INTERNATIONAL LABOUR OFFICE

OFFICIAL BULLETIN

VOLUME LXXXII
SERIES A
1999
GENERAL INDEX FOR 1999

A

Agreement:
Cooperation Agreement between the International Labour Organization and the Inter-Parliamentary Union ........................................... 1-41-43

Administrative Tribunal:
Matters relating to the Administrative Tribunal of the ILO: decisions taken by the Governing Body:
at its 274th Session ............................................................... 1-6-7
at its 276th Session ............................................................... 3-113

Ambient Factors:
Meeting of Experts on Ambient Factors at the Workplace:
Report: decisions taken by the Governing Body:
at its 274th Session ............................................................... 1-12

American Regional Meeting:
Fourteenth American Regional Meeting:
Report and Conclusions ...................................................... 3-109-110, 134-137

1 The bold-face figures refer to the numbers of the Official Bulletin. The light-face figures indicate the pages.
Chemical Industries:
Tripartite Meeting on Voluntary Initiatives affecting Training and Education on Safety, Health and Environment in the Chemical Industries:
Effect to be given to the recommendations: decisions taken by the Governing Body at its 276th Session ................................. 3-115
Conclusions and resolutions adopted ........................................... 3-138-144

Child-care facilities:
Child-care facilities in the ILO: decisions taken by the Governing Body at its 274th Session .......................................................... 1-7

Child Labour:
See Labour inspection.

Colombia:
See Commission of Inquiry and Complaints.

Commission of Inquiry:
Measures taken by the Government of Myanmar to implement the recommendations of the Commission of Inquiry established to examine the complaint concerning its observance of the Forced Labour Convention, 1930 (No. 29): decisions taken by the Governing Body at its 274th Session ...................................................... 1-4

Measures, including action under article 33 of the Constitution of the ILO to secure compliance by the Government of Myanmar with the recommendations of the Commission of Inquiry established to examine the observance of the Forced Labour Convention, 1930 (No. 29): decisions taken by the Governing Body at its 276th Session ...................................................... 3-110

Financial arrangements for a commission of inquiry concerning the non-observance of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), by the Government of Colombia: decisions taken by the Governing Body:
at its 274th Session ..................................................................... 1-6
at its 276th Session ..................................................................... 3-112

Discontinuation of the procedure initiated by the Governing Body in accordance with article 26(4) of the ILO Constitution concerning the observance by Nigeria 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): decisions taken by the Governing Body at its 275th Session ...................................................... 2-64-65

Committee of Experts:
Committee of Experts on the Application of Conventions and Recommendations:
Renewal of appointments ............................................................... 2-65

Complaints:
Complaint concerning the non-observance by Colombia 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) made by delegates to the 86th (1998) Session
of the Conference under article 26 of the Constitution of the ILO:
decisions taken by the Governing Body at its 276th Session ............. 3-111

See also Commission of Inquiry.

Conference, International Labour:
Standing Orders of the International Labour Conference .................. 1-6, 8-9, 2-105
87th Session (1999):
  Participation of non-metropolitan territories as observers ............. 1-12
  Invitation of non-governmental international organizations .......... 1-17
  Agenda .................................................................................. 2-45
88th Session (2000):
  Invitation of non-governmental international organizations .......... 3-121
89th Session (2001):
  Date, place and agenda ....................................................... 1-3-4
90th Session (2002):
  Proposals for the agenda .................................................... 3-109

Constitution:
Instrument for the Amendment of the Constitution of the International Labour Organisation:
Ratifications and Acceptances .................................................. 1-22, 2-69, 3-122

Conventions, International Labour:
Convention concerning the prohibition and immediate action for the
elimination of the worst forms of child labour, (No. 182) ............... 2-83-86
Declarations:
  Ireland .................................................................................. 1-25
  Netherlands, Portugal, ......................................................... 2-75-76
  Portugal .................................................................................. 3-127-130
Denunciations:
  Albania, Finland, Mauritius, Netherlands ............................... 2-74-75
  Belgium, Netherlands ......................................................... 3-125-127
Notification:
  China (Special Administrative Region of Hong Kong) ................ 1-25
  China (Macau Special Administrative Region) ......................... 3-130-132
Ratifications of Conventions:
  Armenia, Bulgaria, Burkina Faso, Cape Verde, Chile, China, Ethiopia, 
  Finland, Ireland, Republic of Korea, Kyrgyzstan, Tanzania (United 
  Republic of), Thailand, Zambia ............................................. 1-23-25
  Albania, Austria, Bahrain, Belize, Cambodia, Dominican Republic, 
  Egypt, Ethiopia, Finland, Georgia, Iceland, Indonesia, Japan, 
  Lithuania, Morocco, Norway, Panama, Portugal, Slovenia, Spain, 
  Switzerland, Togo, Trinidad and Tobago, United Kingdom, 
  Zimbabwe ........................................................................... 2-70-73
  Chile, Colombia, Congo, Côte d’Ivoire, Iceland, Ireland, Kazakhstan, 
  Republic of Korea, Kuwait, Malawi, Republic of Moldova, 
  Netherlands, Senegal, Seychelles, Slovakia, Tajikistan, United 
  States ............................................................................... 3-123-125
Notification of the coming into force of:
  Home Work Convention, 1996 (No. 177) ................................ 1-26
  Labour Inspection (Seafarers) Convention, 1996 (No. 178) ........ 1-26

III
Recruitment and Placement of Seafarers Convention, 1996 (No. 179) ............... 1-26
Private Employment Agencies Convention, 1997 (No. 181) ......................... 3-133
Worst Forms of Child Labour Convention, 1999 (No. 182) ......................... 3-133

D

Declaration (ILO):
ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up:
Appointment of the group of experts established in accordance with section II.B of the Annex to the Declaration .................. 3-109
Follow-up action: decisions taken by the Governing Body at its 274th Session ................. 1-3
Setting in motion of the follow-up action: decisions taken by the Governing Body:
at its 274th Session ......................................................... 1-8-9
at its 276th Session ......................................................... 3-113

Director-General:
Director-General’s report on the situation of workers of the occupied Arab territories: decisions taken by the Governing Body at its 276th Session ......................................................... 3-115
Reports of the Director General to the Governing Body: decisions taken by the Governing Body:
at its 274th Session ......................................................... 1-4-5, 12-14
at its 275th Session ......................................................... 2-63-64
at its 276th Session ......................................................... 3-117-118

E

Employment:
Committee on Employment and Social Policy:
Report: decisions taken by the Governing Body at its 274th Session .................. 1-10

Employers (Symposium):
International Symposium on the Future of Employers’ Organizations:
Report: decisions taken by the Governing Body at its 276th Session .................. 3-116

F

Freedom of Association:
Committee on Freedom of Association:
313th, 314th and 315th Reports: decisions taken by the Governing Body at its 274th Session .................. 1-5
316th and 317th Reports: decisions taken by the Governing Body at its 275th Session .................. 2-62-63
318th and 319th Reports: decisions taken by the Governing Body at its 276th Session ................................................. 3–110

G

Governing Body of the ILO:
Appointment of Governing Body committees and various bodies .......... 2–50-62
Appointment of Governing Body representatives on various bodies .......... 2–66, 3–119
Composition of the Governing Body ........................................ 1–12, 2–46,48
Election of the Officers of the Governing Body ................................. 2–50
Reports of the Officers of the Governing Body ................................. 2–64-65, 3–118
Standing Orders ........................................................................ 1–8-9, 3–113
274th Session .......................................................................... 1–1-17
275th Session .......................................................................... 2–49-68
276th Session .......................................................................... 3–107-121

H

Health Sector:
Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms:
Conclusions and resolution adopted ........................................... 1–27-30
Effect to be given to the recommendations: decisions taken by the Governing Body at its 274th Session .................... 1–11

Human Resource Development:
Joint Meeting on Human Resource Development in the Public Service in the Context of Structural Adjustment and Transition:
Conclusions adopted .................................................................... 1–35-40
Effect to be given to the recommendations: decisions taken by the Governing Body at its 274th Session .................... 1–11

I

Informal Sector:
International Symposium on Trade Unions and the Informal Sector:
Agenda and composition: decisions taken by the Governing Body at its 274th Session ......................................................... 1–15

International Trade:
See Social Dimensions.

L

Labour inspection:
Meeting of Experts on Labour Inspection and Child Labour:
Composition: decisions taken by the Governing Body at its 274th Session ................................................................. 1–14-15
Report: decisions taken by the Governing Body at its 276th Session ................................. 3–116
Recommendations adopted ................................................................. 3–156-159

Legal Issues:

Committee on Legal Issues and International Labour Standards:

Reports: decisions taken by the Governing Body:

at its 274th Session ................................................................. 1–8-10
at its 276th Session ................................................................. 3–113-115

Working Party on Policy regarding the Revision of Standards:

Reports: decisions taken by the Governing Body:

at its 274th Session ................................................................. 1–9
at its 276th Session ................................................................. 3–114

Macau:


Machinery, Electrical and Electronic Industries:

Tripartite Meeting on the Impact of Flexible Labour Market Arrangements in the Machinery, Electrical and Electronic Industries:

Conclusions and resolution adopted ............................................... 1–31-34
Effect to be given to the recommendations: decisions taken by the Governing Body at its 274th Session ................................................................. 1–11

Meetings:

Committee on Sectoral and Technical Meetings and Related Issues:

Composition and purpose of the sectoral meetings ......................... 1–10-11, 18-21
Reports: decisions taken by the Governing Body:

at its 274th Session ................................................................. 1–10-12
at its 276th Session ................................................................. 3–115-116
Composition and agenda of standing bodies and meetings: decisions taken by the Governing Body:

at its 274th Session ................................................................. 1–14-17
at its 275th Session ................................................................. 2–65-66
at its 276th Session ................................................................. 3–119
Programme of meetings: decisions taken by the Governing Body:

at its 274th Session, for 1999 and 2000 ........................................ 1–15-17
at its 275th Session, for 1999 and 2000 ........................................ 2–66-68
at its 276th Session, for 1999, 2000 and 2001 ................................ 3–119-121

Memorandum:

Memorandum of Understanding between the International Labour Organization and the Pan-American Health Organization to support Latin America and Caribbean countries in the extension of social protection in health to excluded populations ........................................... 2–63, 79-82
Mines:

Tripartite Meeting on Social and Labour Issues in Small-scale Mines:
  Effect to be given to the recommendations: decisions taken by the
  Governing Body at its 276th Session ................................. 3–115
  Conclusions and resolution adopted .................................. 3–151-155

Multinational Enterprises:

Subcommittee on Multinational Enterprises:
  Reports: decisions taken by the Governing Body
    at its 274th Session ................................................. 1–10
    at its 275th Session ................................................. 2–63

Myanmar:

  See Commission of Inquiry.

N

Nigeria:

  See Commission of Inquiry.

O

Obituary:

  Mr. A. Califice ....................................................... 1–12
  Sir Frank Leslie Walcott ............................................ 1–12
  Mr. A. Sánchez Madariaga ......................................... 2–63
  Mr. F. Yllanes Ramos ............................................... 2–63
  Mr. G. C. Okogwu .................................................... 3–117
  Mr. M. Bustos Huerta ............................................... 3–117
  Mr. G. Bergenström .................................................. 3–117

P

Programme and Budget of the ILO:

  Programme, Financial and Administrative Committee:
    Reports: decisions taken by the Governing Body:
      at its 274th Session .............................................. 1–5-8
      at its 276th Session .............................................. 3–111-113

  Programme and Budget proposals for 2000-01: decisions taken by the
  Governing Body:
    at its 274th Session .............................................. 1–7
    at its 276th Session .............................................. 3–113

Public Service:

  See Human Resource Development.
Public Utilities:
Tripartite Meeting on Managing the Privatization and Restructuring of Public Utilities:
Effect to be given to the recommendations: decisions taken by the
Governing Body at its 276th Session 3–115
Conclusions adopted 3–145-150

R

Recommendations, International Labour:
Recommendation concerning the prohibition and immediate action for the elimination of the worst forms of child labour, 1999 (No. 190) 2–87-90

Representations:
Representation alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and of the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37) made under article 24 of the ILO Constitution by the College of Teachers of Chile A.G.: Report of the Committee at the 274th Session of the Governing Body 1–12-13
Representation alleging non-observance by Denmark of the Employment Policy Convention, 1964 (No. 122), made under article 24 of the ILO Constitution by Dansk Magisterforening: Report of the Committee at the 274th Session of the Governing Body 1–13
Representation alleging non-observance by Hungary of the Employment Policy Convention, 1964 (No. 122), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the National Federation of Workers’ Councils (NFWC): Report of the Committee at the 275th Session of the Governing Body 2–64
Representation alleging non-observance by New Zealand of the Forced Labour Convention, 1930 (No. 29), made under article 24 of the ILO Constitution by the New Zealand Trade Union Federation: decision taken by the Governing Body at its 275th Session 2–65
Representation alleging non-observance by Bosnia and Herzegovina of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the Union of Autonomous Trade Unions of Bosnia and Herzegovina: Report of the Committee at the 276th Session of the Governing Body 3–118
Representation alleging non-observance by Colombia of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Central Unitary Workers’ Union (CUT): decision taken by the Governing Body at the 276th Session 3–118
Representation alleging non-observance by the Republic of Moldova of the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the General Federation of Trade Unions of the Republic of Moldova: decision taken by the Governing Body at the 276th Session .......................................................... 3–118

Resolutions adopted by the International Labour Conference at its 87th Session (1999):

I. Resolution on the widespread use of forced labour in Myanmar .......... 2–91-92
II. Resolution to place on the agenda of the next ordinary session of the Conference an item entitled: “Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95)” .......................................................... 2–92
III. Resolution concerning the role of the ILO in technical cooperation. .... 2–92-101
IV. Resolution concerning the arrears of contributions of the Republic of Latvia ......................................................... 2–102
V. Resolution concerning the arrears of contributions of Chad .......... 2–102
VI. Resolution concerning amendments to the Financial Regulations ............................... 2–102-103
VII. Resolution concerning the scales of assessment to the budget for the 2000-01 Biennium .......................... 2–103
VIII. Resolution concerning an appointment to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) .................. 2–104
IX. Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization .................. 2–104
X. Resolution concerning the adoption of the Programme and Budget for 2000-01 and the allocation of the budget of income among member States .................................................. 2–104

S

Safety, Health and Environment:

See Chemical Industries.

