

## Nineteenth sitting

Tuesday, 18 June 2002, 3 p.m.

*Presidents: Mr. Elmiger, Mr. Arbesser-Rastburg*

### REPORT OF THE RESOLUTIONS COMMITTEE: SUBMISSION, DISCUSSION AND ADOPTION

*Original French:* The PRESIDENT — We proceed now to the examination of the report of the Resolutions Committee, which is contained in *Provisional Record No. 21*.

I have great pleasure in giving the floor to Mr. Chetwin, Government delegate of New Zealand and Chairperson and Reporter of the Committee, to submit the report to plenary.

Mr. CHETWIN (*Government delegate, New Zealand; Chairperson and Reporter of the Resolutions Committee*) — I have the honour to present the report of the Resolutions Committee. The Committee completed its work by adopting a resolution on tripartism and social dialogue, having commenced with 12 proposals for draft resolutions. Following an introduction of these resolutions, discussion among the authors reduced the number of resolutions to seven. These were then voted on to determine the order in which the first five would be discussed. The draft resolution on tripartism and social dialogue received 30 per cent more votes than the second most popular topic and proved to be the only one which the Committee had time to discuss.

The resolution which I now present to you began life as a merger of three draft resolutions from Employer and Worker members and is the product of intensive discussion over five sittings, including consideration of some 44 amendments. The consideration of the amendments was not without difficulty. To construct an analogy with another concurrent international event, at half time the prospect was for a scoreless draw, with resolute defences successfully parrying skilful attacks and no extra time available. However, in the second half all three teams decided to join forces so that, in a vivid display of tripartism, they became an irresistible force which swept the ball, referee and all into the net for the winning goal with two minutes to play.

The result, I believe, is a resolution which reinforces the unique and powerful characteristics of the ILO — tripartism and social dialogue. It presents these as modern and dynamic processes with the capacity to address social concerns, accommodate conflicting interests, cope with issues arising from globalization and promote full employment, decent work and social cohesion in a challenging environment. Social dialogue is seen as a central element of democratic societies. The resolution also acknowledges the contributions that NGOs and civil society institutions can make to achieving the objectives of the ILO and

its tripartite constituents, while emphasizing the need for appropriate consultation with those constituents and respect for the respective roles of all those involved.

The resolution invites governments, social partners and the ILO to take positive action to strengthen tripartism and social dialogue and their participation in those processes. Nationally, the aim should be to extend tripartism and social dialogue in the sectors where they are currently weak. Internationally, the ILO is invited to consolidate its tripartite nature and enhance the role of tripartism and social dialogue both as a strategic objective in its own right and also as a means of progressing all the strategic objectives and cross-cutting issues. The specific recommendations cover the institutions involved in tripartism and the contributions they can make through social dialogue to a broad range of labour market and social outcomes.

As I said a moment ago, this resolution is the product of team work. The Vice-Chairpersons, Mr. Bokkie Botha for the Employers' group and Lord Brett, very ably assisted by Mr. Miranda de Oliveira for the Workers' group, brought their vast experience and knowledge of the world of work to the discussions. Government members contributed much to the richness of the debate and to the outcome from their diverse perspectives. There was also a fourth party, the secretariat, and my report would not be complete without acknowledging their professionalism, commitment and good humour which greatly assisted me as Chairperson and facilitated the work of the Committee. I would particularly like to acknowledge the contribution of Mr. Oscar de Vries Reilingh, as representative of the Secretary-General. This is Mr. de Vries Reilingh's last International Labour Conference as he is retiring early next year, after many years' service to workers' organizations and the ILO. The Organization can ill afford to lose people with such enthusiasm, energy and knowledge. His attitude is best captured by his favourite expression: "It is already possible".

I commend to you and the Conference the report of the Resolutions Committee and the resolution concerning tripartism and social dialogue.

Mr. BOTHA (*Employers' delegate, South Africa; Employer Vice-Chairperson of the Resolutions Committee*) — The Employers' group of the International Labour Conference is very pleased that the Resolutions Committee reached an agreement on a resolution concerning tripartism and social dialogue. As has been said, this was the result of merging two Workers' texts with an Employers' text, and the debate by Gov-

ernments, Workers and Employers resulted, in our view, in an enriched resolution.

The process followed by the Committee showed that tripartism can produce a result which meets the needs of all three groups — Governments, Workers and Employers — better than a single proposal from one group alone. Compromise was the means, namely listening to the other parties, attempting to find common ground, adapting views and reaching an agreement. No one party won the arguments — everyone contributed. Innovative means to reach an agreement were utilized inside and outside the room, and preparedness to move forward and backwards in the draft text were mechanisms which assisted in consensus-building. Having a flexible Chairperson, prepared to assist in finding new ways, paved the way for the parties to manoeuvre.

The Employers moved far from their original purpose. We were determined at the outset to keep the debate focused on strengthening tripartism in the ILO. We were persuaded to move further afield and to develop joint approaches to social dialogue. We argued for brevity and concise wording. We were concerned that our constituents outside the ILO, namely employers, workers and government labour administrators, should be able to clearly understand the details of the resolution. The Committee went some way to achieving this, but we believe we will still argue this point in the future. It remains our contention that too many outcomes of the International Labour Conference are legalistic and obscure and are only understood by grey-bearded, long-term Conference attendees.

We are also concerned that the resolution should be sufficiently flexible to enable government, workers' and employers' organizations to develop their own unique tripartite institutions and practices in their own wider constituencies and countries. We repeatedly drew attention to differing definitions of tripartism and social dialogue technology in different regions, countries, subregions and States. In our view, the ILO and its international constituents and representatives should avoid the temptation to prescribe models, definitions and *modus operandi*. The ILO's focus should be on promoting principles and ideas and should leave Members to work out the most suitable and appropriate structures and institutions for themselves.

The issue of civil society institutions and non-governmental institutions was debated, and the resultant wording was a good example of constructive compromise. It also serves as an example of our previous comments about the need to develop appropriate structures in both the ILO and member States. Appreciation and recognition of the important role of civil society and non-governmental institutions was acknowledged by all the tripartite constituents in the debate. Employers' and Workers' concerns regarding representativity and the need to share the values and goals of the ILO were taken well, as were the donor government's concerns that their autonomy of funding and choice of partnerships should be respected. The resulting wording gives all parties opportunities to develop constructive processes for the future selection and development of relationships with these organizations. The tripartite and quadripartite arrangements in many member States were not affected by the agreed formulation.

The Workers' and Employers' group received support for its determination to support the unique func-

tions of the ILO's Bureaus for Employers' and Workers' Activities and for strengthening their service capabilities. A strong debate concerning tripartism and social dialogue in the work of other international organizations and the Bretton Woods institutions produced an unwritten resolution to promote a stronger focus on social issues within the Bretton Woods institutions, with a major emphasis on employment. The Employers' group supports these concerns.

I wish to pay particular tribute to our Chairperson for the guidance given and preparedness to look for new ways of working in the Committee. He, and I think all of us, know that the referee can make the game go one way or the other, and he certainly did that.

Mr. John Chetwin of the Government of New Zealand is our choice for future committees. I fully support the Chair's comments about the ILO secretariat and its flexibility which assisted him. We salute the ILO secretariat and are aware of and appreciate the long hours worked.

We were very fortunate in having Government representatives who looked for solutions and compromise. Particular thanks goes out to the IMEC Group and their coordinator, the Government representative of Denmark. I think the IMEC Group included Canada, Sweden, Finland, the United Kingdom and the United States. Particular thanks too is given to the Government representatives of South Africa, Egypt, India, Pakistan and Ecuador. I have named these people, but everybody played a role in this Committee.

When you know that the Worker representative is going to be Lord Brett, with all his experience and ability to articulate, you know you will learn. I did, and this is my biggest personal comment. It was a pleasure developing a resolution with the Workers' group, with Miranda de Oliveira, Anna Biondi and the whole group.

Thank you to my hard-working Employers' group and particularly to Jean Dejardin, Eric Oechslin of the IOE and Roy Chacko of the ILO Bureau for Employers' Activities.

*Original Portuguese:* Mr. MIRANDA DE OLIVEIRA (*Workers' delegate, Brazil; Worker spokesperson for the Resolutions Committee*) — I am going to take this opportunity to speak in my mother tongue, Portuguese. The Report of the Director-General says that even with the progress to date, the value of social dialogue is still often unrecognized and underutilized, especially in strategies to address broad social and economic priorities. I believe that this concern was shared by all the participants in our Committee. That is what prompted them to place at the top of the order of voting, the resolution concerning strengthening tripartism and social dialogue, that is at the top of the seven resolutions which emerged from the 12 originally presented.

We would like to say that at the end of this process we have mixed feelings — a combination of satisfaction and concern.

Concern at the fact that once again we only managed to adopt one single resolution from a list of seven — all of which were important. We were disappointed. We did not even manage to open a general discussion on sustainable development, which would have helped us to better define the position of the ILO on the World Summit on Sustainable Develop-

ment, which is to be held at the end of August in Johannesburg.

Satisfaction at the outcome achieved. As Mr. Chetwin so rightly said, when we began this discussion we started out with an ugly duckling, but by the end we had something that rather resembled a swan. Indeed, we are proud, my brothers and sisters and myself, who have come from every corner of the earth, that we could talk about a shared need — that was a fine outcome. As we did throughout the Committee, no doubt some of them will want to make additional remarks.

The practice of tripartism necessitates workers' and employers' organizations which are independent, strong and representative. The long list of violations of fundamental rights that is discussed every year in the Committee on the Application of Standards demonstrates the need to provide increased support for the strengthening of trade union organizations, especially in these times of globalization, regional integration and economic change.

In all regions we need clear rules that work, on social rights, international standards and labour legislation. It is therefore important to make specific reference to Conventions and Recommendations in the text. Apart from securing the implementation of these laws, we need to disseminate tripartism in all countries, considering conflicts of interest as something normal and collective bargaining as an instrument to enable us to overcome differences, with the parties retaining their autonomy and independence. We do not want a form of tripartism that merely acquiesces, rubber-stamps, previously taken decisions.

We held an open debate on the work of the ILO with other civil society organizations — such as NGOs, local grassroots communities, and so forth. This helped us take the lid off some of the myths we face and get a consensual vision of our Organization. Everyone feels that we should create synergies with civil society organizations, provided this helps us to carry out our work, particularly in the fields of child labour, migrant workers and workers with disabilities, as the text adopted clearly stipulates. In the same way, there is a clear consensus on the need to recognize the fact that the responsibility for adopting standards and defining social, economic and political priorities in matters which come under the mandate of the ILO should remain with its tripartite structure, which is unique in the multilateral organizations.

