Labour, Employment and Youth Development.

Ms J. SHAIDI, Director for Youth, Ministry of Labour, Employment and Youth Development.

Mr I. MAPURI, Labour Commissioner, Zanzibar.

Ms H. WENGA, Assistant Labour Commissioner for Industrial Relations, Ministry of Labour, Employment and Youth Development.

Mr S. MWANJALI, Secretary to the
Minister, Ministry of Labour,
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Mr C. LOSIRA, Labour Officer, Ministry
of Labour, Employment and Youth
Development.

Ms R. MOYO, Labour Officer, Ministry of
Labour, Employment and Youth
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Mr K. DEUSDENT, First Secretary,
Permanent Mission, Geneva.

République tchèque
Czech Republic
República Checa

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Mr I. PINTÉR, Counsellor, Permanent
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Tunisie Tunisia Túnez

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extérieures, ministère des Affaires
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Tunisiens à l'étranger.

M. S. KOUBAA, ministre plénipotentiaire,
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Venezuela (Rép. bolivarienne du)
Venezuela (Bolivarian Rep. of)
Venezuela (Rep. Bolivariana de)

Sr. G. MUNDARAÍN HERNÁNDEZ,
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Misión Permanente, Ginebra.

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Popular para el Trabajo y Seguridad
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Sr. L. LOBO RODRÍGUEZ, Asistente
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**Membres gouvernementaux adjoints Deputy Government members
Miembros gubernamentales adjuntos**

Belgique Belgium Belgique

M. P. MAETER, président du Comité de direction, Service public fédéral Emploi, Travail et Concertation sociale.

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M. F. VANDAMME, conseiller général, chef de la Division des affaires internationales, Service public fédéral Emploi, Travail et Concertation sociale.

M^{me} T. BOUTSEN, conseillère générale, Division des affaires internationales, Service public fédéral Emploi, Travail et Concertation sociale.

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

M^{me} S. KEPPENS, attachée, Service public fédéral Affaires étrangères et Coopération au développement.

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Bénin Benin Benin

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

suppléant(s):

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Mr H. BRAUNER (Austria), Representative, Federation of Austrian Industries.

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

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

Mr H. MATSUI, accompanying Mr Suzuki.
Mr B. PANT, accompanying Mr Modi.
Mr S. SON, accompanying Mr Kim.
Mr M. THORNS, accompanying Ms Hornung-Draus.

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Miembros empleadores adjuntos

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Mr A. RAMADASS (Malaysia), Vice-President, Malaysian Employers Federation (MEF).

Mr C. RENIQUE (Netherlands), Head, Education and Training Department, VNO-NCW.

M. L. TRAORE (Mali), secrétaire général, Conseil national du patronat du Mali.

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Ms H. LIU, accompanying Mr Chen.

Mr O. ROMANOVSKY, accompanying Ms Moskvina.

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Substitute members attending the session:
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M. M. BARDE (Suisse), secrétaire général, Fédération des syndicats patronaux.

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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)
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Mr K. AHMED (Pakistan), General Secretary, Pakistan Federation of Trade Unions.

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

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

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

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

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

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

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Mr M. SOMMER (Germany), President, Confederation of German Trade Unions (DGB).

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.

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Mr F. ZACH, accompanying Mr Sommer.

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Miembros trabajadores adjuntos

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- Mr F. ATWOLI (Kenya), General Secretary, Central Organisation of Trade Unions (COTU).
- Mr A. BENEDETTI (Brazil), Secretario de Relaciones Internacionales, Unión General de Trabajadores (UGT).
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- 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. MARTÍNEZ (Argentina), Confederación General del Trabajo.
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- Ms H. YACOB (Singapore), Assistant Secretary-General, National Trade Union Congress.
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- Mr K. ALHABAHBEH, accompanying Mr Al-Ma'ayta.
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Representantes de otros Estados Miembros de la Organización presentes en la reunión

Algérie Algeria Argelia

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**Arabie saoudite Saudi Arabia
 Arabia Saudita**

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Bélarus Belarus Belarús

Mr I. STAROVOYTOV, Deputy Minister
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 Mr A. USOLTSEV, Counsellor, Permanent
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**Bosnie-Herzégovine Bosnia
 and Herzegovina Bosnia y
 Herzegovina**

Ms E. KECO ISAKOVIC, Ambassador,
 Permanent Representative, Permanent
 Mission, Geneva.
 Ms I. SUZNJEVIC, First Secretary,
 Permanent Mission, Geneva.