Social Development:

International Consultation concerning Follow-up on the World Summit for Social Development:

Invitations: decisions taken by the Governing Body at its 275th Session .................................................. 2–65

Social Dimensions:

Working Party on the Social Dimensions of the Liberalization of International Trade: decisions taken by the Governing Body at its 275th Session .................................................. 2–62

Report: decisions taken by the Governing Body at its 276th Session .................................................. 3–117

Standards:

See Legal Issues.

Standing Orders:

Technical Cooperation:
Committee on Technical Cooperation:
Reports: decisions taken by the Governing Body:
at its 274th Session ................................. 1–12
at its 276th Session ................................. 3–116

World Summit:
See Social Development.

Workers:
Meeting of Experts on Workers in Situations needing Protection:
Agenda and Composition: decisions taken by the Governing Body at its
274th Session ........................................... 2–65-66
CONTENTS

Information

274th Session of the Governing Body of the International Labour Office (Geneva, 22-25 March 1999) ... 1
Official measures taken regarding decisions of the International Labour Conference:

Instrument for the amendment of the Constitution of the International Labour Organization, 1997: Ratifications ................................................. 22
International labour Conventions: Ratifications, declaration and notification of application ......... 23
Notification of the coming into force of the Home Work Convention, 1996 (No. 177) ............ 26
Notification of the coming into force of the Labour Inspection (Seafarers) Convention, 1996 (No. 178) .......................................................................................... 26
Notification of the coming into force of the Recruitment and Placement of Seafarers Convention, 1996 (No. 179) .................................................................................. 26

Documents

Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms (Geneva, 21-25 September 1998): Conclusions and resolution adopted ........................................... 27
Cooperation Agreement between the International Labour Organization and the Inter-Parliamentary Union .......................................................................................... 41

Office publications and documents

To ensure that all regular readers of the Official Bulletin receive full and up-to-date information on Office publications and documents, the ILO Publications list will be sent to them free of charge. A complete catalogue is available on request and books may be purchased from: ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland.
THE 274TH SESSION OF THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE

(Geneva, 22-25 March 1999)

The 274th Session of the Governing Body of the International Labour Office was held from Monday, 22 March to Thursday, 25 March 1999, under the chairmanship of Mr. N. Akao (Government representative, Japan).

The agenda was as follows:
1. Approval of the minutes of the 273rd Session.¹
2. Follow-up action on the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.
3. Date, place and agenda of the 89th Session (2001) of the International Labour Conference.
4. The ILO's response to the financial crisis in Asia.²
5. Measures taken by the Government of Myanmar to implement the recommendations of the Commission of Inquiry established to examine the complaint concerning its observance of the Forced Labour Convention, 1930 (No. 29).
9. Reports of the Programme, Financial and Administrative Committee.
10. Reports of the Committee on Legal Issues and International Labour Standards.

¹ The Governing Body adopted the minutes.
³ The Governing Body took note of the Office paper.
Supplementary Reports:
— Report of the Committee of Experts on the Application of Conventions and Recommendations.²
— Participation of non-metropolitan territories as observers in the 87th Session (June 1999) of the International Labour Conference.
— Report of the Committee set up to examine the representation alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) and of the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), submitted under article 24 of the ILO Constitution, by the College of Teachers of Chile A.G.
— Report of the Committee set up to examine the representation alleging non-observance by Denmark of the Employment Policy Convention, 1964 (No. 122), made under article 24 of the ILO Constitution by Dansk Magisterforening.
— Taxation of salaries paid to local staff in Zambia.
— Report of the Committee set up to examine the representation alleging non-observance by Bolivia of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Bolivian Central of Workers (COB).
17. Reports of the Officers of the Governing Body.³
18. Composition and agenda of standing bodies and meetings.
Matters on which the Officers of the Governing Body took decisions on its behalf:
— Symposia, seminars and similar meetings.
— Requests from non-governmental international organizations wishing to be represented at the 87th (1999) Session of the International Labour Conference.
Appendix:
— Composition and purpose of the sectoral meetings to be held in 2000-01.

***

The following is an account of the action taken by the Governing Body on the above agenda.⁴

¹ The Governing Body took note of the oral statement made by the Chairperson of the Working Party, as well as the statements made by the Employer and Worker Vice-Chairpersons.
² The Governing Body took note of the report.
³ No decision under this item requires publication in this issue of the Official Bulletin.
⁴ For a more detailed account, see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.
FOLLOW-UP ACTION ON THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK AND ITS FOLLOW-UP

The Governing Body approved the four report forms as amended in the light of the discussion and reproduced in document GB.274/2(Add.1) and requested the Director-General to send them as soon as possible to the States concerned, with the beginning of November 1999 as the deadline for replies.

The Governing Body decided to appoint a group of experts composed of seven eminent persons, who shall be responsible, in line with the objectives of the follow-up on the ILO Declaration on Fundamental Principles and Rights at Work as set out in the Annex to the Declaration, for:
(a) examining the information compiled by the Office on the basis of the replies from Members that have not ratified the relevant Conventions to the report forms sent by the Office in accordance with article 19, paragraph 5(e), of the Constitution, as well as any comments on those replies made in accordance with article 23 of the Constitution;
(b) presenting to the Governing Body an introduction to the compilation based on those reports, drawing its attention to aspects that seem to call for more in-depth discussion;
(c) proposing to the Governing Body, for discussion and decision, any adjustments that they think desirable to the report forms.

The Governing Body requested the Director-General to undertake wide consultations in order to submit concrete proposals for the appointment of the group of experts not later than November 1999.

The Governing Body requested the Office to submit to it, at its 276th Session (November 1999), through its Committee on Legal Issues and International Labour Standards, a draft amendment to the Standing Orders of the Governing Body that takes into account the guidance given by the Governing Body, such that the amendment is in force at the Governing Body’s session in March 2000, when the first annual review is held.

The Governing Body determined the cycle of global reports in the order provided for in the Declaration, namely, after freedom of association and the effective recognition of the right to collective bargaining:
(a) the elimination of all forms of forced or compulsory labour;
(b) the effective abolition of child labour;
(c) the elimination of discrimination in respect of employment and occupation.

DATE, PLACE AND AGENDA OF THE 89TH SESSION (2001) OF THE INTERNATIONAL LABOUR CONFERENCE

The Governing Body decided that the 89th Session (2001) of the Conference should open on Tuesday, 5 June 2001, and that it should be held in Geneva.

The Governing Body decided that, in addition to the standing items which the Conference would have before it, and on the understanding that the item included on the agenda of the 88th Session (2000) of the Conference entitled “Human resources training and development: vocational guidance and vocational training” (general discussion) would also cover the issue of youth employment, the following items should be placed on the agenda of the 89th Session (2001) of the Conference:
(a) Promotion of cooperatives (first discussion, with a view to the adoption of a Recommendation);
(b) Social security — Issues, challenges and prospects (general discussion).
The Governing Body noted that, as a result of the above decisions, and having regard to the standing items that would necessarily be before the Conference and the item likely to be carried over from the 88th Session (2000), the agenda of the session would be as follows:

**Standing items**

I. Reports of the Chairperson of the Governing Body and the Director-General.

II. Programme and Budget proposals for 2002-03 and other financial questions.

III. Information and reports on the application of Conventions and Recommendations.

**Items placed on the agenda by the Conference or the Governing Body**

IV. Safety and health in agriculture (second discussion).

V. Promotion of cooperatives (first discussion).

VI. Social security — Issues, challenges and prospects (general discussion).

The Governing Body requested the Office to submit to it, in November 1999, proposals concerning the timing of decisions taken on the Conference agenda.

**MEASURES TAKEN BY THE GOVERNMENT OF MYANMAR TO IMPLEMENT THE RECOMMENDATIONS OF THE COMMISSION OF INQUIRY ESTABLISHED TO EXAMINE THE COMPLAINT CONCERNING ITS OBSERVANCE OF THE FORCED LABOUR CONVENTION, 1930 (NO. 29)**

The Governing Body decided:

(a) to request the Director-General to inform the members of the Governing Body, by means of a written report, on or before 21 May 1999, regarding measures which the Government of Myanmar has taken to comply with the recommendations of the Commission of Inquiry, together with details of any technical assistance requested or provided;

(b) to request the Director-General, in preparing the abovementioned report, to take into account any comments by the Government of Myanmar, as well as information from workers' and employers' organizations and from other reliable sources;

(c) and immediately thereafter:

(i) to request the Director-General to disseminate the findings and conclusions of the Commission of Inquiry throughout the UN system and include in the abovementioned report any responses received; and

(ii) to place on the agenda of the 276th Session of the Governing Body an item entitled: "Measures including recommendations under article 33 of the ILO Constitution, to secure compliance by the Government of Myanmar with the recommendations of the Commission of Inquiry”.


The Governing Body:

(a) decided in favour of the proposal for the holding of a special sitting for the consideration of the Director-General’s report on the situation of workers of the occupied Arab territories at the 87th (1999) Session of the Conference;
invited the Director-General to submit to the Selection Committee proposals relating to the holding of a special sitting at the 87th Session (June 1999) of the International Labour Conference for the consideration of his report on the situation of workers of the occupied Arab territories, based upon arrangements approved at the 86th (June 1998) Session of the Conference.

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

313th report

The Governing Body examined and adopted the 313th report of its Committee on Freedom of Association.

314th report

The Governing Body examined and adopted the 314th report of its Committee on Freedom of Association.

The Governing Body postponed to its 276th Session (November 1999) the decision on the appointment of a commission of inquiry and the designation of its members to examine the complaint concerning the non-observance by Colombia 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), made by delegates to the 86th (1998) Session of the Conference under article 26 of the Constitution of the ILO.

315th report

The Governing Body examined and adopted the 315th report of its Committee on Freedom of Association.

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

Financial and general questions

Appointment of External Auditor

The Governing Body decided that the holder of the office of Comptroller and Auditor-General of the United Kingdom and the holder of the office of Deputy Comptroller and Auditor-General of the United Kingdom be appointed as External Auditor and Deputy External Auditor respectively for a period of four years from 1 April 2000.


The Governing Body:

(a) decided to submit a draft resolution to amend articles 10, 17 and 18 of the ILO Financial Rules for adoption by the Conference at its next session.

(b) approved the amendments to the Financial Rules appended to the report, on the understanding that the amendments would only enter into force should the International Labour Conference adopt the resolution mentioned in subparagraph (a) above.

1 The text of this report is reproduced in Official Bulletin, Vol. LXXXI, 1999, Series B.


3 The amendments to the Financial Rules are contained in Appendix II to document GB.274/9/1.
Delegation of authority under article 18 of the Standing Orders of the International Labour Conference

The Governing Body decided to delegate to its Officers, for the period of the 87th Session (June 1999) of the Conference, the authority to carry out its responsibilities under article 18 of the Standing Orders of the Conference in relation to proposals involving expenditure in the 66th financial period ending 31 December 1999.

Financial arrangements for a commission of inquiry concerning the non-observance of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), by the Government of Colombia

The Governing Body decided that, should it approve the establishment of a commission of inquiry concerning Colombia:¹

(a) an honorarium at the rate of $300 per day be paid to each member of the commission of inquiry;

(b) the cost of the commission in 1999, estimated at $365,000, be financed by savings in Part I of the budget; and that the cost in 2000-01, estimated at $180,000, be financed by a provision to be made for this purpose in Part I of the Programme and Budget for 2000-01.

Regional Meetings: Proposed new arrangements

The Governing Body decided:

(a) that additional interpretation and meeting room facilities should be made available to the Government group at Regional Meetings and that the resulting additional cost for the two meetings referred to in paragraph 7 of the Office paper, estimated at $22,000, be financed by savings in Part I of the Programme and Budget for 1998-99;

(b) to increase the duration of Regional Meetings to four days so as to enable the meetings to adopt conclusions and a brief report, provided that, in exceptional circumstances, this duration could be extended by one day, subject to Governing Body approval, and provided that any additional costs can be financed from savings in Part I of the programme and budget, or shortened by one day if the countries of the region so decide.

Personnel questions

Pensions questions

Composition of the ILO Staff Pension Committee

The Governing Body requested its Officers to make a proposal on its behalf direct to the 87th Session of the International Labour Conference concerning the appointment to the ILO Staff Pension Committee of a person to fill the vacancy left by Mr. Chotard.

Matters relating to the ILO Administrative Tribunal

Apportionment of the costs of the Tribunal

The Governing Body decided that, as from the year 2000, the ILO’s contribution to the running costs of the Administrative Tribunal should consist of:

¹ The Governing Body postponed decision on this question to its 276th Session (November 1999).
(a) the cost of the Registrar (two Professional work-years), part-time secretarial support (five General Service work-months), and miscellaneous costs;

(b) a share of the other running costs based on the proportion of ILO staff to the total number of staff of organizations that have accepted the Tribunal's jurisdiction;

(c) the running costs chargeable to those organizations whose share is less than $180.

Recognition of the Tribunal's jurisdiction by the World Trade Organization (WTO)

The Governing Body approved the recognition of the Tribunal's jurisdiction by the World Trade Organization, with effect from 1 January 1999.

Composition of the Tribunal

The Governing Body decided to submit to the International Labour Conference a resolution proposing to renew the term of office of Ms. Mella Carroll (Ireland) for a period of three years, thank Mr. Mark Fernando for his contribution to the Administrative Tribunal of the International Labour Organization over seven years and to appoint as judge of the Administrative Tribunal for a term of three years with effect from July 1999, Mr. Justice Ruma Pal (India).

Childcare facilities in the ILO

The Governing Body:

(a) agreed in principle to establish a childcare facility on the ILO premises, pending further examination of a more detailed proposal by the Governing Body at its 275th Session in June 1999;

(b) requested the Director-General to submit a revised proposal for the childcare facilities to the 275th Session of the Governing Body, including a more detailed presentation of the cost structures, construction options and other material arrangements;

(c) requested the Director-General to undertake immediately the necessary planning activities for the childcare facilities pending a Governing Body discussion in June.

Programme and Budget proposals for 2000-01

Subject to the positions taken, and to the reservations expressed during the discussion, the Governing Body decided:

(a) to propose to the International Labour Conference at its 87th Session (June 1999) a provisional programme level of $481,050,000 estimated at the 1998-99 budget exchange rate of 1.46 Swiss francs to the US dollar, the final exchange rate and the corresponding US dollar level of the budget and Swiss franc assessment to be determined by the Conference;

(b) to submit to the Conference at the same session a resolution concerning the adoption of the Programme and Budget for the 67th financial period (2000-01) and for the allocation of expenses among member States in that period.1

Report of the Government members of the Programme,
Financial and Administrative Committee on Allocations Matters

Scales of assessment of contributions to the budget for 2000

The Governing Body:
(a) 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, decided to base the ILO scale of assessment for 2000 on the UN scale for 2000, and accordingly to propose to the Conference the adoption of the draft scale of assessment for 2000 as set out in column 3 of the appendix to the report, subject to such adjustments as might be necessary following any further change in the membership of the Organization before the Conference was called upon to adopt the recommended scale;
(b) authorized the Government members to continue their work, if necessary, after the Governing Body had concluded its work at its 274th Session and to submit their report direct to the Finance Committee of Government Representatives of the Conference.