To conclude, I would like to say how grateful I am to my group and particularly to Bill Brett, the Worker Vice-Chairperson, for having entrusted me with chairing the meeting when he had to attend to other duties within the Conference. I should like to thank Mr. Botha, too, Employer Vice-Chairperson, for the cooperation he lent us, for his understanding, and for the careful and elegant conducting of his group, which was fundamental for the quality of the resolution we concluded. A special word of thanks to Mr. John Chetwin who, with good humour, patience, understanding and competence steered us through our work, which was a very complex exercise in parliamentary practice requiring much from everyone, and which reached a successful conclusion thanks to his leadership. A sincere word of thanks to the Government members of the Committee who interacted, showing how one can practise meaningful tripartism, enrich the discussion and help to build consensus.

I should not like to forget the behind-the-scenes support, which is indispensable. I am referring to those who draw up the reports late into the night and produce a wonderful product in the wee, small hours. Also a special word of appreciation to Mr. de Vries, who will be retiring after this Conference, and finally to the interpreters, who make it possible for us all to take part in the discussion by overcoming the language barrier. It was a splendid job of teamwork, thank you very much.

The general discussion on the report is now open.

Mr. SEN (*Workers' delegate, India*) — I commend the resolution on tripartism and social dialogue. The Resolutions Committee worked hard all these days and ultimately finalized one resolution. We would have been happier if more resolutions could have been considered, but that is part of the game.

None of the constituents of the tripartite unit are wholly satisfied, but there is general satisfaction with the finalized resolution, and therein lies the real strength of tripartism, I believe.

The resolution is a very timely and important one. Against the background of conflicts arising from globalization, the resolution, which details steps to strengthen tripartism and social dialogue, can be, if effectively implemented, a useful instrument in finding constructive solutions to conflicts that cannot be entirely avoided.

The resolution also focuses on the need for active participation by the social partners in designing policies for economic and social development — obviously no mere post-mortem exercise. I think the greatest strength of this resolution is that, while recognizing and encouraging the participation of civil society organizations in the dialogue and interaction process, the resolution clearly stresses tripartism and social dialogue. Tripartism is a decisive instrument for facilitating dialogue with civil society organizations, including their selection, thus guarding against the idea of replacing tripartism and the social partners with other chosen agencies in the name of civil society organizations or NGOs. This is being tried in many places, particularly in order to marginalize the legitimate organizations of workers and employers.

These, I believe, are the most important elements of the resolution, which I commend.

*Original Arabic:* Mr. TRABELSI (*Workers' adviser and substitute delegate, Tunisia*) — This resolution has a number of merits which will most certainly have a favourable impact on relations between the social parties.

In spite of a divergence of views, dialogue won the day, and agreement was ultimately reached, and the resolution was adopted.

The resolution reflects a common conviction that social dialogue is essential for development, as is social peace for the promotion of democracy, in each country and in international relations.

It also confirms ILO's determination to go forward and adapt to social change, through expansion of social dialogue to include other sectors of society and to open up to nongovernmental organizations which share our principles and goals, thus contributing to a strengthening of democracy, without undermining the tripartite nature of the ILO or marginalizing the roles of trade unions, or of the other social partners.

Personally, I would have liked to see a reference to the Workers' Representatives Convention, 1971 (No. 135), as a means of strengthening the independence of all the social partners and of bolstering mutual confidence.

I should like to thank Mr. Miranda de Oliveira. We would have liked to have been able to discuss the other draft resolutions which were submitted. However, the resolution we have adopted calls for the support of all of us.

I should also like to express my gratitude to Mr. Chetwin, the Chairperson of the Resolutions Committee for having shown such great openness of mind, and for having tried to find common ground amongst the members of the Committee.

Ms. BRIGHI (*Workers' delegate, Italy*) — The Workers' group has been strongly supporting the idea of a specific resolution on tripartism and social dialogue because we believe that the new challenges posed by globalization can only be answered by strengthening such instruments and enhancing the role of trade unions and employers' organizations from the workplace to the international level.

Moreover, we have the clear perception that such instruments are under attack.

Some governments have still not ratified and enforced the core Conventions and many employers deny the right to organize and collective bargaining, the basic instruments on which to build social dialogue, threatening the existence of free and independent trade unions.

In such conditions they often prefer to enhance the roles of NGOs, outside the workplace.

The growth of the internationalization of production, free trade zones, the use of subcontracting and foreign direct investment, supported by governments, without any conditionalities against the violation of workers' rights, requires the role of the ILO and of its basic instruments — tripartism and social dialogue — to be strengthened.

The newly defined strategies of corporate social responsibility, with instruments such as codes of conduct, show, from OECD research, that trade unions are very rarely involved and that only 17 per cent of them include all core labour standards. This new fashionable approach, involving stakeholders — a not-well-defined subject — is very confusing, and sometimes misleading, with regard to the roles of both the employers and the unions.

Companies are investing in this new set of instruments, hoping to gain through it new market shares. But this approach will be built on shifting foundations, unless a substantial basis of trade union rights and participation is promoted and renewed industrial relations and collective bargaining is used to face the new challenges of globalization, market instability and, consequently, employment insecurity.

Instability and the so-called informal sector are increasing, not just in poor countries, and some international institutions, and even some governments, still consider tripartism an overstructural, time-consuming, useless instrument.

Moreover, for some years, liberalist strategies have strengthened the idea that social dialogue and consultation with trade unions are obstacles to quick and efficient decision-making, and that these methods would endanger the effectiveness of programmes and investments.

This culture, and the results of many structural adjustment programmes of the international financial institutions, demonstrates that if the unions and the employers had been involved at the appropriate time, and in the appropriate way, in their elaboration and implementation, most of the failures and weaknesses of their results would have been avoided.

The abovementioned factors highlight the importance of such a resolution and the need for the ILO to address and emphasize priorities such as strategic planning, microeconomic issues, expanding representation, the need for changes in the informal economy, the issues of migrant workers and women.

The resolution highlights the need to strengthen the capacity of both employers' and workers' organizations to face the new challenges.

The first commitment should be taken at ILO level.

I would like to remind those employers and those governments who strongly opposed, in the discussion, the reference to the need to "promote the mainstreaming of social issues and processes of tripartism and social dialogue into the work of other international institutions, including the Bretton Woods institutions", that such ideas were already strongly enshrined in the Declaration signed in 1944 concerning the aims and purposes of the International Labour Organization.

This resolution is also the follow-up to the resolution concerning tripartite consultation at the national level on economic and social policy, adopted at the ILO's 83rd Session in 1996. The resolution pointed out, and I quote, "The International Labour Organization should in any case strengthen its contacts and develop cooperation with the World Bank, the International Monetary Fund, the World Trade Organization and other international agencies in order to better sensitize them to the social consequences of their action. It should also increase its efforts aimed at convincing the World Bank and the International Monetary Fund of the need to consult social partners nationally on proposed programmes of structural adjustment and to encourage the use of tripartite cooperation."

It is on this basis that the ILO, with its strategy for greater engagement with the international financial institutions, held a symposium in September 2001 "to strengthen workers' participation in the United Nations system and impact on the Bretton Woods institutions".

That is why we fully support the resolution because we think that tripartism, social dialogue and collective bargaining at various levels of the economy are key instruments to promote social justice, fair competition and economic and political stability.

The resolution highlights clearly the need to strengthen the tripartite nature of the ILO and its programmes, and, believe me, these are not just formal declarations and formal words. We need to promote tripartism, as my colleague from India said, not with a post-mortem approach, that is, through bureaucratic formalistic procedures, but from general strategic policies to daily decision-making, especially at field-programme level.

We need to face these new challenges of the international situation, keeping in mind that the ILO can play a substantial role with both employers and unions.

We think that social dialogue and tripartism has to be based on full implementation and ratification of

the fundamental Conventions, starting with 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).

I really hope that this resolution will have the full vote of this plenary session for the abovementioned reasons.

*Original French:* The PRESIDENT — If there are no further speakers, we shall now proceed with the adoption of the report and the resolution submitted by the Committee.

If there is no objection, may I take it that the report, paragraphs 1-248, is adopted?

*(The report — paragraphs 1-248 — is adopted.)*

### **Resolution concerning tripartism and social dialogue**

*Original French:* The PRESIDENT — We shall now move to the adoption of the resolution concerning tripartism and social dialogue. If there is no objection, may I take it that the resolution concerning tripartism and social dialogue is adopted?

*(The resolution is adopted.)*

May I extend my warmest congratulation and thanks to the Officers and members of the Committee, as well as to the staff of the secretariat, for the excellent work they have done.

#### REPORTS OF THE CHAIRPERSON OF THE GOVERNING BODY

AND OF THE DIRECTOR-GENERAL: DISCUSSION (*concl.*)

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

*Original French:* Ms. CRAAN (*Minister of Social Affairs and Labour, Haiti*) — On behalf of the Haitian Government, of the delegation that I have the honour to lead, and on my own behalf, I offer my warmest congratulations to the Director-General, to the new Governing Body and to the President of the Conference, and we wish them success in all their work.

In Haiti, we are very aware of the problems of workers and of the need to harmonize labour relations between employers and trade unions. Thus, since last year's Conference, we have increased our contacts with the various sectors of the world of work, in order, in particular, to complete the Labour Code, which has been submitted to Parliament for ratification, and to put back on its feet the permanent mechanism of consultation and conciliation, known as the tripartite commission.

The Government of Haiti welcomes with satisfaction the work done by the Office on the question of child labour and it can only welcome the move by the Governing Body, which decided that the third Global Report should deal with the effective abolition of child labour. It supports the Conventions designed to eradicate the worst forms of child labour

and is working actively to complete their ratification.