Botswana

Mr B. MOKGOTHU, Ambassador,
 Permanent Representative, Permanent
 Mission, Geneva.
 Ms M. MOTLHABANI, Counsellor,
 Permanent Mission, Geneva.
 Mr. S. MONTSHO, Minister Counsellor,
 Permanent Mission, Geneva.

Burkina Faso

M^{me} S. BAKYONO, deuxième conseiller,
 mission permanente, Genève.

Chypre Cyprus Chipre

Ms M. SPATHI, Second Secretary,
 Permanent Mission, Geneva.
 Ms C. TSENTA, Attaché, Permanent
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 Ms M. SOLOGIANNI, Adviser, Permanent
 Mission, Geneva.

**Colombie Colombia
 Colombia**

Sr. A. AYALA, Encargado de Negocios
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Sra. A. MENDOZA, Ministro
Plenipotenciario, Misión Permanente,
Ginebra.
Sr. D. AVILA, Consejero, Misión
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Sr. L. OSPINA, Tercer Secretario, Misión
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Sra. H. STOUVENEL, Misión Permanente,
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Sr. D. BACCA, Misión Permanente,
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Costa Rica

Sr. M. DENGU, Embajador, Representante
Permanente, Misión Permanente,
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Sr. C. GARBANZO, Ministro Consejero,
Misión Permanente, Ginebra.
Sra. A. MARTÍNEZ, Misión Permanente,
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Côte d'Ivoire

M. E. GUIREOULOU, 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 DJEHIFE, directeur
général du travail, ministère de la
Fonction publique et de l'Emploi.
M^{me} B. QUACOE, conseillère en charge
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Danemark Denmark Dinamarca

Ms Z. LILJEQVIST, Head of Section,
Ministry of Employment.
Mr U. RASMUSSEN, Head of Section,
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Djibouti

M. M. DOUALEH, Ambassadeur,
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M. D. ALI, conseiller, mission permanente,
Genève.

Equateur Ecuador Ecuador

Sr. M. MONTALVO, Embajador,
Representante Permanente, Misión
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Sr. C. SANTOS, Consejero, Misión
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Sr. J. THULLEN, Asesor, Ministerio de
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Estonie Estonia Estonia

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

Finlande Finland Finlandia

Mr H. HIMANEN, Ambassador,
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Mr P. METSO, Minister Counsellor,
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Ms V. VIRTANEN, Permanent Mission,
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Gabon Gabon Gabón

M. G. NAMBO-WEZET, Ambassadeur,
Représentant permanent, mission
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M^{me} M. ANGONE ABENA, conseillère,
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Grèce Greece Grecia

Ms M. GOUVA, Ministry of Labour and
Social Protection.

Ms S. BAXEVANI, Ministry of Labour
and Social Protection.

Ms A. XAVAVI, Ministry of Labour and
Social Protection.

Guatemala

Sr. C. MARTÍNEZ ALVARADO,
Representante Permanente, Misión
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Haïti Haiti Haití

M. J. ALEXANDRE, ministre conseiller,
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**Indonésie Indonesia
Indonesia**

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

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

Mr D. KOMAR, Minister Counsellor,
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Mr A. HABIB, First Secretary, Permanent
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Mr G. WITJAKSONO, Director for Center
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Israël Israel Israel

Mr A. LESHNO-YAAR, Ambassador,
Permanent Representative, Permanent
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Mr R. ADAM, Deputy Permanent
Representative, Permanent Mission,
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Ms R. LANGER-ZIV, Adviser, Permanent
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Malaisie Malaysia Malasia

Mr A. AMINUDDIN, Labour Attaché,
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Maroc Morocco Marruecos

M. O. HILALE, Ambassadeur,
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M. A. LASSEL, ministre plénipotentiaire,
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M. M. EL BOUAZZAOUI, conseiller,
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**Mauritanie Mauritania
Mauritania**

M. A. BOUSSEIF, premier conseiller,
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M. T. OULD ABDI SALEM, premier
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Norvège Norway Noruega

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

Ms G. YTTERDAL, Higher Executive Officer, Ministry of Labour and Social Inclusion.

Ms T. EVENSEN, Adviser, Ministry of Foreign Affairs.

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

Ms H. HOVDEN, Permanent Mission, Geneva.

**Nouvelle-Zélande
New Zealand
Nueva Zelandia**

Mr M. HOBBY, Principal Adviser, International Services, Department of Labour.

Ms J. RUSSELL, 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.

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

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

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**Philippines Philippines
Filipinas**

Mr E. GARCIA, Ambassador, Permanent Representative, Permanent Mission, Geneva.