REPORTS OF THE COMMITTEE ON LEGAL ISSUES AND INTERNATIONAL LABOUR STANDARDS

Legal issues

Agreement between the International Labour Organization and the Inter-Parliamentary Union

The Governing Body approved the text of the Agreement between the International Labour Organization and the Inter-Parliamentary Union,\(^1\) and authorized the Director-General (or his representative) to sign it on behalf of the ILO.

Consolidation of reforms in the functioning of the International Labour Conference

The Governing Body decided to propose to the Conference:
(a) that the reform measures adopted at the 86th Session (June 1998) of the Conference be maintained at its 87th Session (June 1999);
(b) that the Officers of the Conference consequently recommend the suspension of article 4, paragraph 2; article 9(a); article 14, paragraph 6; and article 56, paragraph 9, of the Conference Standing Orders, to the extent necessary to implement the above measures at that session;
(c) that the Officers of the Conference also recommend the suspension of article 52, paragraph 3, of the Conference Standing Orders to the extent necessary to allow the Government electoral college to vote by electronic means.

Legal issues relating to the setting in motion of the Follow-up on the ILO Declaration on Fundamental Principles and Rights at Work

Coordination of periods for the reports under article 22 of the Constitution

The Governing Body decided that the first two-yearly report in respect of Convention No. 138 should be requested in the year 2000.

Proposed amendment to article 7 of the Standing Orders of the Conference

The Governing Body decided to propose that, in order to enable the Follow-up on the ILO Declaration on Fundamental Principles and Rights at Work, the International Labour

\(^1\) For the text of the agreement, see pp. 41-43 below.
Conference, at its 87th Session (June 1999), amend article 7(1)(b) of its Standing Orders to read as follows:

"(b) the information and reports concerning Conventions and Recommendations communicated by Members in accordance with article 19 of the Constitution, except for information requested under paragraph (5)(e) of that article where the Governing Body has decided upon a different procedure for its consideration;"

Proposed amendment to article 12 of the Standing Orders of the Conference

The Governing Body requested the Committee on Legal Issues and International Labour Standards to make specific proposals, at the Governing Body’s 276th Session (November 1999), as to the manner in which the first global report should be discussed by the Conference in June 2000 on the basis of a paper prepared by the Office.

International labour standards and human rights

Report of the Working Party on Policy regarding the Revision of Standards

The Governing Body:

(a) took note of the report of the Working Party on Policy regarding the Revision of Standards and of the opinions expressed during the meeting of the Committee;

(b) approved the recommendations in the corresponding paragraphs of the report on which a consensus had been reached within the Working Party and the Committee.

Forms for reports on the application of unratified Conventions

(article 19 of the Constitution)

Night Work (Women) Convention, 1919 (No. 4)
Night Work (Women) Convention (Revised), 1934 (No. 41)
Night Work (Women) Convention (Revised), 1948 (No. 89)
Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 (No. 89)

The Governing Body adopted the draft report form for the Night Work (Women) Convention, 1919 (No. 4); the Night Work (Women) Convention (Revised), 1934 (No. 41); the Night Work (Women) Convention (Revised), 1948 (No. 89); and the Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948 (No. 89).

UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel, 1997: Monitoring

The Governing Body invited the Director-General to continue and complete consultations with the Director-General of UNESCO with a view to submitting a paper for decision to the Governing Body at its 276th Session (November 1999) on the possible extension of the mandate of the Joint ILO/UNESCO Committee of Experts (CEART) to encompass monitoring the application of the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel.

Other questions

Interim report of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers: Allegations submitted by teachers’ organizations

The Governing Body:

(a) took note of the interim report of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers relating to an allegation on the non-observance of certain provisions of the Recommendation in the Czech Republic;
(b) authorized the Director-General to communicate the report to the Government of the Czech Republic and to the Czech and Moravian Trade Union of Workers in Education (ČMOS PŠ), and to invite them to take the necessary follow-up action as recommended in the report.

REPORT OF THE SUBCOMMITTEE ON MULTINATIONAL ENTERPRISES

Follow-up on and promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy


The Governing Body endorsed the agreement, summarized as follows:

"Members of the Subcommittee would submit to the Office in writing, by mid-April at the latest, any proposals they may have on amendments to, additions to and deletions from the questionnaire; at the close of the deadline the Office would send to the Officers and all Subcommittee members a revised text of the complete questionnaire for information and comment, if any; the Officers would then meet in May or June to finalize the draft questionnaire, in time for submission to the Governing Body for approval at its 275th (post-Conference) Session; the approved text would be dispatched to constituents in July-August 1999, a few months later than currently foreseen, on the clear understanding that the current time frame (i.e. receipt of replies by 29 February 2000, reports on the survey to be submitted to and discussed by the Governing Body in November 2000) would be respected. In the event that the Officers could not agree on and submit a final text to the Governing Body in June 1999, the Subcommittee would be called upon to deal with the matter in November 1999."

REPORT OF THE COMMITTEE ON EMPLOYMENT AND SOCIAL POLICY

Effect to be given to the resolution concerning youth employment, adopted by the Conference at its 86th Session (June 1998)

The Governing Body requested the Director-General:

(a) to bring the conclusions to the attention of member States and employers’ and workers’ organizations;

(b) to take account of the resolution when preparing future ILO activities.

REPORT OF THE COMMITTEE ON SECTORAL AND TECHNICAL MEETINGS AND RELATED ISSUES

Composition and purpose of the sectoral meetings to be held in 2000-01

The Governing Body decided that:

(a) for each meeting the Government representatives should be appointed by the governments of the countries selected and the Employer and Worker representatives be appointed on the basis of nominations made by the respective groups of the Governing Body;

(b) the duration of each meeting should be five calendar days, except for the Meeting of Experts on Safety and Health in Non-ferrous Metals, whose duration should be eight calendar days.
The Governing Body approved, on the basis of the table appended to the report, the proposals concerning:

(a) the type of meeting and the number of delegations;
(b) the countries to be invited to be represented;
(c) the countries to be included on the reserve list;
(d) the purpose of the meetings.

Effect to be given to the recommendations of sectoral meetings

Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms (Geneva, 21-25 September 1998)

The Governing Body:

(a) authorized the Director-General to communicate the Note on the Proceedings: (i) to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned; (ii) to the international employers' and workers' organizations concerned; (iii) to the international organizations concerned;
(b) requested the Director-General: (i) to bear in mind, when drawing up proposals for the future programme of work of the Office, the wishes expressed by the Meeting in paragraphs 11, 13 and 15 of the conclusions; (ii) to bring to the attention of the United Nations and other relevant international organizations the proposals made in the resolution concerning future ILO activities in the health sector and cooperation with international institutions.


The Governing Body:

(a) authorized the Director-General to communicate the Note on the Proceedings: (i) to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned; (ii) to the international employers' and workers' organizations concerned; (iii) to the international organizations concerned;
(b) requested the Director-General to bear in mind, when drawing up proposals for the future programme of work of the Office, the wishes expressed by the Meeting in paragraphs 10 to 14 of the conclusions and relevant parts of the resolution.


The Governing Body:

(a) authorized the Director-General to communicate the Note on the Proceedings: (i) to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned;
(ii) to the international employers' and workers' organizations concerned;
(iii) to the international organizations concerned;
(b) requested the Director-General to bear in mind, when drawing up proposals for the future programme of work of the Office, the wishes expressed by the Meeting in paragraphs 10 to 15 of the conclusions.

1 For the table, see pp. 18-21 below.
2 For the text of the conclusions and resolution, see pp. 27-30 below.
Report of the Meeting of Experts on Ambient Factors at the Workplace
(Geneva, 27 January-2 February 1999)

The Governing Body took note of the report of the Meeting of Experts and authorized the Director-General to publish the Code of practice on ambient factors at the workplace.¹

REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION

Effect to be given to the recommendations of the Working Party on the Evaluation of the Active Partnership Policy

The Governing Body, taking note of the proposal on evaluation methodology and its modalities as described in document GB.274/TC/1, and recalling the decision made earlier to establish an evaluation methodology for the Active Partnership Policy and a system of ongoing monitoring of the APP by the Governing Body, recognizing that the Office is in the process of undergoing organizational changes and awaiting the outcome of the programme and budget exercise, decided that the concept was maintained in principle and that further discussion should be held at the Governing Body’s session in November 1999 with a view to following up on the decision taken by the Governing Body in November 1998 taking into account the changes referred to above.

REPORT OF THE DIRECTOR-GENERAL²

Obituary

The Governing Body paid tribute to the memory of the deceased and requested the Director-General to convey its sympathy: (a) to the family of Sir Frank Leslie Walcott, the Barbados Workers’ Union and the International Confederation of Free Trade Unions; (b) to the family of Alfred Califice and to the Government of Belgium.

Composition of the Governing Body

The Governing Body took note that, in accordance with article 5, paragraph 5, of the Standing Orders of the Governing Body, the Employers’ group had appointed Mr. Alan Wild (United Kingdom) to fill the vacancy resulting from the resignation of Ms. France.

Participation of non-metropolitan territories as observers in the 87th Session (June 1999) of the International Labour Conference

The Governing Body authorized the Director-General to invite Bermuda, through the Government of the United Kingdom, to send a tripartite observer delegation to the 87th Session (June 1999) of the International Labour Conference.

Report of the Committee set up to examine the representation alleging non-observance by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) and of the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), submitted under article 24 of the ILO Constitution, by the College of Teachers of Chile A.G.

The Governing Body approved the report and, in particular, in the light of the conclusions in paragraphs 25 to 32 of the report:

¹ The Code of practice will be published by the International Labour Office.
² The Governing Body took note of the information submitted to it concerning progress in international labour legislation, internal administration, publications and documents.
(a) encouraged the Government to continue its efforts aimed at ensuring the application of Conventions Nos. 35 and 37 by:

— taking all the necessary measures to ensure that the social security rights of teachers, including those who had retired before their situation was regularized, were restored through the rapid payment of the social security contributions owed to the welfare institutions by certain municipalities (including the municipal bodies set up by them);

— continuing and strengthening the supervision of the effective payment of social security contributions by the municipalities;

— ensuring the effective application of deterrent sanctions in the event of the non-payment of social security contributions;

(b) invited the Government to send a report under article 22 of the ILO Constitution no later than 15 September 1999, concerning the application of Conventions Nos. 35 and 37, containing detailed information, including relevant reports made by the competent authorities, on all measures taken or envisaged to secure the effective payment of social security contributions to the welfare institutions by the municipalities (or the municipal corporations) and on the manner in which the situation had evolved as a result of these measures, indicating in particular:

— the number of checks carried out, in particular by the Ministry of Education, to verify the payment of social security contributions by the municipalities, the number and nature of violations registered and the number and nature of penalties imposed;

— the number of municipalities remaining in arrears with regard to their payment of social security contributions, and the amount of such arrears, the number of workers affected and the amount of arrears settled;

— the outcome of the legislative procedure concerning the bill tabled before the Chamber of Deputies and aimed at solving the problem of arrears in social security contributions and, once the bill had been adopted, information on its implementation, including the number of municipalities requesting advances to enable them to credit the teachers’ individual accounts;

(c) declared closed the procedure initiated before the Governing Body as a result of the representation made by the College of Teachers of Chile A.G. concerning the application by Chile of the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35) and the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37).

Report of the Committee set up to examine the representation alleging non-observance by Denmark of the Employment Policy Convention, 1964 (No. 122), made under article 24 of the ILO Constitution by Dansk Magisterforening

The Governing Body adopted the report, and in particular paragraphs 12 to 15, and declared closed the procedure before the Governing Body resulting from the representation.

Taxation of salaries paid to local staff in Zambia

The Governing Body took note of the report and requested the Director-General to convey to the Government of the Republic of Zambia the importance that it attached to equality between member States and between officials of the Organization, as well as the hope that, taking into account the concerns expressed by the Director-General in his letter of 18 November 1998, the Government would be able to take all necessary action to ensure that its fiscal authority complied with the Government’s international obligations.
Report of the Committee set up to examine
the representation alleging non-observance by Bolivia
of the Indigenous and Tribal Peoples Convention, 1989 (No. 169),
made under article 24 of the ILO Constitution
by the Bolivian Central of Workers (COB)

The Governing Body took note that, in adopting its report, the Committee was aware
that the application of the Convention in Bolivia was a matter of priority for the Government
and that it had been examined closely by the Committee of Experts on the Application of
Conventions and Recommendations with regard to certain points; and that the Committee
hoped that the Government would maintain close contact with the Committee of Experts
and the Office with a view to resolving the difficulties that may arise in this respect.

The Governing Body approved the report and, in the light of the conclusions in
paragraphs 37 to 42 of the report:

(a) requested the Government, in the reports due under article 22 of the ILO Constitution
in relation to this Convention, to supply detailed information to the Committee of Experts
on the measures taken or envisaged to give effect to the provisions of the Convention
referred to in the report;

(b) requested the Government to apply fully the provisions of Article 15 of the Conven­tion
and to consider engaging in consultations in each particular case, especially when
large tracts of land such as those referred to in the representation were affected, as
well as environmental, cultural, social and spiritual impact studies, jointly with the
peoples concerned, before authorizing the exploration and exploitation of natural
resources in areas traditionally occupied by indigenous peoples;

(c) requested the Government to inform it on the process of clearing title under way in the
community lands of origin and on the establishment or maintenance of the appropriate
consultation procedures that must be carried out before undertaking any programme
for the exploration or exploitation of natural resources, as provided by the Convention;

(d) requested the Government to inform it on the progress made in practice with regard to
consultations with the peoples concerned, their participation wherever possible in the
benefits of the concessions and their receipt of fair compensation for any damages
which they may sustain as a result of this exploitation; and requested the Government
to pay special attention in its report to the specific situation of indigenous
communities, which would sustain a greater impact from the effects of forestry
concessions in their territories;

(e) requested the complainants to inform the Committee of Experts whether they had
availed themselves of the right to appeal to the Supreme Court of Justice and, if so, to
inform it of the outcome and concerning the appeal filed with the SIRENARE;

(f) declared closed the procedure resulting from the representation.