In Haiti, children's main occupation is to do odd jobs in host families, in exchange for board and lodgings. These child domestic workers can therefore not enjoy all the privileges of childhood. We are seeking alternative solutions to this form of child labour emphasizing dialogue and the participation, both of the children's families of origin and their host families. Precarious economic circumstances are the main reasons which prompt a family to part with their children. In order to provide an effective response to this problem of child domestic workers, it is essential to provide a framework for poor families, by means of creating and providing access to new permanent jobs. This is why the Government of the Republic of Haiti is considering a programme to promote small urban jobs, which will enable the holders of those jobs to have some access to goods and services, and will thus reduce the dependent situation of poor families. In order to take care of the children themselves the Government has launched a universal school attendance programme. The national education and training programme is the strategic action framework of the Ministry of National Education for Youth and Sports, which has defined four areas of action to make the education system more effective. These are: an increase in the availability of education, improvement of the quality of education, improvement of the external effectiveness of the education system and a strengthening of its management. The objective with regard to the availability of schooling is to raise the net of the school attendance rate. To this end, three strategies have been established: the rehabilitation of the existing infrastructure of schools, the addition of new places in schools and the construction of new schools.

It should be noted that the 1987 Constitution requires the State to ensure that all children between the ages of 6-16 should actually attend school. Thus, through access to education the Government hopes to reduce the disparities and thus enable child domestic workers to escape from the vicious circle of poverty.

These are some of the actions we have undertaken to abolish child labour. They will be strengthened to the extent of the finances available to the Government and they will be supported by other current programmes, such as the mass literacy programme which is designed to reduce the illiteracy rate from 55 to 15 per cent by the year 2004.

*Original Spanish:* Mr. RICCI MUADI (*Employers' delegate, Guatemala*) — I congratulate the President and Officers on their election, and I would also like to commend the Director-General's Report. In the short time allotted, I would like to deal with just one subject of the Report, which is of special concern to the employers of our region, Central America, and of my country in particular, Guatemala. That subject is unemployment and the rapid growth of the informal sector. In this regard, the Director-General has set a strategic objective to create jobs, and we can assume that the work thus created must be decent work.

To have included this as a strategic objective is in and of itself a positive step, and a cause for optimism about the priorities of the Office and the future action of the Organization. Furthermore, as we see it, this topic overlaps with and should guide all the others. Indeed it should be the objective of the bulk of the

activities of our Organization and of our ministries of labour.

While we agree on that strategic goal, some things need to be said about the operational objectives. For instance, we believe it is important to support governments so that they adopt effective employment policies.

For countries like my own, such policies, if they exist at all, are geared to the short term. Worse still, they run counter to the main objective in the medium and long term. It is clear that there are few scourges as damaging as unemployment.

As for the other strategic objectives, we cannot be so optimistic.

Indeed, when we hear of the promotion of micro-enterprises which are likely to be not very productive and of recommendations for public investment in costly, inefficient labour-intensive activities, we believe it is impossible to see the wood for the trees. While this kind of programme might be moderately successful in the short term, we are certain that they are not sustainable in the medium and long term.

We believe that we should seek responses rather in those factors that prompt employers, large, medium-sized or small, to risk their capital in a productive venture that generates well-paid employment. We should see to it that our scarce savings are channelled into projects which are powerful enough to create wealth.

Many of these factors are, or should be, beyond the scope of this Organization, such as investment in infrastructure, public safety, legal security, transparency in public administration, tax policies and so forth. But there is another which does fall within our domain and which is just as important as the others — governing the labour market.

Many of the developing countries have rigid labour laws which no longer meet the needs of a world undergoing rapid change. Our task should consist in providing legal instruments that make it easy to adapt to change without impinging upon the legitimate rights of workers. In this area, we must be very clear. This is not a matter of making work more precarious, as many would contend. The minimum guarantees are recognized in the ILO's core Conventions and in national legislation. In my country they are even enshrined in the Constitution.

This should be a dual debate. It should be conducted nationally through forums which have proper tripartite representation, and then internationally at this forum so as to see to it that the work of the Office and the standard-setting work of the ILO are appropriate for the new models. Discussion of this matter cannot be delayed. The developing countries cannot afford to compete in a globalized world if they are hindered by outdated legal structures made for other times. This is a matter where our Organization must assume its proper role of leadership. This is why I would suggest to the Director-General that it should be placed on our agenda, so that a serious and unbiased discussion can take place in our countries on this matter.

Ms. YACOB (*Workers' delegate, Singapore*) — On behalf of the workers of Singapore, I wish to congratulate the President on his election and I would also like to thank the Director-General for his comprehensive Report to this Conference.

Tremendous changes are taking place in the world of work. In fact the nature of work itself has changed.

In the old days, jobs were secure, stable and long term. Today, jobs are intermittent, disruptive and short term. In many countries, any new jobs created are often part-time, temporary or casual in nature. A key driving force behind these changes in the workplace is deregulation and the liberalization of trade. This has enabled companies to become more mobile and allowed investors to move capital quickly to wherever it earns most. Another key factor is technology, which has transformed whole economies from high-volume production based on repetitive tasks, to high-volume production based on thought and knowledge.

Shorter product cycles and smaller gaps between periods of economic boom and bust, are some of the other developments having an impact on workers. In Singapore for instance, we enjoyed a GDP growth of over 9 per cent in 2000, but in 2001, our GDP growth was minus 2, an 11 per cent swing in a matter of only 12 months.

We have entered an era of intermittent growth, where we will not see steady growth year after year but more frequent ups and downs.

What does all this mean for workers? What can we do to ensure that we remain employed and do not lose out in the face of globalization? And what about government? Is there a role for the State or, as some have suggested, are States no longer in control, given the intense competition and market pressures? What about businesses? What is their role and what is their social responsibility, or should the responsibility of businesses be limited only to shareholders?

I would argue that in the face of globalization and intense economic competition, governments have an even more important role to play today than before. They must not abdicate their responsibility or succumb to pressures to deregulate the labour market, which will lead to chaos and oppression. We have to recognize that labour markets are different from markets for goods and services. Labour markets are about people, their skills and competencies, their aspirations and hopes. Governments have to provide leadership, particularly in human resource development and in providing a social foundation in the form of legislation and social protection. There is no doubt at all that economic openness means adjusting to change, but the costs of such adjustments should not be borne disproportionately by workers, otherwise the chorus against globalization will intensify and eventually everyone will lose out.

It is in the interest of both governments and business to have strong trade unions, to articulate and represent the voice of workers and ensure that sound, balanced social and economic policies are formulated. This will ensure greater acceptance of changes and a fairer distribution of both the pains and gains of economic freedom and globalization. It is in this respect that the ILO has an important role to play in terms of upholding standards and helping countries to formulate policies and develop strategies to promote decent work.

Let me now turn to my country. Last year, unemployment rose to more than 5 per cent as a result of the global downturn in the electronic sector. The situation has improved now and the Government has set up a high-level committee on which trade unions are also represented to review Singapore's long-term economic policies and strategies. This committee is expected to make its recommendations at the end of this year.

In addition, the social partners have put in place special measures to assist laid-off workers in finding jobs. This includes a “Career-Link” web site set up by the Ministry of Manpower and job placement assistance provided by the Ministry and five community development councils located throughout the island. The Singapore National Trades Union Congress has also set up its own job-link which has full-time staff helping redundant union members to find jobs.

The Government has also provided additional funding to place retrenched workers on retraining schemes where they are paid an allowance while undergoing training. The scheme is particularly generous for displaced older workers. Employers willing to retrain and employ them would receive a maximum subsidy of 1,000 Singapore dollars per month for a period of six months. The Government has also committed about 200 million Singapore dollars to the labour movement for skills training and programmes.

Within the labour movement, our cooperatives set the standard for other service providers by reducing the prices of many basic necessities when we were in recession last year. Next year, when the goods and services tax is increased by about 2 per cent, our supermarket cooperative will absorb the 2 per cent increase on 400 items of goods for a period of one year. This is a costly exercise for our trade union cooperatives. However, it is tangible proof that cooperatives can help not only to reduce the cost of living for workers, but also to act as agents of change and to provide useful models of socially responsible businesses — which is of relevance to the ILO given our current discussion on adopting an instrument on cooperatives.

I am delighted that our Government has just ratified the Equal Remuneration Convention, 1951 (No. 100), on equal pay for work of equal value. This marks an important milestone for all working women in our country where the female labour force participation rate is 54 per cent and women work in all sectors of the economy. I must also emphasize that this ratification came about as a result of consultations among the social partners and we will continue to do our part to ensure further ratifications are made.

On this note, I wish to express my organization’s strong support for the work of the ILO, whose four strategic objectives have rightly helped us to focus on the core issues of development. Although we live in the twenty-first century, slavery is still practised with great impunity in many parts of the world and child labour continues to proliferate. We may have made tremendous strides in economic and technological fields but unless we learn to value every human life as our own, we will not progress very far.

It is unfortunate that the horrors of two world wars have taught us very little and I hope that we do not need a third for us to realize the importance and value of human life.

In conclusion, I would like to cite a few words from Amartya Sen, the 1998 winner of the Nobel Prize in Economics from India: “We live in a world of unprecedented opulence of a kind that would have been hard to imagine a century or two ago. ... And yet we also live in a world with remarkable deprivation, destitution and oppression. ... Overcoming these problems is essential to the exercise of development.”

*(Mr. Arbesser-Rastburg takes the Chair.)*

*Original French: Mr. AUGUSTIN (Workers’ delegate, Haiti) —* On behalf of Haitian workers and on my own behalf, I would like to express my most sincere congratulations to the organizers of this forum and to express my warm greetings to the distinguished delegates assembled here.

The 90th Session of the International Labour Conference provides us with the opportunity to give you a brief description of the situation of workers in Haiti. The emergence of a new world economic order over the past 20 years has profoundly altered the social, economic and political rights of workers worldwide. The governments of the richest and most industrialized States and the international financial and trade institutions which conceived of this new economic order known as globalization established a series of economic principles and rules essentially based on the creation of wealth and the search for maximum profits.

There is a growing and increasingly alarming gap in the relationship between capital and labour and between employers and employees, to the detriment of workers. Capital brings in more remuneration than labour, and the gap is widening.

The increase in capital flow has not, however, led to an improvement in the living and working conditions of workers. The reaction of the workers in Seattle, in the United States, in November 2000 provided proof of their dissatisfaction and anguish.

In Haiti, which is a small Caribbean country that adopted very early in 1986 a course of market liberalization, the labour situation is catastrophic. The population of Haiti is approximately 8 million. According to the Haitian Computer and Statistics Institute, unemployment stands at 70 per cent. Gross Domestic Product is increasing at a rate of 1.2 per cent a year, and the annual inflation rate is over 15 per cent. All sectors of the economy are affected by this difficult situation. The living and working conditions of teachers are deplorable. They have no teaching materials or appropriate equipment, and are paid a pittance. They work in small classrooms, into which nearly 100 students are often crowded. Haitian teachers enjoy no social benefits.