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

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

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**République dominicaine
Dominican Republic
República Dominicana**

Sr. H. HERNÁNDEZ SÁNCHEZ, Embajador, Representante Permanente, Misión Permanente, Ginebra.

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**Roumanie Romania
Rumania**

M^{me} M. CIOBANU, Ambassadeur, 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, mission permanente, Genève.

Sénégal Senegal Senegal

M. M. SOW, conseiller technique en charge des affaires sociales, Présidence de la République.

Serbie Serbia Serbia

Mr. U. ZVEKIC, Ambassador, 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, Minister Counsellor, Deputy Permanent Representative, Permanent Mission, Geneva.
Ms K. STERBENC, Senior Legal Adviser, Ministry of Labour, Family and Social Affairs.

Suisse Switzerland Suiza

M. J. ELMIGER, Ambassadeur, secrétariat d'Etat à l'économie (SECO), affaires internationales du travail.
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M^{me} M. BATTISTON, mission permanente, Genève.

M. D. LEDERGERBER, secrétariat d'Etat à l'économie (SECO), affaires internationales du travail.

Turquie Turkey Turquía

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

Zimbabwe

Ms P. MPARIWA, Minister of Labour and Social Affairs
Mr L. MUSEKA, Permanent Secretary, Ministry of Labour and Social Welfare.
Mr P. DZVITI, Director, Labour Administration, Ministry of Labour and Social Welfare.
Ms M. HANGA, Acting Deputy Director, Ministry of Labour and Social Welfare.
Ms G. MAZANI, Minister's Assistant, Ministry of Labour and Social Welfare.

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

**Nations Unies
United Nations
Naciones Unidas**

Ms R. CASTILLO, Chief, Private Sector Partnerships, Joint United Nations Programme on HIV/AIDS.

Ms A. HEWTON, External Relations Officer, Board and UN Relations, Joint United Nations Programme on HIV/AIDS.

Mr J. TYSZKO, External Relations Officer, Board and UN Relations, Joint United Nations Programme on HIV/AIDS.

**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.

Ms M. SKEIE, Associate Programme Officer, Operational Solutions and Transition Section, Division for Programme Support and Management.

**Programme des Nations Unies pour le développement
United Nations Development Programme
Programa de las Naciones Unidas para el Desarrollo**

Ms C. MOLINIER, Director, UNDP Office in Geneva.

Mr S. ISOJARVI, Programme Analyst, Poverty Group, BDP.

**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 J. SCHMIDHUBER, Senior Economist, FAO Liaison Office 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**

Ms C. GOLDEN, Programme Specialist, Social and Human Sciences Sector.

Mr E. ADUBRA, Program Specialist, Education Sector.

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

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

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

Organisation météorologique mondiale
World Meteorological Organization
Organización Meteorológica Mundial

Ms B. EXTERKATE, Legal Council.

Organisation mondiale du commerce
World Trade Organization
Organización Mundial del Comercio

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

Ms S. GALLO, Consultant, Information and External Relations Division.

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 in Geneva.

Ms Z. KASBAOUI, Permanent Delegation of the ALO in Geneva.

Union européenne
European Union
Unión Europea

Mr J. CLARKE, Chargé d'Affaires a.i., Permanent Delegation of the European Union in Geneva.

Ms J. HIVONNET, Head of the UN Section, Permanent Delegation of the European Union in Geneva.

Ms S. BOEHMERT, Policy Officer, Directorate-General for Employment, Social Affairs and Equal Opportunities, International Affairs and Enlargement Unit, European Union.

Mr C. DUFOUR, UN Affairs Officer, Permanent Delegation of the European Union in Geneva.

Mr D. ILIOPOULOS, Ambassador, Head of the Liaison Office of the General Secretariat of the Council of the EU 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, First Counsellor, Liaison Office of the General Secretariat in Geneva.

Mr A. ASENJO MARTIN.

Mr E. ZAMPRONI.

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

Sra. O. OVIEDO DE LA TORRE, Permanent Representative in Geneva.
 Mr M. ALIGISAKIS, Consultant.

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 H. SUNMONU, Secretary-General.
 Mr A. DIALLO, Permanent Representative to ILO and UN Office 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, Head of Resources and Services.

Confédération syndicale internationale
International Trade Union Confederation
Confederación Sindical Internacional

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

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

Palestine Palestine Palestina

Dr. I. KHRAISHI, Ambassador of Palestine to the UN in Geneva.
Mr I. MUSA, Counsellor, Mission of Palestine in Geneva.