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Meeting of Experts on Labour Inspection and Child Labour
(Geneva, 27 September-1 October 1999)

Composition

The Governing Body approved the following revised composition formula: the
number of participants should include 22 experts nominated after consultations with
governments, 11 after consultations with the Employers' group, and 11 after consultations
with the Workers' group of the Governing Body.

As regards meetings, only decisions concerning their composition and agenda are published in the
Official Bulletin.
The Governing Body noted that, in addition to the governments already noted in November 1998, the Director-General intended to invite the Governments of Colombia and Spain, which had previously been included as substitutes, and to add the Governments of Haiti and Indonesia as possible governments to be approached should any of the governments be unable to nominate a participant.

International Symposium on Trade Unions and the Informal Sector
(Geneva, 18-22 October 1999)

The Governing Body approved the following agenda:
1. Structural changes in the labour market: the significance of the informal sector, home work and contract labour; challenges and opportunities for trade unions.
2. The role of trade unions in organizing informal workers, protecting their interests and promoting their mainstreaming into society.
3. Strategic measures and action plans for consideration by trade unions to deal with workers in the informal sector, homeworkers and workers engaged under contract labour, particularly in connection with ILO technical cooperation activities.

The Governing Body approved the following composition formula: the Symposium would be attended by 30 trade union representatives, nominated after consultations with the Workers’ group of the Governing Body and coming from both industrialized and developing countries of Africa, the Americas, Asia, the Pacific and Europe.

Matters on which the Officers of the Governing Body Took Decisions on Its Behalf

Programme of meetings for 1999-2000

The Officers of the Governing Body approved the following programme of meetings for 1999-2000.

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>12-16 April</td>
<td>Tripartite Meeting on Managing the Privatization and Restructuring of Public Utilities</td>
<td>Geneva</td>
</tr>
<tr>
<td>19-21 April</td>
<td>International Symposium on the Future of Employers’ Organizations</td>
<td>&quot;</td>
</tr>
<tr>
<td>17-21 May</td>
<td>Tripartite Meeting on Social and Labour Issues in Small-scale Mines</td>
<td>&quot;</td>
</tr>
<tr>
<td>27-28 May</td>
<td>Governing Body Committee on Freedom of Association</td>
<td>&quot;</td>
</tr>
<tr>
<td>1-17 June</td>
<td>87th Session of the International Labour Conference</td>
<td>&quot;</td>
</tr>
<tr>
<td>18 June</td>
<td>275th Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>24-27 August</td>
<td>Fourteenth American Regional Meeting</td>
<td>Lima</td>
</tr>
<tr>
<td>27 September-1 October</td>
<td>Meeting of Experts on Labour Inspection and Child Labour</td>
<td>&quot;</td>
</tr>
<tr>
<td>Date</td>
<td>Title of meeting</td>
<td>Place</td>
</tr>
<tr>
<td>--------------------</td>
<td>----------------------------------------------------------------------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>18-22 October</td>
<td>International Symposium on Trade Unions and the Informal Sector</td>
<td>Geneva</td>
</tr>
<tr>
<td>25-29 October</td>
<td>Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce</td>
<td>&quot;</td>
</tr>
<tr>
<td>2-4 November</td>
<td>International Consultation concerning Follow-up on the World Summit for Social Development</td>
<td>&quot;</td>
</tr>
<tr>
<td>4-19 November</td>
<td>276th Session of the Governing Body and its committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>5-6 November</td>
<td>Second Enterprise Forum</td>
<td>&quot;</td>
</tr>
<tr>
<td>25 November-10 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>8-11 December</td>
<td>Ninth African Regional Meeting</td>
<td>Yamoussoukro</td>
</tr>
<tr>
<td>13-17 December</td>
<td>Tripartite Meeting on Safety and Health in the Fishing Industry</td>
<td>Geneva</td>
</tr>
</tbody>
</table>

**2000**

(Advance information)¹

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>17-26 January</td>
<td>Meeting of Experts on Safety in the Use of Insulation Wools</td>
<td>Geneva</td>
</tr>
<tr>
<td>28 February-3 March</td>
<td>Symposium on Information Technologies in the Media and Entertainment Industries: Their Impact on Employment, Working Conditions and Labour-management Relations</td>
<td>&quot;</td>
</tr>
<tr>
<td>16-31 March</td>
<td>277th Session of the Governing Body and its committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>10-14 April</td>
<td>Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel</td>
<td>&quot;</td>
</tr>
<tr>
<td>8-12 May</td>
<td>Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment</td>
<td>&quot;</td>
</tr>
<tr>
<td>1-2 June</td>
<td>Governing Body Committee on Freedom of Association</td>
<td>&quot;</td>
</tr>
<tr>
<td>6-22 June</td>
<td>88th Session of the International Labour Conference</td>
<td>&quot;</td>
</tr>
<tr>
<td>23 June</td>
<td>278th Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>First half</td>
<td>Meeting of Experts on Workers in Situations Needing Protection</td>
<td>&quot;</td>
</tr>
<tr>
<td>18-22 September</td>
<td>Tripartite Meeting on Moving to Sustainable Agricultural Development through the Modernization of Agriculture and Employment in a Globalized Economy</td>
<td>&quot;</td>
</tr>
<tr>
<td>16-20 October</td>
<td>Tripartite Meeting on Labour Practices in the Footwear, Leather, Textiles and Clothing Industries</td>
<td>&quot;</td>
</tr>
<tr>
<td>2-17 November</td>
<td>279th Session of the Governing Body and its committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>23 November-8 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>11-15 December</td>
<td>29th Session of the Joint Maritime Commission</td>
<td>&quot;</td>
</tr>
<tr>
<td>Second half</td>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (CEART)</td>
<td>&quot;</td>
</tr>
<tr>
<td>Second half</td>
<td>Sixth European Regional Meeting</td>
<td>&quot;</td>
</tr>
</tbody>
</table>

¹ Subject to the approval of the corresponding resources listed in the draft Programme and Budget for 2000-01, which will be submitted to the International Labour Conference in June 1999.
Symposia, seminars and similar meetings

The Officers of the Governing Body approved proposals for a number of symposia, seminars and similar meetings.¹

Requests from non-governmental international organizations wishing to be represented at the 87th (1999) Session of the International Labour Conference

The Officers of the Governing Body authorized the Director-General:

(a) to invite 29 workers' organizations and 23 other organizations² to be represented at the 87th (1999) Session of the International Labour Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the Committees dealing with the agenda items in which they had stated a special interest;

(b) to inform the organizations concerned that they may nominate one person only for each of the agenda items in respect of which their interest has been recognized.

¹ The list of meetings is contained in document GB.274/Inf.2.
² The list of organizations concerned is contained in document GB.274/Inf.3.
## Appendix

### Composition and purpose of the sectoral meetings to be held in 2000-01

<table>
<thead>
<tr>
<th>Title</th>
<th>Type</th>
<th>Composition</th>
<th>Reserve list</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moving to sustainable agricultural development through the modernization of agriculture and employment in a globalized economy</td>
<td>Tripartite Experts</td>
<td>26 Government participants: Bangladesh, Benin, Brazil, Bulgaria, Chile, China, Costa Rica, Czech Republic, Denmark, Ecuador, Egypt, El Salvador, Ethiopia, Ghana, Honduras, India, Islamic Republic of Iran, Kenya, Malaysia, Mexico, Nigeria, Philippines, South Africa, Sri Lanka, Uganda, Viet Nam; 26 Employers 26 Workers</td>
<td>Algeria, Burundi, Colombia, Dominican Republic, Guatemala, Jordan, Lao People's Democratic Republic, Lithuania, Mauritania, Morocco, Namibia, Pakistan, Papua New Guinea, Romania, Spain, Syrian Arab Republic, Zambia</td>
<td>To exchange views on the agricultural sector in the twenty-first century: its contribution to employment, incomes and prospects for productivity gains, using a report prepared by the Office as a basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>Safety and health in the non-ferrous metals industries</td>
<td>Tripartite</td>
<td>Eight experts nominated by the following Governments: China, France, Japan, Norway, Peru, United Kingdom, United States, Zambia; Eight experts nominated after consultations with the Employers' group; Eight experts nominated after consultations with the Workers' group of the Governing Body</td>
<td>Chile, Finland, Ghana, Republic of Korea, Malaysia, Mexico, Sweden, Ukraine</td>
<td>To consider, review and adopt a draft code of practice on safety and health in the non-ferrous metals industries.</td>
</tr>
<tr>
<td>The construction industry in the twenty-first century: Its image, employment prospects and skill requirements</td>
<td>Tripartite Experts</td>
<td>23 Government participants: Austria, Brazil, Cameroon, Canada, China, Egypt, Germany, India, Italy, Japan, Kenya, Malaysia, Mexico, Panama, Philippines, Poland, South Africa, Spain, Sweden, Switzerland, Turkey, United Arab Emirates, United States; 23 Employers 23 Workers</td>
<td>Argentina, Bangladesh, Benin, Bulgaria, Chile, Colombia, Croatia, Democratic Republic of the Congo, El Salvador, Jordan, Mauritania, Namibia, Norway, Papua New Guinea, Portugal, Thailand, Togo, United Kingdom</td>
<td>To exchange views on the construction industry in the twenty-first century: its image, employment prospects and training requirements, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>Title</td>
<td>Type</td>
<td>Composition</td>
<td>Reserve list</td>
<td>Purpose</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
<td>----------</td>
<td>----------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Lifelong learning in the twenty-first century: The changing roles of educational personnel</td>
<td>Joint</td>
<td>16 Government participants: Algeria, Chile, Czech Republic, Germany, Greece, India, Japan, Jordan, Namibia, Norway, Russian Federation, Switzerland, Thailand, United Kingdom, United States, Venezuela; 11 Employers’ representatives from the private sector; 27 Workers’ representatives</td>
<td>Albania, Bangladesh, Belarus, Brazil, Burundi, Canada, Comoros, Croatia, Dominica, Dominican Republic, El Salvador, Finland, France, Hungary, Republic of Korea, Latvia, Lithuania, Mauritius, Philippines, Poland, Romania, San Marino, Tajikistan, Togo, United Arab Emirates</td>
<td>To exchange views on policies and practices which concern lifelong learning, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers’ and workers’ organizations and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>The employment impact of mergers and acquisitions in the banking and financial services sector</td>
<td>Tripartite</td>
<td>20 Government participants: Argentina, Belgium, Canada, Ghana, India, Japan, Republic of Korea, Luxembourg, Mauritania, Mauritius, Nigeria, Panama, Russian Federation, Slovakia, Spain, Switzerland, Thailand, United Arab Emirates, United States, Venezuela; 20 Employers; 20 Workers</td>
<td>Chile, China, Costa Rica, Dominica, Dominican Republic, Ecuador, Finland, France, Germany, Honduras, Jordan, Lebanon, Malaysia, Morocco, Portugal, Singapore, Tunisia</td>
<td>To exchange views on the impact of mergers and acquisitions in the banking and financial services sector, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers’ and workers’ organizations at the national level and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>Social and labour dimensions of the forestry and wood industries on the move</td>
<td>Tripartite</td>
<td>20 Government participants: Austria, Brazil, Canada, Chile, China, Côte d’Ivoire, Democratic Republic of Congo, Estonia, Finland, Ghana, Indonesia, Malaysia, New Zealand, Papua New Guinea, Philippines, Romania, Russian Federation, South Africa, United Kingdom, United States; 20 Employers; 20 Workers</td>
<td>Cambodia, Cameroon, France, Gabon, Honduras, Republic of Korea, Poland, Portugal, Suriname, Thailand</td>
<td>To exchange views on trends in structural adjustment, globalization and relocation in the forestry and wood industries, as well as on environmental aspects, and to discuss their social and labour consequences, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers’ and workers’ organizations at the national level and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>Title</td>
<td>Type</td>
<td>Composition</td>
<td>Reserve list</td>
<td>Purpose</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>-----------------</td>
<td>--------------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Human resources development, employment and globalization in the hotel, catering and tourism sector</td>
<td>Tripartite</td>
<td>25 Government participants: Austria, Barbados, Brazil, Canada, China, Costa Rica, Dominican Republic, Egypt, France, Greece, India, Italy, Japan, Kenya, Republic of Korea, Lebanon, Mauritius, Morocco, Netherlands, Poland, Portugal, South Africa, Spain, Switzerland, United States; 25 Employers 25 Workers</td>
<td>Argentina, Chile, Croatia, Hungary, Mexico, Namibia, New Zealand, Philippines, United Republic of Tanzania, Thailand, Tunisia, Turkey, Viet Nam, Zimbabwe</td>
<td>To exchange views on policies and methods of human resource development, employment creation and globalization in the hotel, catering and tourism sector, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers’ and workers’ organizations at the national level and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>Information technologies in the media and entertainment industries: Their impact on employment, working conditions and labour-management relations</td>
<td>Tripartite</td>
<td>21 Government participants: Algeria, Brazil, Bulgaria, Cameroon, Canada, China, Egypt, France, Germany, India, Jordan, Mexico, Senegal, Slovakia, Spain, Sweden, Thailand, Ukraine, United Kingdom, United States; 21 Employers 21 Workers</td>
<td>Argentina, Chile, Colombia, Comoros, Finland, Ghana, Greece, Honduras, Latvia, Lithuania, Luxembourg, Malaysia, Mauritania, Netherlands, Nigeria, Peru, Philippines, Portugal, Romania, Saint Lucia, Switzerland, Syrian Arab Republic, Turkey, Uruguay</td>
<td>As an output, this Symposium should elaborate conclusions that would provide guidance for the ILO’s future work in the sector considered. After the Symposium, the Office should publish a report including a summary of the discussions.</td>
</tr>
<tr>
<td>Labour practices in the footwear, leather, textiles and clothing industries</td>
<td>Tripartite</td>
<td>20 Government participants: Bangladesh, Brazil, China, Colombia, Czech Republic, India, Indonesia, Italy, Malaysia, Mauritius, Mexico, Morocco, Portugal, Romania, Sri Lanka, Thailand, Tunisia, Turkey, United Kingdom, United States; 20 Employers 20 Workers</td>
<td>Argentina, Belarus, Belgium, Canada, Costa Rica, Dominican Republic, Egypt, El Salvador, Germany, Honduras, Hungary, Pakistan, Philippines, Poland, Russian Federation, South Africa, Spain, Venezuela, Zimbabwe</td>
<td>To exchange views on labour practices in the footwear, leather, textiles and clothing industries, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, by employers’ and workers’ organizations at the national level and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>Title</td>
<td>Type</td>
<td>Composition</td>
<td>Reserve list</td>
<td>Purpose</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>----------</td>
<td>----------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>The social and labour impact of globalization in the manufacture of</td>
<td>Tripartite</td>
<td>18 Government participants: Austria, Brazil, Canada, Chile, China, France,</td>
<td>Bangladesh, Democratic Republic of Congo, Dominican Republic, El Salvador, Finland, Honduras,</td>
<td>To exchange views on the social and labour impact of globalization in the transport equipment manufacturing industries, including on the implications for employment, working conditions and labour-management relations, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments and by employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>transport equipment</td>
<td></td>
<td>India, Japan, Republic of Korea, Malaysia, Mexico, Norway, Romania, Russian</td>
<td>Italy, Lebanon, Panama, Portugal, Syrian Arab Republic, Thailand, United Kingdom, Venezuela</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Federation, South Africa, Spain, Switzerland, United States;</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>18 Employers</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>18 Workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29th Session of the Joint Maritime Commission (JMC) (^1)</td>
<td></td>
<td>—</td>
<td>—</td>
<td>To exchange views on the four agenda items,(^2) using reports prepared by the Office as the basis for its discussions; and to adopt a report on its discussion. The JMC may also adopt resolutions.</td>
</tr>
<tr>
<td>The impact of decentralization and privatization on municipal</td>
<td>Joint</td>
<td>18 Government participants: Benin, Chile, Ecuador, Egypt, Finland, Hungary,</td>
<td>Albania, Algeria, Cape Verde, Czech Republic, Denmark, Honduras, India, Jordan, Norway, Panama,</td>
<td>To exchange views on the impact of decentralization and privatization on municipal services, using a report prepared by the Office as the basis for its discussions; to adopt conclusions that include proposals for action by governments, employers' and workers' organizations at the national level and by the ILO; and to adopt a report on its discussion. The Meeting may also adopt resolutions.</td>
</tr>
<tr>
<td>services</td>
<td></td>
<td>Italy, Japan, Republic of Korea, Latvia, Namibia, Papua New Guinea, Philippines, Russian Federation, Togo, United Kingdom, Venezuela, Zimbabwe;</td>
<td>Poland, Romania, San Marino, South Africa, Spain, Switzerland, Tajikistan, Ukraine, United States</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>7 Employers' representatives from the private sector</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>25 Workers' representatives</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\(^1\) The composition of the JMC is fixed in its Standing Orders. Its members were appointed at the 84th (Maritime) Session of the International Labour Conference (1996).