The agreements signed in 1997 between the Haitian Government and teachers following a long union struggle have not been respected. These agreements were intended to improve the working conditions of teachers, and as a consequence to improve the quality of teaching. Teachers fell into a state of despair.

Workers in private enterprises, as well as subcontractors and others, face precarious and dangerous working and living conditions. The minimum wage for workers, which was established by the Haitian State, is 36 gourdes per day, or US\$1.33, while their daily personal expenses in the enterprise are greater than 40 gourdes, which is US\$1.48. How can they be expected to meet the basic needs of their families? They have no social benefits and often, in complete disregard of ILO standards and current Haitian law, they are dismissed for partaking in trade union activities.

Workers in the postal services and energy sector have no system for protection against accidents in the workplace. We have carried out studies in the postal system and found that workers are subject to the risk of parcel bombs. In enterprises there are insufficient sanitary facilities.

Public transport drivers are collectively calling for the implementation of road infrastructures, an end to police harassment and a decrease in fuel prices. Also, they have no insurance coverage or pension system.

Press workers receive laughable salaries. If the truth be told, they do enjoy freedom of expression, but are sometimes the victims of aggression in their professional activities. The Haitian labour code and the ILO labour standards established advantages for workers with regard to the indexation of salaries to the risks of accidents in the workplace and occupational diseases, as well as establishing anti-discrimination provisions. The violation of workers' rights is standard practice in Haiti.

Despite the provisions of the 1987 Haitian Constitution and the ILO standards which promote freedom of association, civil service employees are not permitted to organize themselves in trade unions. The agreements signed in 1997 between the State and the teachers' union have been trampled underfoot. During recent teachers' strikes, many teachers lost their jobs, including the leaders of the National Teachers' Union of Haiti. These teachers are still unemployed despite a decision handed down by the Superior Court of Auditors calling for their reinstatement.

The balance between capital and labour with a view to creating a just society can only be established if we globalize the interests of workers throughout the world who are united in strong trade unions.

*Original Spanish:* Mr. MARTINEZ (*Employers' delegate, Honduras*) — On behalf of the employers' organization of Honduras, allow me to congratulate the President and Vice-Presidents of the 90th Session of the International Labour Conference on their election. It is their joint responsibility to see that this meeting ends in success.

I also take this opportunity to congratulate Mr. Juan Somavia, Director-General of the ILO, for the eloquence of his statement and presentation of his Report, the valuable Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, *A future without child labour*. We appreciate his great dedication to the key activities of the International Labour Organization and the emphasis which he gives to strengthening the philosophy of tripartism and the future development of areas and sectors working against the underdevelopment of peoples, corruption, poverty, terrorism and organized crime. He also urges us to combat the worst forms of child labour and other harmful activities which prevent the attainment of universal peace and the brotherhood of human beings.

In the context of globalization through social dialogue, I would like to stress that the Honduran Private Enterprise Council (COHEP) is aware that social dialogue and tripartism are the ideal, democratic means of resolving social conflicts, and contributing, by means of consensus, to the drafting of standards that cover worker-employer relations. It reaffirms that legitimate workers', employers' and government organizations are playing a positive role in social dialogue, negotiation and the reconciliation of opinions and disagreements, the aim being that, together — on a tripartite basis and on the initiative of employers themselves — we seek appropriate ways at the regional and national level to do more to eradicate poverty and promote full employment and decent work as a means of ensuring the economic growth of our country.

The employers of Honduras have noted, with great interest, the contribution of civil society and its urgent desire to do something positive to make the fight for the effective eradication of child labour one of the four underlying principles of the fundamental rights set out in the ILO Declaration, in order to achieve the abolition of child labour, which the entire world knows must be abolished, as one of the most urgent challenges of our times.

Moreover, substantial progress has been made in the area of social security, bringing with it restructuring, administrative reforms and economic development by means of a series of policies and measures which are transforming the social security system and promoting employment and social progress with a view to improving medical services and the effective and immediate care of the system's members.

In addition, scientific prevention schemes have led to the creation of medical programmes to avoid the spread of HIV/AIDS, in the light of the ILO's practical recommendations, in order to check and combat, as far as possible, this scourge of the twentieth century.

It is also important to point out that promotion of cooperatives could be one of the best approaches for the developing countries, which are currently experiencing a transition, which might be compared with an economic and social metamorphosis, for cooperatives provide economic support for fighting unemployment, for improving the economy and for encouraging the propensity to save, in view of their social dimension and provided that the services they offer are not subject to subsidies which may distort the market.

With regard to decent work and the informal economy, our employers believe that this sector creates jobs and helps to reduce poverty and to increase gender equality. The informal economy has acquired greater importance, not only in the traditional sectors but also the emerging ones, because of the wide variety of forms that this *sui generis* activity takes. We therefore believe that decent work is not a rule, but a target which will have to be achieved step-by-step.

In these circumstances, we believe that the countries of the world are currently faced with an urgent task, which is to promote employment, reduce poverty and ensure its eradication in the not too distant future, thus strengthening social integration so that the developing countries can enjoy the economic benefits of globalization, progress, science and technology.

Lastly, I believe that efforts will have to be stepped up to improve communication, strengthen dialogue and improve the mechanism for consultations, in accordance with the democratic principles of the Organization, in order to achieve the objective of social justice advocated by the ILO, while at the same time giving due attention to consultations and to requests from the developing countries, providing the technical cooperation they require and protecting the interests and the rights of employers and workers by creating specific measures to increase employment so that all can enjoy decent jobs throughout the world.

We warmly congratulate the Chairperson of the Governing Body and the Director-General, on the excellent work that they and their colleagues have done and for the excellent documents that they have provided us with at this session of the Conference.

*Original French:* Mr. NACOULMA (*Employers' delegate, Burkina Faso*) — I would like to add my

voice to that of previous speakers in congratulating the President on my own behalf and on behalf of the organization that I chair, the National Employers' Council of Burkina Faso (CNPB), which also holds the presidency of the Federation of West African Employers' Organizations (FOPAO), made up of nine countries.

I would like to begin by addressing the third Report of the ILO's Director-General dealing with child labour.

This phenomenon, which affects tens of millions of children across the world, has reached dramatic proportions in our West African subregion. What we have here is a regular inter-state network of trafficking in children for the purposes of employment.

My organization, and the subregional employers' organization, would like to congratulate the ILO for having implemented the IPEC programme for more than ten years now. Today this programme is being handled with feeling, determination and courage by experts who contribute their heart, their minds and their expertise to the promotion of the well-being and development of children.

We lend our unstinting support to the IPEC programme, and extend this to include the standards and fundamental principles and rights at work, the pilot project of which, the support project for the implementation of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (PAMODEC), is currently in the process of being implemented.

We all agree that children should go to school and not to work.

But to succeed in this challenge of removing children from the world of labour, which is a depressing place for them to be in, we have to attack the root of this evil which is the poverty of their parents.

The strategic framework that all our developing countries have established to combat poverty should be used as a launch pad for implementing programmes that will generate lasting employment as an effective tool to combat poverty.

We encourage the ILO in its efforts to seek out bilateral sources of funding to support crucial activities undertaken within the strategic framework to combat poverty.

We are beginning to see the benefits of what we are doing for these children whom we love with all our hearts and to whose development our lives are ultimately devoted.

With regard to the Report of the Director-General on the implementation of the 2000-01 programme, my organization, the CNPB, is happy to note that strategic budgeting has enabled the Director-General to fund extensive tripartite activities for the benefit of the ILO's constituents with modest resources.

One of the ILO's initiatives that I would like to mention, PRODIAP, makes a substantial contribution to tripartite social dialogue all over Africa. PRODIAP has also proved to be an effective tool for maintaining social peace, without which there can be no economic growth in our countries. I would also like to pay tribute to the major and varied contributions made by the ILO to the organization of the 25th Ordinary Session of the OAU Labour and Social Affairs Commission, which took place in Ouagadougou, Burkina Faso, from 16 to 21 April 2002. The central theme for this tripartite meeting, namely, promotion of employment and reduction of poverty in Africa,

gave rise to very interesting debates. The resulting recommendation will be submitted to the 38th Summit of OAU Heads of State in July 2002.

The delegates greatly appreciated the involvement of the ILO's Director-General at its Ouagadougou meeting, and took this opportunity to reiterate their trust and their support for the ILO and its Director-General.

We greatly appreciate the efforts undertaken by PRODIAP to promote social dialogue within the West African Economic and Monetary Union (UEMOA), and especially for the assistance that it provides the tripartite constituents in this subregion, helping them to play a full role in the decision-making process.

Thanks to technical and financial support, the ministers for labour, as well as employers and workers of the member States of the UEMOA were able to meet in Ouagadougou from 14 to 16 May 2002.

The main conclusion of this meeting was to suggest that the Heads of State of the UEMOA establish a committee for labour and social dialogue within this institution, bringing together employers, workers and governments.

We rely on the support of the International Labour Office to help us in implementing this project.

Mr. LAMBERT (*Employers' delegate, United Kingdom*) — I would like to draw Members' attention to five key points we should bear in mind when discussing this Report.

First and most important, I believe that any future report should highlight the good practice that occurs in many member States. For example, in the United Kingdom significant progress has been made in terms of social dialogue, and I would like to highlight just one example of this. Last year the Trade Union Congress and the CBI — that is, the UK's employer federation — submitted a joint report to Government on how to raise the skills of the UK workforce in order to improve competitiveness. We agreed that the three priorities for Government should be, firstly, tackling the problem of poor adult literacy and numeracy; increasing the number of individuals in the workforce with at least a secondary-school level qualification; and encouraging small and medium-sized enterprises to train more in order to meet their business needs.

The report also recommended that government should motivate both employees and employers to take up training through a series of tax incentives. We agreed that partnership between employers and unions in the workplace would be the key to our making real progress in this area.

As a result of our joint lobbying this year, Gordon Brown, British Finance Minister, who in Britain is known as the Chancellor of the Exchequer, a very grandiose name, made a direct reference to our report in his budget and allocated £30,000,000 to implement one of our recommendations. Now I have no doubt that other member States could offer a multitude of examples of good practice in this area and indeed others. I believe that the ILO has a key role to play in spreading such good practice. There is nothing like success to encourage others to emulate good practice.