\(^2\) GB.274/STM/1, para. 51.
Official measures taken regarding decisions of the International Labour Conference

Instrument for the Amendment of the Constitution of the International Labour Organization, 1997

Ratifications

In accordance with article 3 of the Instrument for the amendment of the Constitution of the International Labour Organization, 1997, the following ratifications have been communicated to the Director-General of the International Labour Office:

<table>
<thead>
<tr>
<th>State</th>
<th>Measure</th>
<th>Date received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bulgaria</td>
<td>Ratification</td>
<td>23 March 1999</td>
</tr>
<tr>
<td>Egypt</td>
<td>Ratification</td>
<td>18 February 1999</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>Ratification</td>
<td>24 March 1999</td>
</tr>
<tr>
<td>India*</td>
<td>Ratification</td>
<td>24 March 1999</td>
</tr>
<tr>
<td>Ireland</td>
<td>Ratification</td>
<td>22 April 1999</td>
</tr>
<tr>
<td>Jordan</td>
<td>Ratification</td>
<td>6 January 1999</td>
</tr>
<tr>
<td>Namibia</td>
<td>Ratification</td>
<td>27 January 1999</td>
</tr>
<tr>
<td>Pakistan</td>
<td>Ratification</td>
<td>8 March 1999</td>
</tr>
<tr>
<td>Sweden</td>
<td>Ratification</td>
<td>10 February 1999</td>
</tr>
<tr>
<td>Thailand</td>
<td>Ratification</td>
<td>8 February 1999</td>
</tr>
</tbody>
</table>

* State of chief industrial importance.

The total number of ratifications and acceptances is thus 31, including two by States of chief industrial importance.

1 Period covered: 1 January to 30 April 1999.
International labour Conventions: Ratifications, declaration and notification of application

Notice is hereby given that the Director-General of the International Labour Office has registered the following ratifications of international labour Conventions, as well as the following declaration and notification concerning the application of Conventions. In pursuance of article 20 of the Constitution of the International Labour Organization, particulars of these ratifications, declaration and notification have been communicated to the Secretary-General of the United Nations Organization for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office concerning the legal status of the State having communicated such information (including the communication of ratification, declaration or notification), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration of ratification</th>
<th>Date on which ratification will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Armenia</td>
<td>Safety and Health in Mines Convention, 1995 (No. 176)</td>
<td>27 April 1999</td>
<td>27 April 2000</td>
</tr>
<tr>
<td>Burkina Faso</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>11 February 1999</td>
<td>11 February 2000</td>
</tr>
<tr>
<td></td>
<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pursuant to Article 3, paragraph 1, of the Convention, the Government has accepted the provisions of Part II.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cape Verde</td>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>1 February 1999</td>
<td>1 February 2000</td>
</tr>
<tr>
<td>Chile</td>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification</td>
<td>Date on which ratification will take effect</td>
</tr>
<tr>
<td>--------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>--------------------------------------</td>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>Chile (cont.)</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>1 February 1999</td>
<td>1 February 2000</td>
</tr>
<tr>
<td></td>
<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>China</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>28 April 1999</td>
<td>28 April 2000</td>
</tr>
<tr>
<td></td>
<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 16 years has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ethiopia</td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>24 March 1999</td>
<td>24 March 2000</td>
</tr>
<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Private Employment Agencies Convention, 1997 (No. 181)</td>
<td>&quot;</td>
<td>12 months after the date of registration of a second ratification</td>
</tr>
<tr>
<td>Finland</td>
<td>Labour Inspection (Seafarers) Convention, 1996 (No. 178)</td>
<td>24 February 1999</td>
<td>22 April 2000</td>
</tr>
<tr>
<td>Ireland</td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>22 April 1999</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Home Work Convention, 1996 (No. 177)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Labour Inspection (Seafarers) Convention, 1996 (No. 178)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Recruitment and Placement of Seafarers Convention, 1996 (No. 179)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)</td>
<td>&quot;</td>
<td>12 months after the date of registration of a second ratification</td>
</tr>
<tr>
<td></td>
<td>Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976</td>
<td>&quot;</td>
<td>12 months after the date of registration of a second ratification</td>
</tr>
<tr>
<td></td>
<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kyrgyzstan</td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>18 February 1999</td>
<td>18 February 2000</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification</td>
<td>Date on which ratification will take effect</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>---------------------------------------------------------------------------</td>
<td>--------------------------------------</td>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>Tanzania, United Republic of</td>
<td>Chemicals Convention, 1990 (No. 170)</td>
<td>15 March 1999</td>
<td>15 March 2000</td>
</tr>
<tr>
<td></td>
<td>Protocol of 1995 to the Labour Inspection Convention, 1947</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Thailand</td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>8 February 1999</td>
<td>8 February 2000</td>
</tr>
</tbody>
</table>

**II. Declaration**

Ireland

Minimum Age Convention, 1973 (No. 138)

*Declaration pursuant to Article 2, paragraph 2.*

The Director-General has registered on 22 April 1999 a declaration to the effect that the initial age for admission to employment or work of 15 years specified upon ratification is raised to 16 years.

**III. Notification**

China (Hong Kong Special Administrative Region)

The Director-General has registered the following notification concerning the application of an international labour Convention to the Special Administrative Region of Hong Kong:

Minimum Age Convention, 1973 (No. 138)  
28 April 1999  
28 April 2000

*Applicable with modification*

1. In so far as the Hong Kong Special Administrative Region is concerned, the minimum age specified for the purpose of Article 2 of the Convention is 15 years.

2. The modifications in respect of Article 3 of the Convention are as follows:

   (1) *with the written permission of the Commissioner for Labour, persons who have attained the age of 15, but are under 16, may be employed in a dangerous trade as defined in the Factories and Industrial Undertakings Ordinance and on a woodworking machine;*

   (2) *with the written permission of the Liquor Licensing Board, persons who have attained the age of 15, but are under 16, may be employed on or about premises licensed to supply liquor for consumption thereon between the hours of 6 a.m. and 10 p.m.*
NOTIFICATION OF THE COMING INTO FORCE OF THE HOME WORK CONVENTION, 1996 (No. 177)

Article 12 of the Home Work Convention, 1996 (No. 177), adopted by the International Labour Conference at its 83rd Session on 20 June 1996, provides that the Convention shall come into force 12 months after the date on which the ratifications of two Members of the International Labour Organization have been registered.

The ratifications by Finland and Ireland were registered by the Director-General of the International Labour Office on 17 June 1998 and 22 April 1999, respectively. The Convention will accordingly come into force on 22 April 2000.

The present notification is made in accordance with the provisions of Article 14 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organization, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

NOTIFICATION OF THE COMING INTO FORCE OF THE LABOUR INSPECTION (SEAFARERS) CONVENTION, 1996 (No. 178)

Article 12 of the Labour Inspection (Seafarers) Convention, 1996 (No. 178), adopted by the International Labour Conference at its 84th (Maritime) Session on 22 October 1996, provides that the Convention shall come into force 12 months after the date on which the ratifications of two Members of the International Labour Organization have been registered.

The ratifications by Finland and Ireland were registered by the Director-General of the International Labour Office on 24 February 1999 and 22 April 1999, respectively. The Convention will accordingly come into force on 22 April 2000.

The present notification is made in accordance with the provisions of Article 14 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organization, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

NOTIFICATION OF THE COMING INTO FORCE OF THE RECRUITMENT AND PLACEMENT OF SEAFARERS CONVENTION, 1996 (No. 179)

Article 12 of the Recruitment and Placement of Seafarers Convention, 1996 (No. 179) adopted by the International Labour Conference at its 84th (Maritime) Session on 22 October 1996, provides that the Convention shall come into force 12 months after the date on which the ratifications of two Members of the International Labour Organization have been registered.

The ratifications by Philippines and Ireland were registered by the Director-General of the International Labour Office on 13 March 1998 and 22 April 1999, respectively. The Convention will accordingly come into force on 22 April 2000.

The present notification is made in accordance with the provisions of Article 11 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organization, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.
Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms

(Geneva, 21-25 September 1998)

CONCLUSIONS AND RESOLUTION ADOPTED

Conclusions on terms of employment and working conditions in health sector reforms

The Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms,

Having met in Geneva from 21 to 25 September 1998,

Adopts this twenty-fifth day of September 1998 the following conclusions:

1. Medical and technological progress as well as demographical change are leading inevitably to higher costs of health care. Many reform initiatives in health care have the objective of cost containment and may lead to rationalization. However, rationalization of health services, which leads to the exclusion of certain population groups from health care or from certain health care services because of cost-benefit analysis, is immoral. Health care reform efforts should foster primary care and preventive medicine for all, improve quality of care and create better work conditions in this area.

2. The provision of health care for all must be in the public interest. This does not necessarily mean that health care must be organized and implemented by public services but that it can also be provided on a private basis. Health care is not a commodity and thus not a tradable good.

3. Health care reforms cannot be imposed from above or from outside. They are most likely to be successful if they are implemented in effective and efficient concertation with the representatives of workers. In the course of this concertation, all parties should endeavour to achieve the largest possible consensus. Where collective bargaining arrangements exist, these should be respected.

4. Access to health care is still often inadequate and inequalities persist between countries and within countries. It remains a challenge throughout the world, especially in the developing countries, to ensure universal access at least to primary health care and family planning. In industrialized countries there is a need for better distribution of health care services. This includes public responsibility to guarantee solidarity for all. In developing countries the main objective is the provision of health care services for all. There are large differences between industrialized and developing countries in the possibilities to finance health care. Self-reliant solutions in developing countries have not yet been found. Thus there is a need to develop partnerships in order to ensure the provision of quality health care. International organizations should assist developing countries in specific projects including training of health care staff, subject to peer evaluation and monitoring.

5. The health care sector is highly feminized, with women predominantly concentrated in low-paid jobs, which makes them more vulnerable. Major obstacles result

---

1 Adopted by consensus, with reservations expressed by the Governments of Sweden and Switzerland.
from the fact that careers are often short and frequently interrupted. These facts influence the ability of women to compete for access to higher quality and better remunerated jobs. The Meeting endorsed the conclusions on equality of opportunities of the ILO Health and Medical Services Meeting of 1992.

6. Part-time work must always be protected and have proportional entitlements. Employees with fixed-term contracts should also enjoy social protection. Working conditions in health services have deteriorated in a number of countries in the course of reform processes. Health care workers in certain developing countries and countries in transition earn very low wages and the delay of payment of wages can amount to several months. This entails negative social consequences and has in general serious effects on the economy and the quality of services. Wages should be paid regularly to all workers, including health workers, in accordance with the ILO Protection of Wages Convention, 1949 (No. 95).

7. Health care workers are particularly exposed to certain forms of stress and violence since they often have contact with people in distress and the large share of female health workers intensifies the problem of sexual harassment at the workplace. Health care reforms may aggravate this situation. There is a responsibility of governments and employers to create safe workplaces. Workers, including health care workers, may also be subject to racism at the workplace. This is unacceptable. Employers, workers and governments have the responsibility of fighting against racism at the workplace.

8. Basic training, lifelong learning and continuous training are essential for the maintaining of the quality of the services provided and for career development. Further training must be particularly provided for health care workers re-entering the service after a break. Training should be an obligation for both employers and workers. Workers' organizations should participate in the design and implementation of the training process. An evaluation of training, including by peers, and its contents is necessary. International migration by health care service personnel such as doctors and nurses is sometimes referred to as the “brain drain”, particularly when it means migration from developing and transitional countries to developed countries. The term “brain drain” implies a financial loss and is an unwelcome brake on national development.

9. All parties, especially workers and employers, should be involved in human resource management development. Management training in the health sector is essential.

10. In the health care reform process, policies should be developed for social dialogue since the best reforms are developed through such a dialogue. In accordance with ILO Conventions Nos. 87, 98 and 151, health workers have the same right to organize and to bargain collectively as workers in other sectors. Pay determination and working conditions should be subject to bargaining procedures between health workers and employers. Especially in times when the contents of work, the financial environment and job security are subject to rapid changes, collective bargaining mechanisms are an appropriate way to improve the situation of the workers and their families.

11. Contracts of employment of health care personnel and/or collective agreements should contain safety provisions for the employee, such as a conscience clause. While this clause protects the worker concerned from sanctions on behalf of the employer, a code of professional ethics does not absolve an individual from the duty to comply with civil and criminal law. The ILO should assist governments and the social partners in the development of a patients' charter.

12. Under the terms of its mandate, the ILO engages in the promotion of basic human rights, the improvement of working and living conditions and the enhancement of employment opportunities. This is done through various means, including the formulation of development policies and programmes, the setting of international labour standards and the monitoring of their implementation as well as through technical cooperation and
human resource development. The ILO's interest in health sector reforms relates to all these aspects and means. The ILO considers health care as a basic human right and an essential requirement for improving working and living conditions.

13. During reform processes in health care systems, the ILO can provide assistance with the aim of ensuring that changes which occur lead to positive outcomes both in the health services provided to all and employment conditions of health workers. Within this general objective, the ILO could undertake the following specific tasks:

(a) develop internationally comparable statistics which are an acknowledged and reliable source of information for trend analysis and policy formulation;
(b) facilitate the exchange of experiences among countries through regional meetings and network arrangements of representatives of employers and workers and governments;
(c) facilitate research activities on trends and developments in areas identified by the Meeting as being important issues in reform processes in health sectors such as:
   — the impact of reform processes on the workforce;
   — gender issues;
   — changes in qualification requirements for health care staff;
   — workers' participation in reform processes;
   — trends and developments in pay systems, labour conditions and workers' participation;
(d) increase the cooperation with other international organizations, its technical assistance and advisory services to governments, employers' and workers' organizations, particularly in developing countries, especially on the integration of relevant labour standards and planning and implementation of health sector reforms.

14. Relevant ILO Conventions and Recommendations provide basic standards which should be adhered to during any reform process. This counts especially for ILO Conventions Nos. 87 and 98 which cover workers' rights. In addition, special consideration should be given to the Nursing Personnel Convention, No. 149, and Recommendation, No. 157, and the Medical Care Recommendation, No. 69, which addresses the medical care service in general. It is also important to mention the work being undertaken on a new Convention that aims to tackle the worst forms of child labour.

15. The next sectoral meeting for the health sector should focus on the development role of the social partners in health services. It should include discussions on:

(a) professional issues in the health services including professional standards, which have an impact on working conditions;
(b) development of managerial capacity and the effectiveness of social dialogue, institutions and process;
(c) education and training in health professions; and
(d) changes in the health sector labour market.

Resolution concerning future ILO activities in the health sector and cooperation with international institutions

The Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms,

Having met in Geneva from 21 to 25 September 1998,

Recalling that the governments present at the UN World Summit for Social Development in Copenhagen (the "Social Summit") have committed themselves to give a high priority to health, especially for women and children and in rural areas,

1 Adopted by consensus, with reservations expressed by the Governments of Sweden and Switzerland.
Recalling also that the Social Summit called for universal application of fundamental ILO labour standards,

Recalling further the adoption in June this year of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up,

Recalling also that the Social Summit recommended a reinforcement of cooperation between all competent international institutions, including the UN and its specialized agencies as well as the World Bank and the International Monetary Fund,

Recalling the conclusions of the last Joint Meeting on Health and Medical Services in 1992,

Recognizing that health systems in some countries continue to remain in crisis — or even to be deteriorating from what were parlous circumstances,

Recalling that an effort must be made to improve the training, the access conditions to the profession and working conditions of people employed in the health sector, so as to guarantee the best quality of care;

Adopts this twenty-fifth day of September 1998 the following resolution:

The Joint Meeting on Terms of Employment and Working Conditions in Health Sector Reforms calls on the Governing Body and the Director-General of the International Labour Office to:

1. promote the principles and full implementation of relevant ILO labour standards as part of the reform of the health care sector;

2. work closely with the WHO and encourage it to promote and implement its Charter on Health Care Reforms worldwide;

3. intensify its cooperation with the World Bank, the IMF and with the WHO in reform of the health services. This work should include the need to promote and respect ILO values and principles in the reform process;

4. fully carry out the role of the ILO in the SAPRI (Structural Adjustment Policy Review Initiative) exercise, together with other appropriate bodies;

5. promote the concept of health care as a fundamental human right as is noted in the Alma-Ata Health for All Declaration and the Universal Declaration of Human Rights;

6. hold as quickly as possible a new joint meeting on health sector matters;

7. convene as soon as possible ILO regional meetings and seminars on reforms in health care services;

8. promote a study of specific activities relating to the provision of health care. These activities imply a close cooperation between a large variety of professions for whom training, qualifications and skills are extremely varied. This cooperation is indispensable in guaranteeing the best possible care to patients;

9. promote the universal coverage of health care for vulnerable populations such as women, children, and the elderly.
Tripartite Meeting on the Impact of Flexible Labour Market Arrangements in the Machinery, Electrical and Electronic Industries

(Geneva, 26-30 October 1998)

CONCLUSIONS AND RESOLUTION ADOPTED

Conclusions on the impact of flexible labour market arrangements in the machinery, electrical and electronic (MEE) industries

1

The Tripartite Meeting on the Impact of Flexible Labour Market Arrangements in the Machinery, Electrical and Electronic Industries,

Having met in Geneva from 26 to 30 October 1998;

Adopts this thirtieth day of October 1998 the following conclusions:

1. The MEE industries as a whole and especially the electrical machinery and electronics segment are highly exposed to the increasingly competitive pressures of world markets. Against this background, innovative ways of organizing the workplace are required to face the future.

2. Flexible labour market arrangements are being introduced for several reasons, including profits, financial performance, the need to control costs, respond to customer demands, and in some circumstances workers’ requirements or preferences. These arrangements should be used as a means to adapt quickly in today’s world so that enterprises can remain viable and can preserve and create additional jobs with good working conditions that include benefits and well-paid wages. The objective should be to do this while continuing to respect and while maintaining the level of social protection available in the past; social protection schemes should be enforced and, where feasible, enhanced, having regard to all relevant matters. Flexibility can be viewed as the capacity to react to new opportunities in a manner which benefits all parties, including the enterprises, those who work in them, and the broader community. To realize those mutual benefits, a degree of trust and confidence between employers, workers and workers’ organizations, and appropriate support from governments, are required. Establishing and maintaining such trust and confidence requires that the benefits and burdens of adjustment should be shared between employers and workers.

3. For the successful introduction of more flexible arrangements, timely discussions/bargaining and exchange of information at the appropriate level between all the parties concerned are essential.

4. The role of government in providing the appropriate regulatory framework for the parties is essential, ensuring protection and national standards.

5. Suitable education and training policies and programmes are necessary to make the flexible arrangements work to the satisfaction of all parties. Governments should provide sound basic education and regularly adapt curricula and teaching methods so that they remain relevant to the rapidly changing needs of the workplace. Training should impart portable skills and should be carried out in the context of lifetime learning for long-term careers. There should be tripartite involvement in the definition of training needs, and, where appropriate, tripartite involvement in the administration of training programmes. Governments have special responsibilities as regards training for disadvantaged groups of workers and for small and medium-sized enterprises. There is a role for private

---

1 Adopted unanimously.
2 When the term “workers’ organization” is used, it refers primarily to trade unions as well as other workers’ organizations.
training foundations supported by enterprises and workers’ organizations which can also provide certain kinds of training and related programmes for their members. These foundations can provide a particularly valuable service to small and medium-sized enterprises.

6. As recognized in the ILO Declaration on Fundamental Principles and Rights at Work, the ILO member States have an obligation to respect, promote and realize in good faith the principles of fundamental Conventions including those on freedom of association and the effective recognition of the right to collective bargaining. These principles and rights need to be implemented, accepted and enforced. The principles and rights contained in other international labour standards also offer a good basis for sound industrial relations. These include the Collective Bargaining Convention (No. 154) and Recommendation (No. 163), 1981; the Communications within the Undertaking Recommendation, 1967 (No. 129); and the Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94). A wide variety and diversity in types of collective bargaining exist ranging from national, to regional, sectoral and plant level agreements. All of these developed in the historical context of the countries concerned and usually have a legal underpinning.

7. A degree of decentralization of negotiations about the implementation of flexible arrangements, to the level where the bargaining parties who know local conditions best can enter negotiations with each other is desirable, consistent with any bargaining framework that has been negotiated, as long as it does not mean an erosion of the rights of workers, employers and their respective organizations.

8. The introduction of flexible working-time arrangements has advantages and disadvantages. To ensure that all workers can benefit as much as possible, such measures should be negotiated in advance between the bargaining parties. Advance planning and the establishment of childcare facilities can also help.

9. A comprehensive social security system which extends protection to all categories of workers (whether full-time, part-time, temporary, casual or contract workers) on a non-discriminatory basis would alleviate many problems and ease the transition through various forms of employment. Portability and transferability of pension schemes and other acquired rights should be given special attention in national legislation.

10. Sufficient empirical studies do not exist on the impact of flexible manufacturing systems on accident rates and occupational safety and health. The ILO should undertake additional studies of this matter.

11. Smaller suppliers in the supply chain face special difficulties in adapting flexibly to changes in demand. Laws and collective agreements should afford the workers in such enterprises adequate protection.

12. How productivity gains arising from the introduction of flexible work arrangements are to be distributed should be the subject of full negotiations. Governments should provide incentives to invest in training.

13. The establishment of a sound industrial relations system based on effective enforcement of freedom of association and collective bargaining is a key to successful operations in EPZs. All parties in the MEE industries should make a special effort to see that the Declaration on Fundamental Principles and Rights at Work is observed. Governments should see to it that the provisions of national labour legislation, and all ILO core Conventions, are applicable to all zone enterprises, and exemptions should not be granted.

14. The ILO should continue to undertake objective studies on investment and employment, job creation, pay, hours and conditions of work, the observance of labour standards, and documenting examples of good practice and innovative developments. Studies should also be carried out on the role of the social partners in the restructuring process and on specific regions, e.g. developing and transitional countries. The ILO could be instrumental in assisting in the development of better labour-management relations in these regions and countries.
Resolution concerning job creation in the machinery, electrical and electronic (MEE) industries in the face of the global economic crisis

The Tripartite Meeting on the Impact of Flexible Labour Market Arrangements in the Machinery, Electrical and Electronic Industries,
Having met in Geneva from 26 to 30 October 1998,
Considering that globalization contributes to structural changes in the MEE industries and is causing shifts in employment between world regions and countries,
Considering that flexible labour market arrangements are an element of such structural changes,
Considering that economic crises are causing widespread unemployment and poverty in many countries including in the workforce of the MEE industries and that the effects of these crises may affect other countries as well,
Pointing out that a severe deterioration of general economic conditions in any country may have negative consequences for economic activity and employment in other countries as well,
Noting that in order to avert any danger of depression, increased economic activity and creating productive employment are of common interest to employers, workers and workers' organizations and governments,
Paying tribute to the work that the ILO has undertaken in this area in the past,
Regretting that the study on the impact of intra-firm trade within the metal trades, which includes the MEE sector, and its impact on employment, requested in resolution No. 103 of the Metal Trades Committee, has not been undertaken;
Adopts this thirtieth day of October 1998 the following resolution:
The Tripartite Meeting on the Impact of Flexible Labour Market Arrangements in the Machinery, Electrical and Electronic Industries invites the Governing Body of the International Labour Office:
(1) to appeal to governments to continue efforts to:
   (a) use appropriate measures, including fiscal and other economic instruments, to encourage sustainable development and growth to prevent a further deepening of economic crises;
   (b) explore all the possibilities of international coordination and cooperation, including coordinated fiscal stimulus and interest rate reductions, where appropriate, to make job creation a global priority;
   (c) implement financial measures designed to help the countries most seriously affected by economic crises to begin recovery;
   (d) explore measures to ensure transparency in national and international financial markets and to prevent the occurrence of financial crises;
(2) to request the Director-General of the ILO to:
   (a) undertake a survey of successful general economic and enterprise level measures taken by governments of member States in the field of job creation and the removal of barriers to job creation and job preservation and their impacts, in particular on the MEE sector, to enable governments, employers and workers and workers' organizations to benefit from experiences around the world and adapt them to their local needs;

1 Adopted unanimously.
(b) provide where possible the necessary expertise and technical assistance within its mandate to promote and assist multipartite projects undertaken or planned in member States, that have the goal of aiding economic recovery and job creation;

(c) continue to follow up requests for action expressed in resolution No. 103 adopted by the Metal Trades Committee and in particular to proceed with the study on the impact of intra-firm trade and its impact on employment at least within the MEE industries.
Joint Meeting on Human Resource Development in the Public Service in the Context of Structural Adjustment and Transition

(Geneva, 14-18 December 1998)

CONCLUSIONS ADOPTED

Conclusions on human resource development in the public service in the context of structural adjustment and transition

The Joint Meeting on Human Resource Development in the Public Service in the Context of Structural Adjustment and Transition,

Having met in Geneva from 14 to 18 December 1998,

Recalling the conclusions of the 1995 Joint Meeting on the Impact of Structural Adjustment in the Public Service (Efficiency, Quality Improvement and Working Conditions) which underlined that public sector reforms have to:

— facilitate sustainable economic and social development, including full employment;
— provide equitable access to services satisfying basic human needs and eliminating poverty;
— provide essential health and education for all citizens;
— safeguard the environment;
— improve and enhance democracy and security of human rights,

Recalling that the same Meeting established as basic guiding principles which should be respected in public service reforms and which are considered to be conducive to the success of these reforms:

— continuity in the values of communities and cultures;
— accountability, transparency and openness of government policies;
— provision of better services to citizens;
— the importance of good working conditions and the application of international labour standards for morale and performance of the public service;
— partnership in decision-making,

Considering that appropriate, transparent and equitable policies and programmes of structural reform and institutional change should be established for the purpose of achieving good governance, sustainable social development and sound economic growth oriented towards full employment and human resource development,

Considering furthermore that the role and responsibilities of an efficient, effective, responsive and equitable public sector are vital in underpinning the sustainable growth and development of society as a whole,

Recognizing that human resource development (HRD), taking place in a framework of consultation and negotiation between governments as employers and public service workers through their trade union organizations, is an essential strategy for promoting an efficient, effective, responsive and equitable public sector,

Noting that the World Bank, in its *World Development Report 1997: The State in a changing world*, calls for an effective, open and participatory State, recognizes the need to root out corruption and authoritarianism, and recognizes that high staff morale and commitment are essential for the success of public sector reform,

1 Adopted unanimously.

2 The term "citizen" is used throughout this text in its broadest and most inclusive sense to refer to members of society and not to be a narrow legal definition.
Recalling that the UN World Summit for Social Development in Copenhagen in March 1995 reaffirmed, inter alia, the role of the ILO as the key international body concerned with the promotion of social and employment goals in the definition of structural adjustment programmes and public sector reform which deeply affect public services, and that this Summit also reaffirmed the mandate of the ILO to develop greater policy dialogue with all relevant international bodies concerned with these issues, including the World Bank and the International Monetary Fund,

Recalling that in June 1996 the International Labour Conference, in adopting a resolution and conclusions concerning employment policies in a global context, specifically requested the Office to strengthen its ongoing dialogue with the Bretton Woods institutions “with a view to promoting a better mutual understanding of the interrelationship between economic, social and employment policies”,

Recalling the adoption by the International Labour Conference in 1998 of the Declaration of Fundamental Principles and Rights at Work and its Follow-up which committed all of the Organization’s member States to respect the fundamental principles and rights embodied in the seven core Conventions of the ILO and to promote their universal observance,

Bearing in mind existing ILO standards that are relevant to the public service, including the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Human Resources Development Convention, 1975 (No. 142), and its accompanying Recommendation (No. 150), and the Labour Relations (Public Service) Convention, 1978 (No. 151), and its accompanying Recommendation (No. 159);

Adopts this eighteenth day of December 1998 the following conclusions:

The role of the State as background for public service reform (PSR)

1. The promotion of economic and social development and the protection of citizen’s rights are generally recognized as core functions of government.