Secondly, I believe that we should focus on outputs and the value added from the ILO's programmes. Targets based on input-based measurements, such as the existence of social dialogue, do not indicate the progress that member States have made. Our focus

should be on answering the question: What measurable outputs or improvements have come out of the social dialogue? Social dialogue is a means to an end, rather than an end in itself. For example, in Europe, employers accept that social dialogue adds value. But for us the focus is on using social dialogue to improve labour market policies and to ensure that enlargement of the European Union occurs with the minimum amount of disruption.

Thirdly, I am concerned about the impact that global targets and recommendations will have on national employment policies and also on any initiatives that occur both regionally and locally within States. I agree that our markets are becoming increasingly global, but we must not forget that many employers still operate primarily at the local level. Whilst collaborative action on the global level is important, particularly for the spreading of good practice, smaller local initiatives also have a crucial role to play. These are often organized with the input of various local stakeholders, and they meet the needs of that localized community. We must not forget this and must vigorously encourage it.

Following on from this, we must not forget about the impact that these Recommendations and targets have on small and medium-sized enterprises. For larger companies, particularly those that operate globally, most of these strategies pose no problems. For some SMEs, they could be a real concern, however. For example, on the last page of the Director-General's Report, page 114, reference is made to improving the types of jobs offered in SMEs. Whilst there may be value in this in terms of improving retention rates and boosting staff morale, many SMEs are preoccupied with day-to-day survival and may not be aware of the tangible benefits that such a policy may bring to their business. Therefore, the ILO could add real value by demonstrating the real business benefits to SMEs of improving the types of jobs they offer, and also supporting measures that allow SMEs to do just this.

Finally, I strongly support the idea of ILO programmes being evaluated externally. This would give the results more credibility and could lead to external recommendations for the ILO which may be useful. The ILO, through its vast membership, could make a real difference in spreading good practice around the world, which could ultimately raise living standards. And I am sure you will agree with me that the citizens of ILO member States deserve no less.

*Original Portuguese: Mr. MEIRINHO (Workers' adviser and substitute delegate, Portugal) — On behalf of the Portuguese workers, I would like to commend the President on his election and on the way he has conducted the work of this Conference.*

The Report submitted by the Director-General of the ILO, in an innovative fashion, clearly shows the tremendous work that has been done towards achieving the four strategic objectives in the fields of standards, employment, decent income, social protection, tripartism and social dialogue.

The 2000-01 goals were achieved and even surpassed, showing what can be achieved by joint action in favour of full employment and job quality, and against poverty and exclusion. We would like to underline the importance of social dialogue and tripartism, in which we all have to shoulder our responsibilities in getting Conventions ratified, in

seeing that they and adopted Recommendations are applied, and in promoting fundamental rights at work. This is a special reference to the action of the ILO geared to the elimination of child labour, a scourge which we all have to work hard to eradicate.

At the beginning of this new millennium, we need socially balanced and sustainable economic development, with greater cooperation with regard to development. We cannot allow the divide between the developed and less developed countries to grow ever wider. We cannot allow unbridled globalization to exacerbate inequalities in earnings within and between countries.

These social concerns have to be factored into close cooperation between the WTO and the ILO, and into new codes of conduct for international financial organizations, with special efforts to stem speculative movements of capital, fraud and tax evasion. This new framework of fair competition and cooperation implies the upholding of social standards, and in this respect I would draw particular attention to the setting up by the ILO of the World Commission on the Social Dimension of Globalization.

We have to work together towards a successful conclusion of the issues under discussion here at the Conference — namely, promoting employment with proper working conditions and worker protection in the economy as a whole and in the informal sector in particular, promoting the social economy and tackling unacceptably high levels of occupational accidents.

The ILO has an increasingly important role to play in the fight for social justice, in the defence of human rights and in the upholding of individual and collective rights at work, all of which are prerequisites for peace and security worldwide. This requires more technical cooperation, training and support for tripartism.

A special word for the new nation, East Timor, which demonstrates what peoples and the United Nations can achieve in the struggle for a different and better world.

We would like to conclude by commending the ILO Director-General, Juan Somavia, for his tireless endeavours to promote decent work. We fully support the strategic objectives set out in his Report and trust that they will be achieved without undue difficulty.

Mr. BASARAN (*representative, Federation of International Civil Servants' Associations*) — It is with honour and great pride that I address this august assembly on behalf of the more than 30,000 workers of the United Nations system worldwide who the Federation of International Civil Servants' Associations (FICSA) represents.

The Federation represents the interests of a class of workers long excluded from your attention. That class is the international civil servant. It includes the people who are interpreting this speech, who ensure that you receive your papers and reports in time, who make sure you have water on your tables and who carry out all the missions assigned by you.

You, the member States, are our employers whom we serve with utmost dedication and loyalty, at times under very difficult environments and beyond the call of duty. Unfortunately, however, you have forgotten us and failed to put in place the basic requirements and instruments aimed at protecting our rights, privileges and, most importantly, our job security. Ask yourselves, have you done all you could do to be an

exemplary employer? Do you treat us as you wish your employers treated you? Do you recognize, appreciate and reward those who serve you to the best of their abilities, giving all they have generously, putting their jobs before themselves; at times, putting their lives and personal safety second to carrying out their trusted duties? Do you simply criticize us and do not do anything about granting our rights and listening to our voices?

This year, FICSA is 50 years young. Since its creation in 1952, the Federation has struggled for the introduction of tripartite decision-making on the terms and conditions of service of the international civil servants. The Federation has for 50 long years reminded its employers, you, and the people it serves, again you, that international civil servants do not have the right to collective bargaining, have little or no say on the conditions of their service as called for in some of the earliest labour Conventions adopted by the international community and member States who are the signatories to these — again, you. Are we to understand from this situation that our patrons, you, are applying the principles of “do as I say not do as I do”? Are we more concerned about being politically correct but lacking in implementation of our cherished principles and ideals of equality, transparency and fair play? As we all well know, the root cause of all the problems we have been facing is having different sets of standards for the same issues. Or do you have an attitude of “it is us versus them” — “them” being the United Nations workers? For 50 long years FICSA has endeavoured to operationalize the right of international civil servants to participate as full and equal partners in their workplace within the democratic principles and rules of implementation that you all symbolize and cherish. Are we not aware of the fact that we are taking one step forward and two steps backward?

We certainly do not mean to upset the system in place. We are only requesting that our voices be heard in the existing bodies and structures and that the staff of the United Nations be shown the kind of respect they are entitled to, in view of their vital role on the international scale but, more importantly, as human beings.

One of the reasons that our struggle has not been successful is due less to our shortcomings than to your perception of us, the United Nations workers. As a result, you have chosen to marginalize our concerns and failed to apply to us, your United Nations workers, the rights that you promulgate for everyone else. How is it possible that we have not been able to achieve the noble ideal we set 58 years ago when you set the principles of basic worker rights. Ask yourselves, is this progress, success, being up to date? We think it is high time for all of us to see the realities of the situation of the international civil servants and do something about bringing fairness and justice to all. Let us not be like the ostrich and hide our heads in the sand, thinking that we are not seen or hope that time will cure all our injustices.

FICSA makes an urgent plea to this International Labour Conference, to all of you present today and to your governments back home, to be a good employer and call for labour rights for international civil servants. FICSA urges the International Labour Organization to serve as a role model for all international civil services.

This Conference has the power and the duty to make sure that the universality of its Declarations

does not stop at the gates of an intergovernmental organization. This Conference has the power and duty to adopt an instrument calling for respect of the principles and rules of international labour law with regard to all international public servants.

FISCA urges this Conference to exercise its power and to respond to its duty by deciding to include on its agenda the adoption of an instrument to guarantee fundamental labour rights for international civil servants.

Distinguished delegates, we need your reaction now. We need (1) equal treatment, including gender equality, (2) freedom of association, and (3) collective bargaining rights. We, representing over 30,000 workers in the United Nations system are at your service. We desire to work optimally in doing the job together with you and with your help.

Mr. BARAK (*Employers' adviser and substitute delegate, Israel*) — It is with great pleasure that I take this opportunity as the last speaker in the plenary of this Conference to congratulate the President and his deputies on their election and to thank them for their guidance and leadership in conducting the work of this Conference in an excellent manner. May I also congratulate the Director-General of our Organization, Mr. Somavia, for his comprehensive and detailed Report on the progress made by the ILO on programme implementation during the years 2000-01.

Although Israel has been constantly attacked by Arab representatives during this debate, we have chosen to respect the spirit of this Organization and avoid political statements. However, today in the face of another Palestinian attack, which occurred this morning in Jerusalem, killing 19 people, among them many children, I cannot but express our deep shock and sorrow. Therefore, I call upon this assembly to condemn these repeated acts of barbarity.

In Israel we are currently facing a very serious situation, both on the level of our macro-economy and regarding the personal security of our citizens. Our economic problems arise from two major events which have left their impact on the world economy. These were the slowdown in the world economy in the second half of 2000 and the aftermath of 11 September 2001. These shock waves, together with a deterioration of the security situation, brought about several setbacks: the GDP declined by 0.6 per cent in 2001 after an increase of 6.4 per cent in 2000, and unemployment rose from 8.1 per cent to 10.5 per cent in the last quarter of 2001. As a result, tax revenues also declined, with a budget deficit of 4.6 per cent compared to the target of 1.8 per cent.

In order to adjust the economy to this situation, the Government embarked on an emergency economic plan comprising heavy budget cuts, increasing taxes, and other measures aimed at encouraging economic growth.

Given this background, we have seen in Israel the growth of various forms of informal work, mostly in the form of contract labour and labour contractors. Although the terminology seems to indicate similar meanings, these are two completely different forms of employment. By contract labour we refer to that grey area in which certain labour standards do not apply, or at least it is uncertain whether they apply or not, such as contracting to do work as self-employed or as a family-based enterprise.

On the other hand, an increasing number of enterprises have workers performing tasks within the enterprise while they are legally employed by a labour contractor. The Israeli social partners have taken steps to find several solutions to this problem. One such step is the signing of collective agreements, especially tailored for this type of employment by labour contractors. This is in itself a unique and innovative measure since labour contractors cover many economic sectors so that a balanced set of working conditions had to be formulated. Another step was the enactment of a law providing protection for workers employed by labour contractors in the area of working conditions and social rights.