2. Modern public administration involves much more than mere efficiency; it is closely related with the whole process of democratization. An orientation towards citizens as users of public services is not only an important performance indicator for service delivery, it also constitutes a democratic basis for public administration. In this respect PSR is most effective if citizens, workers and unions have opportunities to be actively involved. As any other reform, PSR has to be directed towards positive change, positive for both the citizens and the workers. Its target is improvement, effectiveness and efficiency as well as affordability of service delivery. Reform should take social considerations into account. Efficiency, however, should not be achieved at the price of social cohesion, employment or impoverishment.

3. The impetus for restructuring in the public service has come from external and internal sources. Reform objectives have included:
   — orientation of service delivery towards citizens;
   — equal access to services for all population groups;
   — improvements in the efficiency and effectiveness of the public service;
   — quality management, transparency and accountability;
   — establishment of personnel development instruments;
   — reform implementation respecting fair treatment of workers through collective bargaining.

1 The term “citizen” is used in its broadest and most inclusive sense to refer to members of society and not to be a narrow legal definition.
Human resource development as a complex approach and process

4. Based on the conviction that the workforce is the most valuable resource of the public service, the Meeting recalled the ILO Human Resource Development Convention, 1975 (No. 142), and the resolution and conclusions concerning adjustment and human resources development adopted by the International Labour Conference, at its 79th Session in 1992. The resolution endorsed the significance of comprehensive human resource development policies in times of structural adjustment and transition, emphasizing that education and training constituted "an essential element in a virtuous circle consisting of training and skill development, higher work motivation, higher productivity, continuous adjustment of enterprises and workers to change, higher employment and increased incomes and well-being". It further stressed that human resource policies "... should be formulated and implemented within the framework of adherence to democratic principles, tripartism and consultation between the government, the social partners and community groups". Specific emphasis was laid on the equality of access to training to all groups of the population, including disadvantaged ethnic minorities and marginalized groups of persons.

5. The Meeting concluded that HRD in the public service is an important part of the reform process. It should take place in a coordinated framework and not be fragmented. HRD will only succeed if it recognizes that no one solution will meet all circumstances. Public service workers have to be provided with appropriate skills, tools and orientation in order to ensure quality service delivery. HRD takes place as a process in which the workers should be included and consulted and where they should receive fair treatment based on international labour standards.

Participation of workforce and citizens

6. In accordance with international labour standards concerning collective bargaining, freedom of association and trade union rights, public service workers have the right to organize collectively and to be represented by free and independent trade unions.

7. The Meeting endorsed the conclusions of the 1995 Joint Meeting to the effect that PSRs were most likely to achieve their objectives of delivering efficient, effective and high-quality services when planned, implemented and monitored with the full participation of public sector workers and their unions at all stages of the decision-making process. While PSRs have to be well designed, dialogue between the social partners and ongoing consultation with citizens will make these reforms feasible and sustainable.

Training as a lifelong process

8. Training is required to ensure that current and future organizational needs can be met, to improve job skills, to improve job satisfaction, to facilitate the redeployment of staff and to enhance career and employment prospects. It is a major component of HRD in the public service which requires commitment, sufficient funding and work time for the employees to engage in learning activities, in accordance with ILO Paid Educational Leave Convention, 1974 (No. 140). Budgets should be allocated for training programmes and workers at all levels of the public service must have access to the training they require in order to meet these objectives. It is the responsibility of the employer to ensure, specifically in times of PSR and structural adjustment and transition, that this focus on training is maintained and supported through comprehensive training needs identification and follow-up which also includes provisions for retrenched and redundant workers. In order to increase the employability of staff, a multiskilling approach to training should be taken. Exchanges with the private sector could also be a useful technique. The parties concerned should be involved in the design, implementation and review of training programmes.
9. Training must go beyond simple job qualification and should also seek to reinforce important public service values, such as high ethical standards, equal opportunity, non-discrimination, transparency, accountability and responsibility. It should also promote attitudes that will support an environment free from corruption.

**Professional management systems**

10. HRD requires a professional management system, where emphasis is placed on leading and managing people well. The emphasis of the skills is on communication and relationships between people, particularly between direct hierarchical levels and in relation to industrial relations. Teamwork and conflict management require specific skills and high ethical standards in which the public employer has to invest through training and adequate pay in order to recruit and retain the qualified personnel required by the public service. Effective management needs agreed-upon evaluation and monitoring systems, including performance appraisal systems, which are based on transparent information. While public service management can certainly benefit from knowledge and best practices in the private sector, the particular environment, culture and missions of the public service must be recognized.

**Pay in the public service**

11. Adequate pay is necessary in order to recruit and retain qualified personnel. Moreover, on several occasions public service employees have not been paid at all or only with delays of several months. In accordance with ILO Protection of Wages Convention, 1949 (No. 95), wages must be paid regularly. Adequate pay, paid in a timely fashion, also contributes to protect public service workers from corruption. Together with motivation, ethical standards, the environment and the culture of the workplace, it sets the frame in which human resources develop.

12. The Meeting endorsed the need for competitive pay rates in the public service; pay rates that take into account living standards in that country and pay rates that reflect the principle of equal pay for work of equal value. The Meeting also noted the conclusions of the 1995 Joint Meeting to the effect that: “Pay systems should be negotiated with unions, should be equitable and should not be aimed at reducing or freezing wage levels. Flexible pay systems including performance-related pay should only be used where their potential contribution to achieving efficiency, effectiveness and quality can be demonstrated and has been subject to negotiations with the unions.”

**Culture of the workplace, social recognition and ethical standards**

13. PSR must be designed to safeguard and promote essential characteristics and values of the public service such as impartiality, probity, equity, fairness and equal opportunity. The Meeting recalled that the 1995 Joint Meeting stressed that the interests of public sector workers should not be in conflict with those of other citizens and that they should work under mutually agreed codes of ethics and regulations which set out their rights and obligations. Public service workers have a right to protection in following public service ethical codes or exposing wrongdoing. Such codes of conduct which have both a guiding and protection function, including the protection of the neutrality of the public service and protection from political interference in administration, should be established with support from the ILO.

**Labour relations and HRD**

14. Good labour relations are essential for HRD and a well-performing public service. They have to be based on mutual respect and include frank and open discussions. HRD should take place within a framework of consultation and negotiation between the
public employers and employees and their trade union organizations with a view to satisfying the intentions on HRD issues of all parties concerned. Potential benefits or obstacles have to be identified from the outset. A fundamental precondition is therefore that public service workers enjoy the right to organize and bargain collectively and to be represented by free and independent trade unions in accordance with international labour standards, including ILO Conventions Nos. 87, 98 and 151. Public service workers and their unions should also be involved in the implementation and evaluation of HRD measures. Bodies set up for this purpose should strive for a balanced representation of all groups of persons concerned, including a gender balance. Specific attention should be paid to equal opportunities and treatment, including the impact of the negotiated measures on women workers and other identified groups. Where contract arrangements are changed, including through contracting out, the acquired rights of workers should be subject to negotiations. The Meeting noted that the conclusions of the 1995 Joint Meeting included a comprehensive list of measures to address situations of redundancy.

**Role of the ILO and other international institutions**

15. In accordance with the 1998 Declaration of Fundamental Principles and Rights at Work and its Follow-up, the ILO is the constitutionally mandated international organization and competent body to set and deal with international labour standards and enjoys universal support and acknowledgement in promoting fundamental rights at work as the expression of its constitutional principles. In order to promote sound HRD, reform and labour relations in the public service, the ILO should:

1. by virtue of its constitutional mandate, look more actively and broadly into the social and standards-related implications of international financial and economic policies and programmes, particularly as they relate to human resource development in the context of reforms in the public sector;
2. collaborate with international and regional financial institutions, including the World Bank and the IMF, in developing solutions to problems induced by the current international financial and economic crisis, with a view to promoting an efficient, effective, responsive and equitable public service achieved, in part, through human resource development;
3. develop greater policy dialogue and cooperate with such institutions in designing and implementing adjustment policies and programmes to include human resource development as an aspect of public service reform, so as to ensure that changes lead to positive outcomes, both in the services provided and in the freely negotiated employment conditions of public service workers;
4. work with such institutions to ensure that adjustment policies and programmes involving public service reform, are designed and implemented within a framework of bipartism or tripartism, sound industrial relations and respect for the principles of freedom of association and collective bargaining embodied in relevant ILO Conventions;
5. continue to work to achieve closer relations, more systematic collaboration and policy convergence with the Bretton Woods institutions over issues of public sector reform, with a view to enhancing human resource development and otherwise strengthening the social dimensions of economic adjustment programmes;
6. incorporate into all ILO programmes and call upon member States and its other constituents to take all steps to implement the above activities and principles in forums where they have influence;
7. provide technical assistance to member States on HRD concepts in the public service by dynamic mobilization of resources and create awareness on the need to carry out such programmes and be provided with the necessary financial and human resources for this purpose;
(8) cooperate with constituents in promoting the implementation and respect of the fundamental values, principles and rights contained in the 1998 ILO Conference Declaration and promoting the ratification of those ILO Conventions in which these concepts appear as well as other relevant Conventions such as Conventions Nos. 142 and 151;

(9) cooperate both technically and economically with the constituents who so request it, in the execution of projects or programmes intended to promote sound labour relations as endorsed in these conclusions;

(10) facilitate the exchange of relevant information between member States on these issues.
Cooperation Agreement between
the International Labour Organization
and the Inter-Parliamentary Union

Whereas the aim of the International Labour Organization (hereinafter referred to as "the ILO") is to achieve social justice through the improvement of conditions of labour, the protection of workers, and the promotion of democratic principles such as the principle of freedom of association based on tripartite dialogue,

Whereas the purpose of the Inter-Parliamentary Union (hereinafter referred to as "the IPU") is to work for peace and cooperation among peoples and for the firm establishment of representative institutions based on the respect of fundamental human rights,

Whereas the common objectives of the ILO and the IPU are the pursuance of peace and democracy by promoting international cooperation in their respective areas of competence in order to further universal respect for justice, the rule of law, human rights and fundamental freedoms, and whereas these common goals and objectives can be effectively advanced through cooperation and joint action,

Now therefore, the ILO and the IPU, being desirous of cooperating with each other within the framework of their respective constitutional mandates, have agreed as follows:

ARTICLE I

General

1.1. The ILO recognizes that the IPU, as the world organization of national parliaments, by virtue of its character and responsibilities plays an important role in promoting peace, democracy and international cooperation, in furtherance of and in conformity with the purposes for which the ILO was established.

1.2. The IPU recognizes the responsibilities and fields of action of the ILO under its Constitution and undertakes to give active support to the ILO’s activities, in accordance with the purposes and principles of the ILO Constitution and with the policies established by the respective governing bodies of the parties.

1.3. The ILO and the IPU agree that the strengthening of cooperative relations between them will facilitate the effective exercise of their mutually complementary activities and therefore undertake to further those relations through the adoption of the practical measures set forth in the following provisions of this Agreement.

ARTICLE II

Consultations and exchange of information

2.1. The ILO and the IPU shall hold consultations on a regular basis in order to exchange views on matters of common concern. The date and form of such consultations shall be agreed between the parties.

2.2. Each organization shall keep the other appropriately informed of developments in its work and shall arrange for a regular exchange of documents and publications which may be of mutual interest.

ARTICLE III

Mutual representation

3.1. The ILO shall be invited to be represented and to participate as an observer at meetings of the Inter-Parliamentary Conference. The ILO may also, whenever appropriate
and subject to such conditions as may be agreed upon, be invited to participate in other meetings of the IPU dealing with subjects which fall within the competence, activities and expertise of the ILO.

3.2. The IPU shall be invited to participate in meetings of the International Labour Conference with the status of an official international organization. The IPU may also, whenever appropriate and subject to such conditions as may be agreed upon, be invited to participate in meetings organized by the ILO in which the IPU has expressed an interest.

ARTICLE IV

Areas of cooperation

4.1. In order to achieve effective cooperation and liaison between the two organizations, each organization shall designate a senior official to follow the progress of cooperation and to act as a point of contact.

4.2. The ILO and the IPU shall together explore areas for cooperation and shall offer appropriate assistance to each other in support of future joint action, particularly with regard to:

(a) the promotion or ratification of instruments adopted by the International Labour Conference and their implementation through appropriate national legislation and regulations, and

(b) the promotion and implementation of fundamental principles and rights at work, set out in the ILO Constitution and in the Declaration of Philadelphia annexed to it and recalled in the ILO Declaration on Fundamental Principles and Rights at Work, as an essential factor of parliamentary democracy and development.

4.3. These joint activities may include, but are not limited to, the holding of joint special meetings or conferences at appropriate intervals on subjects within the competence of the ILO, and of particular relevance and interest to parliaments and parliamentarians, including follow-up action and implementation of relevant ILO activities.

4.4. Each organization may ask the other for its assistance in the technical study of matters which are within the latter's field of competence. Any such request shall be examined by the other organization, which, within the framework of its policies, programmes and rules, shall make every effort to give appropriate assistance in such a manner and along such lines as may be agreed upon by the two organizations.