Another topic on the agenda of this session is the recording and notification of occupational accidents and diseases. In Israel, the number of work-related accidents has declined from 3.9 per cent of the overall workforce in 1997 to 2.9 per cent in 2001. During this period, a large decrease in fatal accidents (43 per cent) was also recorded. We have started implementing the ILO technical guidelines on occupational safety and health management systems, initially on a trial basis, with a view to introducing them on a permanent basis in the future.

Furthermore, action has been taken with the support of the employers to strengthen the system of safety officers in the enterprises. The minimum level of education and professional training has been increased so as to meet the demands of new technologies. In addition, advanced learning material on safety subjects for workers has been published on the initiative of the Manufacturers' Association of Israel.

Concerning the problem of child labour, let me point out that tripartite cooperation can be very effective in the fight to eliminate child labour. Workers' and employers' organizations can contribute through

collective agreements which will prohibit child labour. Governments should provide for supervising and enforcement machinery to ensure the proper implementation of such agreements.

The challenge of abolishing child labour, in its three categories as described in the ILO's Global Report, especially the unconditional worst forms of child labour, does not actually exist in Israel. We have explicit legislation on the minimum age of employment of young persons, together with elaborate provisions for protecting the health and well-being of young workers. This legislation fully complies with ILO standards, together with a competent supervisory system for implementation.

Let me conclude by reiterating that our Organization should take a more active part in the debates taking place in several other international forums on questions of widespread interest such as world poverty and the effects of globalization. The enhanced social dialogue made possible by our unique tripartite structure gives our Organization an advantage when it comes to finding meaningful solutions. Let us make use of this asset to attain the common goal of economic progress and social justice.

*Original German:* The PRESIDENT (Mr. ARBESSER-RASTBURG) — The discussion on the Reports of the Chairperson of the Governing Body and of the Director-General is now concluded. We have heard many speeches and the quality of our discussions has been exceptional. We have learnt much of the various countries participating and I am sure that everyone who attended these discussions will have learnt a great deal about their neighbours. I thank you all for taking part.

*(The Conference adjourned at 4.50 p.m.)*



**Vote par appel nominal sur la résolution concernant les arriérés de contributions de la Guinée-Bissau**

**Record vote on the Resolution concerning the arrears of contributions of Guinea-Bissau**

**Votación nominal relativa a la resolución sobre las contribuciones atrasadas de Guinea-Bissau**

*Pour/For/En Pro: 326*

*Abstentions/Abstentions/Abstenciones: 5*

*Quorum: 280*

**Pour/For/En Pro: 326**

*Afrique du Sud/South Africa/Sudáfrica*

NDEBELE, Mr. (G)

LUSENGA, Ms. (G)

*Algérie/Algeria/Argelia*

BENMOKRANE, Mme (G)

RAÏS, M. (G)

MEGATELI, M. (E)

BENMOUHOUB, M.(T/W)

*Allemagne/Germany/Alemania*

METSCHER, Mr. (G)

WILLERS, Mr. (G)

HEINZEMANN, Mr. (E)

ADAMY, Mr.(T/W)

*Angola*

N'GOVE LUSSOKE, M. (G)

PEGADO DA SILVA, Mme (G)

*Arabie saoudite/Saudi Arabia/Arabia Saudita*

ALMANSOUR, Mr. (G)

ALHADLAQ, Mr. (G)

DAHLAN, Mr. (E)

*Argentine/Argentina*

VARELA, Sr. (G)

NASCIMBENE DE DUMONT, Sra. (G)

SPAGHI, Sr. (E)

PETRECCA, Sr.(T/W)

*Australie/Australia*

DREVER, Mr. (G)

FFRENCH, Ms. (G)

NOAKES, Mr. (E)

*Autriche/Austria*

DEMBSHER, Mrs. (G)

ZWERENZ, Mr. (G)

ARBESSER-RASTBURG, Mr. (E)

DJALINOUS, Mrs.(T/W)

*Bahamas*

SYMONETTE, Mr. (G)

*Bahreïn/Bahrain/Bahrein*

MOHAMED, Mr. (G)

AL KHOOR, Mr. (E)

MOHAMED, Mr.(T/W)

*Barbade/Barbados*

LOWE, Mrs. (G)

TROTMAN, Mr.(T/W)

*Belgique/Belgium/Bélgica*

DA COSTA, M. (G)

VANDAMME, M. (G)

VAN HOLM, M. (E)

*Botswana*

SEBELE, Mr. (G)

SEEMULE, Ms. (G)

DEWAH, Mr. (E)

MAKHALE, Mr.(T/W)

*Brésil/Brazil/Brasil*

GOMES DOS SANTOS, Ms. (G)

PARUCKER, Mr. (G)

LIMA GODOY, Mr. (E)

ROMANO, Mr.(T/W)

*Bulgarie/Bulgaria*

KRASTEVA, Mrs. (G)

TZANCHEV, Mr. (G)

TEBEYAN, Mr. (E)

DIMITROV, Mr.(T/W)

*Burkina Faso*

SOULAMA, M. (G)

SAWADOGO, M. (G)

*Burundi*

NDUWAYO, M. (G)

NZISABIRA, M. (E)

*Cambodge/Cambodia/Camboya*

THACH, Mr. (G)

KEO, Mr. (G)

ROS, Mr.(T/W)

*Cameroun/Cameroon/Camerún*

MBAPPE EPANYA, M. (G)

*Canada/Canadá*

ROBINSON, Ms. (G)

MACPHEE, Mr. (G)

LAWSON, Mr. (E)

GINGRAS, Mrs.(T/W)

*Chili/Chile*

SAEZ CARLIER, Sr. (G)

VEGA PATRI, Sr. (G)

MARTINEZ MOLINA, Sr.(T/W)

*Chine/China*

LIU, Mr. (G)

LI, Mr. (G)

CHEN, Mr. (E)

*Chypre/Cyprus/Chipre*

LANITOU-WILLIAMS, Ms. (G)

SAMUEL, Mrs. (G)

PILIKOS, Mr. (E)

*Colombie/Colombia*

GARZON, Sr. (G)

REYES, Sr. (G)

ECHAVARRÍA, Sr. (E)

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

YI, Mr. (G)

LEE, Mr. (G)

CHO, Mr. (E)

KANG, Mr.(T/W)

*Costa Rica*

PIGNATARO PACHECO, Sr. (E)

*Côte d'Ivoire*  
GNANGBO, M. (G)

*Croatie/Croatia/Croacia*  
MUSULIN, Ms. (G)  
CEK, Ms. (G)  
HORVATIC, Ms. (E)  
VUKOJE, Ms.(T/W)

*Cuba*  
MORA GODOY, Sr. (G)  
LAU VALDÉS, Sra. (G)  
CHACÓN DÍAZ, Sr. (E)  
GONZÁLEZ GONZÁLEZ, Sr.(T/W)

*Danemark/Denmark/Dinamarca*  
ADLER, Ms. (G)  
GEDE, Ms. (G)  
FOLDBERG, Mr.(T/W)

*République dominicaine/Dominican Republic/República Dominicana*  
PAULA LIRANZO, Sr. (G)

*Egypte/Egypt/Egipto*  
GABR, Mrs. (G)  
TAWFIK, Mr. (G)  
ABD EL HADY, Mrs.(T/W)

*El Salvador*  
AVILA VASQUEZ, Sra. (G)

*Emirats arabes unis/United Arab Emirates/Emiratos Arabes Unidos*  
AL-MUHAIIRI, Mr. (G)  
AL-MUHAIIRI, Mr. (G)  
MATAR, Mr. (E)  
ALMARZOOQI, Mr.(T/W)

*Equateur/Ecuador*  
TAPIA GARÓFALO, Sr. (G)  
PONCE MUÑOZ, Sr. (E)  
IBARRA SERRANO, Sr.(T/W)

*Espagne/Spain/España*  
CONSARNAU GUARDIOLA, Sr. (G)  
LÓPEZ-MONÍS, Sr. (G)  
FERRER DUFOL, Sr. (E)

*Estonie/Estonia*  
JOONSAAR, Ms. (G)  
HINDOV, Ms. (G)  
PÄÄRENDSON, Ms. (E)  
TUCH, Ms.(T/W)

*Etats-Unis/United States/Estados Unidos*  
MOORHEAD, Mr. (G)  
CARPENTER, Mr. (G)

*Ethiopie/Ethiopia/Etiopía*  
FISSEHA, Mr. (G)  
ESKEDAR, Mrs. (G)  
AMARE, Mr.(T/W)

*Finlande/Finland/Finlandia*  
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RAIVIO, Ms. (G)  
HUTTUNEN, Mr. (E)  
RUSANEN, Mr.(T/W)

*France/Francia*  
BOISSON, M. (E)  
BRUNEL, Mme(T/W)

*Gabon/Gabón*  
MOULOMBA-NZIENGUI, M. (G)  
NDZENGUE, Mme (G)  
AKOULOU-EYELEKO, M. (E)

*Ghana*  
AMEGEE, Mr. (G)  
TWUM-AMOA, Mrs. (G)

*Grèce/Greece/Grecia*  
CHRYSANTHOU, Mme (G)  
KABITSIS, M. (G)  
CHARAKAS, M. (E)  
DELIYANNAKIS, M.(T/W)

*Guatemala*  
ARENALES FORNO, Sr. (G)  
RODRÍGUEZ MANCIA, Sra. (G)  
RICCI MUADI, Sr. (E)

*Guinée équatoriale/Equatorial Guinea/Guinea Ecuatorial*  
MENGUE OBAMA NFUBE, Sr. (G)

*Honduras*  
BU FIGUEROA, Sra. (G)  
LOPEZ, Sr. (G)  
DURON, Sr.(T/W)

*Hongrie/Hungary/Hungría*  
HERCZOG, Mr. (G)  
SZIRMAI, Mr. (E)  
PALKOVICS, Mr.(T/W)

*Inde/India*  
SHENOY, Mr. (G)  
PURI, Mr. (G)  
ANAND, Mr. (E)  
THAKKAR, Mr.(T/W)

*Indonésie/Indonesia*  
SITUMORANG, Mr. (G)  
SINAGA, Mrs. (G)  
SUPARWANTO, Mr. (E)  
PATOMBONG, Mr.(T/W)

*République islamique d'Iran/Islamic Republic of Iran/República Islámica del Irán*  
HEFDAHTAN, Mr. (G)  
SA'ADATI, Mr. (G)  
EGHBALI, Mr. (E)

*Irlande/Ireland/Irlanda*  
BENNETT, Mr. (G)  
JESTIN, Mr. (G)  
CUNEEN, Mr. (E)  
LYNCH, Ms.(T/W)

*Islande/Iceland/Islandia*  
DAVIDSDOTTIR, Mrs. (G)  
ASGEIRSDOTTIR, Mrs. (G)  
STEFANSDOTTIR, Ms. (E)  
BRAGASON, Mr.(T/W)

*Israël/Israel*  
BARAK, Mr. (E)

*Italie/Italy/Italia*  
FERRARA, M. (G)  
PERONE, M. (G)  
SASSO MAZZUFFERI, Mme (E)  
BRIGHI, Mme(T/W)

*Japon/Japan/Japón*  
HARAGUCHI, Mr. (G)  
HASEGAWA, Mr. (G)  
SUZUKI, Mr. (E)  
ITO, Mr.(T/W)

*République de Kiribati/Kiribati*  
TEBUREA, Mr. (G)

*Koweït/Kuwait*  
AL-MEDHADI, Mr. (G)

*Lesotho*  
MANDORO, Mr. (G)  
MAKEKA, Mr. (E)

*Lettonie/Latvia/Letonia*  
PODVINSKA, Ms. (G)

*Liban/Lebanon/Líbano*  
SAAB, Mme (G)  
BALBOUL, M. (E)  
GHOSN, M.(T/W)

*Jamahiriya arabe libyenne/Libyan Arab Jamahiriya/Jamahiriya Arabe Libia*  
HAMMAD, Mr. (G)  
DERBY, Mr. (G)  
AL TALHI, Mr.(T/W)

*Lituanie/Lithuania/Lituania*  
JAKUCIONYTE, Ms. (G)  
RIMKUNAS, Mr. (G)

*Luxembourg/Luxemburgo*  
FABER, M. (G)  
ZAHLEN, M. (G)  
SANTER, M. (E)  
PIZZAFERRI, M.(T/W)

*Madagascar*  
PASEA, Mme (G)

*Malaisie/Malaysia/Malasia*

SYED MUHAMAD, Mr. (G)  
MOKHTAR, Mr. (G)  
SHAMSUDDIN, Mr. (E)  
RAMPAK, Mr.(T/W)

*Mali/Mali*

MAHAMANE, M. (G)  
DIAKITE, M. (G)

*Malte/Malta*

PULLICINO, Mr. (G)  
AZZOPARDI, Mr. (G)  
FARRUGIA, Mr. (E)  
CUTAJAR, Mr.(T/W)

*Maroc/Morocco/Marruecos*

TADILI, M. (G)

*Maurice/Mauritius/Mauricio*

NABABSING, Mrs. (G)  
ARNACHELLUM, Mr. (G)

*Mauritanie/Mauritania*

OULD HEMET, M. (G)  
OULD MOHAMED LEMINE, M. (G)

*Mexique/Mexico/México*

MORONES, Sra. (G)  
SOSA, Sra. (G)

*Mongolie/Mongolia*

BEKHBAT, Mr. (G)  
GANBAATAR, Mr. (E)  
ADYA, Mr.(T/W)

*Mozambique*

JAMICE, Mr. (G)  
CAIFAZ, Mr. (G)  
BARROSO, Mr. (E)  
MANJAZE, Mr.(T/W)

*Namibie/Namibia*

SCHLETTWEIN, Mr. (G)  
NGHIYOONANYE, Ms. (G)  
TRUEBODY, Mr. (E)

*Nicaragua*

MARTINICA LÓPEZ, Sr. (G)  
MEJÍA SOLÍS, Sr. (G)

*Norvège/Norway/Noruega*

VIDNES, Mr. (G)  
BRUAAS, Mr. (G)  
KAADA, Mr. (E)  
LEKANG, Ms.(T/W)

*Nouvelle-Zélande/New Zealand/Nueva Zelandia*

STEFFENS, Ms. (G)  
KNOWLES, Ms. (E)

*Oman/Omán*

AL-AMRY, Mr. (G)  
AL-ABDUWANI, Mr. (G)  
ASADALLAH, Mr.(T/W)

*Ouganda/Uganda*

IRUMBA, Mr. (G)  
MUSOKE, Mr. (E)

*Pakistan/Pakistán*

HUSSAIN, Mr. (G)  
BASSIT, Mr. (G)  
TABANI, Mr. (E)

*Panama/Panamá*

LEDEZMA VERGARA, Sr. (G)  
CANO MORENO, Sra.(T/W)

*Papouasie-Nouvelle Guinée/Papua New Guinea/Papua Nueva Guinea*

ELIAS, Ms. (G)  
DIALA, Mr. (G)  
JEFFERY, Mr. (E)  
TANGITBAN, Mr.(T/W)

*Pays-Bas/Netherlands/Paises Bajos*

NOTEBOOM, Ms. (G)  
WUBS, Ms. (G)  
HUNTJENS, Mr. (E)

*Pérou/Peru/Perú*

BERAUN, Srta. (G)

*Philippines/Filipinas*

PORSCHWITZ, Ms. (G)  
LEPATAN, Mr. (G)  
VARELA, Mr. (E)

*Pologne/Poland/Polonia*

JAKUBOWSKI, Mr. (G)  
TOKARSKA-BIERNACIK, Ms. (G)  
MUSIOL, Mr. (E)  
WOJCIK, Mr.(T/W)

*Portugal*

ROBERT LOPES, Mme (G)  
BARCIA, M. (G)  
FERNANDES SALGUEIRO, M. (E)  
MEIRINHO, M.(T/W)

*Qatar*

AL-KHULAIIFI, Mr. (G)

*République démocratique du Congo/Democratic Republic of the Congo/República Democrática del Congo*

TSHISWAKA KABANDA, M. (G)

*Roumanie/Romania/Rumania*

MAGHERUSAN, Mme (G)  
CIUBREAG, M. (G)

*Royaume-Uni/United Kingdom/Reino Unido*

NELLTHORP, Ms. (G)  
HUMPHREY, Mr. (E)  
BRETT, Mr.(T/W)

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

SHAKHMURADOV, Mr. (G)  
SMODIN, Mr. (G)  
SHMAKOV, Mr.(T/W)

*Saint-Marin/San Marino*

ZEILER, Mme (G)  
BIGI, Mme (G)  
FRITTELLI, M. (E)  
PIERMATTEI, M.(T/W)

*Sénégal/Senegal*

WADE, M. (G)  
THIAM, M. (G)  
WADE, M. (E)

*Seychelles*

ERNESTA, Mr. (G)  
BAKER, Mr. (G)

*Slovaquie/Slovakia/Eslovaquia*

SOPIRA, Mr. (G)  
VAVRO, Mr. (G)  
JAHNATEK, Mr. (E)  
GAJDOS, Mr.(T/W)

*Slovénie/Slovenia/Eslovenia*

ZIDAR, Mr. (G)  
BALOH PLAHUTNIK, Mrs. (G)  
GLOBOCNIK, Mrs. (E)  
KRZISNIK, Mr.(T/W)

*Soudan/Sudan/Sudán*

ELBUSHARA, Mr. (G)  
EL HASSAN, Mr. (G)  
EL GURASHI, Mr. (E)  
GHANDOUR, Mr.(T/W)

*Sri Lanka*

ATHUKORALA, Mr. (G)  
DASANAYAKE, Mr. (E)  
SENEVIRATNE, Mr.(T/W)

*Suède/Sweden/Suecia*

JONZON, Mr. (G)  
WIKLUND, Ms. (G)  
LAURENT, Ms. (E)  
DERGEL, Mr.(T/W)

*Suisse/Switzerland/Suiza*

VEUVE, M. (G)  
VONOVIER, M. (G)  
PLASSARD, M. (E)  
PRINCE, M.(T/W)

*République arabe syrienne/Syrian Arab Republic/República Árabe Siria*

AL SYOUFI, M. (G)  
IBRAHIM, M. (G)

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

KILLO, Mr. (G)

*République tchèque/Czech  
Republic/República Checa*

PINTER, Mr. (G)  
SLABY, Mr. (G)  
DRBALOVA, Mrs. (E)  
BERAN, Mr.(T/W)

*Thaïlande/Thailand/Tailandia*

PAYAKANITI, Mrs. (G)  
NAKCHUEN, Mr. (G)  
TARAJAM, Mr.(T/W)

*Trinité-et-Tobago/Trinidad and  
Tobago/Trinidad y Tabago*

JOSEPH, Mr. (G)  
BRATHWAITE, Mr. (G)  
HILTON-CLARKE, Mr. (E)

*Tunisie/Tunisia/Túnez*

AMMAR, Mlle (G)  
CHOUBA, Mme (G)  
M'KAISSI, M. (E)

*Turquie/Turkey/Turquía*

OYMAN, Mr. (G)  
AKSAHIN, Mr. (G)  
CENTEL, Mr. (E)

*Ukraine/Ucrania*

KRASILSCHIKOV, M. (G)  
YAMPOLSKYI, M. (G)  
ISOVITE, Mme (E)  
CHILOV, M.(T/W)

*Uruguay*

IRRAZABAL, Sr. (G)  
DELGADO, Sr. (G)

*Venezuela*

PORTOCARRERO, Sra. (G)

*Viet Nam*

VU, Mr. (G)  
NGUYEN, Mr. (G)

*Yougoslavie/Yugoslavia*

VOJVODIC, Mrs. (G)  
SCEPANOVIC, Mr. (G)  
CANAK, Mr.(T/W)

*Zambie/Zambia*

SIASIMUNA, Mr. (G)  
ZULU, Mr. (E)

*Zimbabwe*

MUSEKA, Mr. (G)  
DZVITI, Mr. (G)  
NDHLUKULA, Mr. (E)  
MATOMBO, Mr.(T/W)

**Abstentions/Abstentions/  
Abstenciones: 5**

*Bangladesh*

FATIMA, Ms. (G)

*Myanmar*

THAN, Mr. (G)  
NYUNT, Mr. (G)  
AUNG, Mr. (E)  
LWIN, Ms.(T/W)

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**Vote final par appel nominal sur le retrait des recommandations n° 1, 5,  
11, 15, 37, 38, 39, 42, 45, 50, 51, 54, 56, 59, 63, 64, 65, 66, 72 et 73.**

**Final record vote relating to the withdrawal of Recommendations Nos. 1,  
5, 11, 15, 37, 38, 39, 42, 45, 50, 51, 54, 56, 59, 63, 64, 65, 66, 72 and 73.**

**Votación nominal final sobre el retiro de las Recomendaciones núms. 1,  
5, 11, 15, 37, 38, 39, 42, 45, 50, 51, 54, 56, 59, 63, 64, 65, 66, 72 y 73.**

*Pour/For/En Pro: 348*

*Contre/Against/En contra: 1*

*Abstentions/Abstentions/Abstenciones: 1*

*Quorum: 283*

**Pour/For/En Pro: 348**

*Afrique du Sud/South Africa/Sudáfrica*  
NDEBELE, Mr. (G)  
LUSENGA, Ms. (G)  
BOTHAN, Mr. (E)

*Algérie/Algeria/Argelia*  
BENMOKRANE, Mme (G)  
RAÏS, M. (G)  
MEGATELI, M. (E)  
BENMOUHOUB, M.(T/W)

*Allemagne/Germany/Alemania*  
METSCHER, Mr. (G)  
WILLERS, Mr. (G)  
HEINZEMANN, Mr. (E)  
ADAMY, Mr.(T/W)

*Angola*  
N'GOVE LUSSOKE, M. (G)  
PEGADO DA SILVA, Mme (G)

*Arabie saoudite/Saudi Arabia/Arabia Saudita*  
ALMANSOUR, Mr. (G)  
ALHADLAQ, Mr. (G)  
DAHLAN, Mr. (E)

*Argentine/Argentina*  
VARELA, Sr. (G)  
NASCIMBENE DE DUMONT, Sra. (G)  
SPAGHI, Sr. (E)  
PETRECCA, Sr.(T/W)

*Australie/Australia*  
DREVER, Mr. (G)  
FFRENCH, Ms. (G)  
NOAKES, Mr. (E)

*Autriche/Austria*  
DEMBSHER, Mrs. (G)  
ZWERENZ, Mr. (G)  
ARBESSER-RASTBURG, Mr. (E)  
DJALINOUS, Mrs.(T/W)

*Bahamas*  
DEAN, Mr. (G)  
SYMONETTE, Mr. (G)  
ARNETT, Mr. (E)

*Bahreïn/Bahrain/Bahrein*  
MOHAMED, Mr. (G)  
AL KHOOR, Mr. (E)  
MOHAMED, Mr.(T/W)

*Bangladesh*  
MONDAL, Mr. (G)

*Barbade/Barbados*  
EDWARDS, Mr. (G)  
LOWE, Mrs. (G)  
TROTMAN, Mr.(T/W)

*Belgique/Belgium/Bélgica*  
DA COSTA, M. (G)  
VANDAMME, M. (G)  
VAN HOLM, M. (E)

*Botswana*  
SEBELE, Mr. (G)  
SEEMULE, Ms. (G)  
DEWAH, Mr. (E)

*Brésil/Brazil/Brasil*  
GOMES DOS SANTOS, Ms. (G)  
PARUCKER, Mr. (G)  
LIMA GODOY, Mr. (E)  
ROMANO, Mr.(T/W)

*Bulgarie/Bulgaria*  
KRASTEVA, Mrs. (G)  
TZANCHEV, Mr. (G)  
TEBEYAN, Mr. (E)  
DIMITROV, Mr.(T/W)

*Burkina Faso*  
SOULAMA, M. (G)  
SAWADOGO, M. (G)

*Burundi*  
NDUWAYO, M. (G)  
NZISABIRA, M. (E)

*Cambodge/Cambodia/Camboya*  
THACH, Mr. (G)  
KEO, Mr. (G)  
ROS, Mr.(T/W)

*Cameroun/Cameroon/Camerún*  
MBAPPE EPANYA, M. (G)

*Canada/Canadá*  
ROBINSON, Ms. (G)  
MACPHEE, Mr. (G)  
LAWSON, Mr. (E)  
GINGRAS, Mrs.(T/W)

*Cap-Vert/Cape Verde/Cabo Verde*  
MELICIO SILVA, M. (G)  
RODRIGUES SOARES, Mme (G)  
SILVA, M.(T/W)

*Chili/Chile*  
SAEZ CARLIER, Sr. (G)  
VEGA PATRI, Sr. (G)  
MARTINEZ MOLINA, Sr.(T/W)

*Chine/China*  
LIU, Mr. (G)  
LI, Mr. (G)  
CHEN, Mr. (E)

*Chypre/Cyprus/Chipre*

LANITOU-WILLIAMS, Ms. (G)  
SAMUEL, Mrs. (G)  
PILIKOS, Mr. (E)

*Colombie/Colombia*

GARZON, Sr. (G)  
REYES, Sr. (G)  
ECHAVARRÍA, Sr. (E)

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

YI, Mr. (G)  
LEE, Mr. (G)  
CHO, Mr. (E)  
KANG, Mr.(T/W)

*Costa Rica*

PIGNATARO PACHECO, Sr. (E)

*Côte d'Ivoire*

GNANGBO, M. (G)

*Croatie/Croatia/Croacia*

MUSULIN, Ms. (G)  
CEK, Ms. (G)  
VUKOJE, Ms.(T/W)

*Cuba*

MORA GODOY, Sr. (G)  
LAU VALDÉS, Sra. (G)  
CHACÓN DÍAZ, Sr. (E)  
GONZÁLEZ GONZÁLEZ, Sr.(T/W)

*Danemark/Denmark/Dinamarca*

ADLER, Ms. (G)  
GEDE, Ms. (G)  
FOLDBERG, Mr.(T/W)

*République dominicaine/Dominican Republic/República Dominicana*

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*Egypte/Egypt/Egipto*

GABR, Mrs. (G)  
TAWFIK, Mr. (G)

*El Salvador*

AVILA VASQUEZ, Sra. (G)

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

BAMATRAF, Mr. (G)  
ASKAR, Mr. (G)  
MATAR, Mr. (E)  
ALMARZOOQI, Mr.(T/W)

*Equateur/Ecuador*

TAPIA GARÓFALO, Sr. (G)  
PONCE MUÑOZ, Sr. (E)  
IBARRA SERRANO, Sr.(T/W)

*Espagne/Spain/España*

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LÓPEZ-MONÍS, Sr. (G)  
FERRER DUFOL, Sr. (E)

*Estonie/Estonia*

JOONSAAR, Ms. (G)  
HINDOV, Ms. (G)  
PÄÄRENDSON, Ms. (E)  
TUCH, Ms.(T/W)

*Etats-Unis/United States/Estados Unidos*

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CARPENTER, Mr. (G)  
POTTER, Mr. (E)

*Ethiopie/Ethiopia/Étiopía*

FISSEHA, Mr. (G)  
ESKEDAR, Mrs. (G)  
AMARE, Mr.(T/W)

*Finlande/Finland/Finlandia*

SALMENPERÄ, Mr. (G)  
RAIVIO, Ms. (G)  
HUTTUNEN, Mr. (E)  
RUSANEN, Mr.(T/W)

*France/Francia*

AUER, Mme (G)  
KESSEDJIAN, M. (G)  
BOISSON, M. (E)  
BRUNEL, Mme(T/W)

*Gabon/Gabón*

MOULOMBA-NZIENGUI, M. (G)  
NDZENGUE, Mme (G)  
AKOULOU-EYELEKO, M. (E)

*Ghana*

AMEGEE, Mr. (G)  
TWUM-AMOA, Mrs. (G)

*Grèce/Greece/Grecia*

CHRYSANTHOU, Mme (G)  
KABITSIS, M. (G)  
TSOUMANI SPENTZA, Mme (E)  
DELIYANNAKIS, M.(T/W)

*Guatemala*

ARENALES FORNO, Sr. (G)  
RODRÍGUEZ MANCIA, Sra. (G)  
RICCI MUADI, Sr. (E)

*Guinée équatoriale/Equatorial Guinea/Guinea Ecuatorial*

MENGUE OBAMA NFUBE, Sr. (G)

*Honduras*

BU FIGUEROA, Sra. (G)  
LOPEZ, Sr. (G)  
DURON, Sr.(T/W)

*Hongrie/Hungary/Hungría*

FARI, Mr. (G)  
HERCZOG, Mr. (G)  
SZIRMAI, Mr. (E)  
PALKOVICS, Mr.(T/W)

*Inde/India*

SHENOY, Mr. (G)  
PURI, Mr. (G)  
ANAND, Mr. (E)  
THAKKAR, Mr.(T/W)

*Indonésie/Indonesia*

SITUMORANG, Mr. (G)  
SINAGA, Mrs. (G)  
SUPARWANTO, Mr. (E)  
PATOMBONG, Mr.(T/W)

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

HEFDAHTAN, Mr. (G)  
TASDIGHI, Mr. (G)  
EGHBALI, Mr. (E)

*Irlande/Ireland/Irlanda*

BENNETT, Mr. (G)  
JESTIN, Mr. (G)  
CUNEEN, Mr. (E)  
LYNCH, Ms.(T/W)

*Islande/Iceland/Islandia*

DAVIDSDOTTIR, Mrs. (G)  
ASGEIRSDOTTIR, Mrs. (G)  
STEFANSDOTTIR, Ms. (E)  
BRAGASON, Mr.(T/W)

*Israël/Israel*

BARAK, Mr. (E)

*Italie/Italy/Italia*

FERRARA, M. (G)  
PERONE, M. (G)  
SASSO MAZZUFFERI, Mme (E)  
BRIGHI, Mme(T/W)

*Japon/Japan/Japón*

HARAGUCHI, Mr. (G)  
HASEGAWA, Mr. (G)  
SUZUKI, Mr. (E)  
ITO, Mr.(T/W)

*Kenya*

KONDITI, Mr. (E)

*République de Kiribati/Kiribati*

TEBUREA, Mr. (G)

*Koweït/Kuwait*

AL-MEDHADI, Mr. (G)

*Lesotho*

MANDORO, Mr. (G)

*Lettonie/Latvia/Letonia*

PODVINSKA, Ms. (G)

*Liban/Lebanon/Líbano*

SAAB, Mme (G)  
BALBOUL, M. (E)  
GHOSN, M.(T/W)

*Jamahiriya arabe libyenne/Libyan Arab Jamahiriya/Jamahiriya Arabe Libia*

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