4.5. Each organization shall follow its own procedures in authorizing and financing the conduct of joint activities.

ARTICLE V

Entry into force, amendments and duration

5.1. This Agreement, having previously been approved by both the Governing Body of the ILO and by the Inter-Parliamentary Council, shall enter into force on the date of its signature by the duly authorized representatives of the parties.

5.2. This Agreement may be amended by mutual consent in accordance with the respective rules and regulations of the parties. Such arrangements shall enter into force one month following notification of consent by both parties.

5.3. Each party may terminate this Agreement by giving six months' notice in writing to the other party.
In witness whereof the undersigned, being duly authorized representatives of the ILO and of the IPU, have signed the present Agreement.

Signed this 27th day of May 1999 at Geneva in two originals each in the English and French languages, both of which are the original and authentic texts.

For the International Labour Organization

(Signed) Juan Somavia  
Director-General  
of the International Labour Office

For the Inter-Parliamentary Union

(Signed) Miguel Angel Martínez  
President  
of the Inter-Parliamentary Union

(Signed) Anders B. Johnsson  
Secretary-General  
of the Inter-Parliamentary Union
CONTENTS

Information

87th Session of the International Labour Conference (Geneva, 1-17 June 1999) ................................................................. 45
Composition of the Governing Body of the International Labour Office for the period 1999-2002. .................................................. 46
Official measures taken regarding decisions of the International Labour Conference ................................................................. 69
Instrument for the Amendment of the Constitution of the International Labour Organization, 1997: Ratifications and acceptances ................................................. 69
International labour Conventions: Ratifications, denunciations and declarations concerning the application of Conventions to non-metropolitan territories .................................................. 70

Documents

Memorandum of Understanding between the International Labour Organization and the Pan-American Health Organization to support Latin America and Caribbean countries in the extension of social protection in health to excluded populations ................................................................. 79
CONVENTION, RECOMMENDATION, RESOLUTIONS AND OTHER DECISIONS
ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE AT ITS 87TH SESSION
(Geneva, June 1999)

Convention and Recommendation

<table>
<thead>
<tr>
<th>Nos.</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>182.</td>
<td>Convention concerning the prohibition and immediate action for the elimination of the worst forms of child labour</td>
<td>83</td>
</tr>
<tr>
<td>190.</td>
<td>Recommendation concerning the prohibition and immediate action for the elimination of the worst forms of child labour</td>
<td>87</td>
</tr>
</tbody>
</table>

Resolutions

| I.   | Resolution on the widespread use of forced labour in Myanmar                | 91   |
| II.  | Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95)” | 92   |
| III. | Resolution concerning the role of the ILO in technical cooperation         | 92   |
| IV.  | Resolution concerning the arrears of contributions of the Republic of Latvia | 102  |
| V.   | Resolution concerning the arrears of contributions of Chad                 | 102  |
| VI.  | Resolution concerning amendments to the Financial Regulations              | 102  |
| VII. | Resolution concerning the scale of assessment to the budget for the 2000-01 biennium | 103  |
| VIII. | Resolution concerning an appointment to the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) | 104  |
| IX.  | Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization | 104  |
| X.   | Resolution concerning the adoption of the Programme and Budget for 2000-01 and the allocation of the budget of income among member States | 104  |

Other decisions

<table>
<thead>
<tr>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standing Orders of the International Labour Conference</td>
<td>105</td>
</tr>
</tbody>
</table>

Office publications and documents

To ensure that all regular readers of the Official Bulletin receive full and up-to-date information on Office publications and documents, the ILO Publications list will be sent to them free of charge. A complete catalogue is available on request and books may be purchased from: ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland.
87th Session of the International Labour Conference¹

(Geneva, 1-17 June 1999)

The 87th Session of the International Labour Conference was held from Tuesday, 1 June, to Thursday, 17 June 1999, under the presidency of Mr. Alhaji Muhammad Mumuni, Minister of Employment and Social Welfare, Ghana.

The agenda was as follows:

Standing items
I. Reports of the Chairman of the Governing Body and of the Director-General.
II. Programme and budget and other financial questions.
III. Information and reports on the application of Conventions and Recommendations.

Items placed on the agenda
by the Conference or the Governing Body
IV. Child labour (second discussion).
V. Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95) (first discussion).
VI. The role of the ILO in technical cooperation (general discussion).

¹ The texts of the instruments, resolutions and other decisions adopted by the Conference appear on pp. 83-105 below. More detailed information on the proceedings of the Conference, including the names of participants, the verbatim record of plenary sittings, committee reports, etc., is to be found in the Record of Proceedings of the 87th Session.
As a result of the elections carried out by the respective electoral colleges of the International Labour Conference on 7 and 8 June 1999, the composition of the Governing Body of the International Labour Office for the period 1999-2002 is as follows:

Regular members

**Government members:**
- Algeria
- Brazil
- Burkina Faso
- Canada
- Chad
- China
- Croatia
- Ethiopia
- France
- Germany
- Ghana
- Guatemala
- India
- Islamic Republic of Iran
- Italy
- Japan
- Republic of Korea
- Malaysia
- Namibia
- Peru
- Russian Federation
- Saudi Arabia
- Slovakia
- Switzerland
- Trinidad and Tobago
- United Kingdom
- United States
- Venezuela

**Employer members:**
- Mr. M. Boisson (France)
- Mr. A. Dahlan (Saudi Arabia)
- Mr. A.J. Donato (Brazil)
- Mr. D. Funes de Rioja (Argentina)
- Mr. E. Hoff (Norway)
- Mr. A. M'Kaissi (Tunisia)
- Mr. M. Lambert (United Kingdom)
- Mr. T. Niles (United States)
- Mr. B.M. Noakes (Australia)
- Mr. T. Owuor (Kenya)
- Mr. T. Suzuki (Japan)
- Mr. A.W. Tabani (Pakistan)
- Mr. R. Thüising (Germany)
- Mr. Y. Wade (Senegal)

**Worker members:**
- Lord Brett (United Kingdom)
- Mr. U. Edström (Sweden)
- Ms. U. Engelen-Kefer (Germany)
- Mr. R. Falbr (Czech Republic)
- Mr. S. Ito (Japan)
- Mr. F. Kikongi di Mwinsa (Congo)
- Mr. W. Mansfield (Australia)
- Mr. J. Olivio Miranda Oliveira (Brazil)
- Mr. J.-C. Parrot (Canada)
- Mr. F. Ramírez León (Venezuela)
- Mr. Z. Rampak (Malaysia)
- Mr. I. Sahbani (Tunisia)
- Mr. G. Sibanda (Zimbabwe)
- Mr. J. Zellhoefer (United States)

1 Member holding non-elective seats as States of chief industrial importance.
Deputy members

Government deputy members:

Bangladesh
Benin
Bulgaria
Chile
Colombia
Cuba
Cyprus
Denmark
Dominican Republic
El Salvador
Gabon
Indonesia
Libyan Arab Jamahiriya
Lithuania

Mexico
New Zealand
Nigeria
Pakistan
Netherlands
Philippines
Portugal
South Africa
Sudan
United Republic of Tanzania
Thailand
Ukraine
United Arab Emirates
Yemen

Employer deputy members:

Mr. A. Abou Abdallah (Morocco)
Mr. I.P. Anand (India)
Mr. B. de Arbeloa (Venezuela)
Mr. J.W. Botha (South Africa)
Mr. N.H. Cho (Republic of Korea)
Mr. M. Djojosumarto (Indonesia)
Mr. W. Durling (Panama)
Mr. G.L. Glélé (Benin)
Mr. W.A. Hilton-Clarke (Trinidad and Tobago)

Ms. L. Horvatic (Croatia)
Mr. T. Huntjens (Netherlands)
Mr. A. Jeetun (Mauritius)
Mr. J.M. Lacasa Aso (Spain)
Mr. J. Lawson (Canada)
Mr. S. Marshall (New Zealand)
Mr. K. Mattar (United Arab Emirates)
Mr. J.A. de Regil (Mexico)
Mr. F. Sanzouango (Cameroon)
Ms. L. Sasso-Mazzuferi (Italy)

Worker deputy members:

Mr. E. Abou-Rizk (Lebanon)
Mr. N. Adyanthaya (India)
Mr. C. Agyei (Ghana)
Mr. K. Ahmed (Pakistan)
Ms. H. Anderson (Mexico)
Mr. G. Attigbe (Benin)
Mr. L. Basnet (Nepal)
Mr. M. Blondel (France)
Ms. C. Coletti (Italy)
Mr. Y. Kara (Israel)

Ms. H. Kasungu (United Republic of Tanzania)
Mr. F. Murangira (Rwanda)
Mrs. P. O'Donovan (Ireland)
Mr. E. Patel (South Africa)
Ms. M. Rozas Velásquez (Chile)
Mr. M. Shmakov (Russian Federation)
Mr. L. Trotman (Barbados)
Mr. T. Wojcik (Poland)
Ms. H. Yacob (Singapore)
Employer and Worker substitute deputy members

Employer substitutes:

Mr. K. Amoasi-Andoh (Ghana)  
Mr. M. Arbesser-Rastburg (Austria)  
Mr. G. Arthur Errazuriz (Chile)  
Mr. F. Balboul (Lebanon)  
Mr. M. Barde (Switzerland)  
Mr. C.R. Dhakal (Nepal)  
Mr. F. Díaz Garaycoa (Ecuador)  
Mr. A. Echavarría Saldarriago (Colombia)  
Mr. R. España Smith (Bolivia)  
Mr. Y. Gattegno (Israel)  
Mr. J. Kaswarra (Uganda)  
Mr. T. Makeka (Lesotho)

Worker substitutes:

Mr. A. Oshiomhole (Nigeria)  
Mr. M. Pakpahan (Indonesia)  
Mr. N. Khan (Bangladesh)  
Mr. M. Diop (Senegal)  
Mr. J. Chavez (Ecuador)  
Mr. K. Douglas (New Zealand)  
Mr. R. Daer (Argentina)  
Ms. M. de Vits (Belgium)  
Mr. M.E. Ould Brahim dit Dina (Mauritania)  
Mr. N. Adiko (Côte d’Ivoire)

Mr. A. Mallia Milanes (Malta)  
Mr. M. Megateli (Algeria)  
Mr. B. Nacoulma (Burkina Faso)  
Mr. G. Njisabira (Burundi)  
Mr. A. Pierides (Cyprus)  
Mr. B. Pirler (Turkey)  
Mr. P. Prior (Czech Republic)  
Mr. A. Schoeib (Egypt)  
Mr. P. Szirmai (Hungary)  
Mr. A. Tan (Philippines)  
Mr. J. Van Holm (Belgium)

1 In order of priority.
The 275th Session of the Governing Body of the International Labour Office was held on Friday, 18 June 1999, under the chairmanship of Mr. N. Akao (Government representative, Japan) followed by Mr. J.-J. Elmiger (Government representative, Switzerland).

The agenda was as follows:

2. Appointment of Governing Body committees and various bodies.
7. Report of the Director-General:
   Supplementary reports:
   — Obituary.
   — Memorandum of Understanding with the Pan-American Health Organization (PAHO).
   — Report of the Committee set up to examine the representation alleging non-observance by Hungary of the Employment Policy Convention, 1964 (No. 122), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the National Federation of Workers’ Councils (NFWC).
8. Reports of the Officers of the Governing Body:
   — Extension of the mandate of Mr. Rood as Chairperson of the Committee on Freedom of Association.
   — Discontinuation of the procedure initiated by the Governing Body in accordance with article 26(4) of the ILO Constitution concerning the observance by Nigeria 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).
   — Representation alleging non-observance by New Zealand of the Forced Labour Convention, 1930 (No. 29), made under article 24 of the ILO Constitution by the New Zealand Trade Union Federation.
9. Composition and agenda of standing bodies and meetings:
   — Appointment of Governing Body representatives on various bodies.
   — Matters on which the Officers of the Governing Body took decisions on its behalf:
     — Programme of meetings for the remainder of 1999 and 2000.
     — Symposia, seminars and similar meetings.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.

1 The Governing Body took note of several statements.
2 The Governing Body took note of the oral report made by the Chairman of the Committee.
3 For a more detailed account, see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.

Election of the Chairperson


Election of the Vice-Chairpersons

The Governing Body re-elected Mr. R. Thüising as Employer Vice-Chairperson and Lord Brett as Worker Vice-Chairperson for the year 1999-2000.

APPOINTMENT OF GOVERNING BODY COMMITTEES
AND, VARIOUS BODIES

The Governing Body appointed the members of its standing committees and other bodies for the 1999-2002 period. It also reconstituted the Subcommittee on Multinational Enterprises and the Working Party on Policy regarding the Revision of Standards of the Committee on Legal Issues and International Labour Standards. Moreover, the Governing Body reconvened the Working Party on the Social Dimensions of the Liberalization of International Trade for a further meeting in November 1999, when it would decide if the Working Party should meet thereafter.

Programme, Financial and Administrative Committee

Chairperson (ex officio, 1999-2000): The Chairman of the Governing Body,
Mr. J.-J. Elmiger (Switzerland)

Employer Vice-Chairperson: Mr. S. Marshall
Worker Vice-Chairperson: Mr. M. Blondel

Government members:

<table>
<thead>
<tr>
<th>Country</th>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>Algeria</td>
<td>Japan</td>
</tr>
<tr>
<td>Benin</td>
<td>Korea, Republic of</td>
</tr>
<tr>
<td>Brazil</td>
<td>Libyan Arab Jamahiriya</td>
</tr>
<tr>
<td>Canada</td>
<td>Lithuania</td>
</tr>
<tr>
<td>Chile</td>
<td>Malaysia</td>
</tr>
<tr>
<td>China</td>
<td>Mexico</td>
</tr>
<tr>
<td>Croatia</td>
<td>Namibia</td>
</tr>
<tr>
<td>Cuba</td>
<td>Netherlands</td>
</tr>
<tr>
<td>Cyprus</td>
<td>New Zealand</td>
</tr>
<tr>
<td>Denmark</td>
<td>Nigeria</td>
</tr>
<tr>
<td>Ethiopia</td>
<td>Pakistan</td>
</tr>
<tr>
<td>France</td>
<td>Peru</td>
</tr>
<tr>
<td>Germany</td>
<td>Philippines</td>
</tr>
<tr>
<td>Ghana</td>
<td>Russian Federation</td>
</tr>
<tr>
<td>Guatemala</td>
<td>Saudi Arabia</td>
</tr>
<tr>
<td>India</td>
<td>Slovakia</td>
</tr>
<tr>
<td>Indonesia</td>
<td>South Africa</td>
</tr>
<tr>
<td>Italy</td>
<td>Switzerland</td>
</tr>
</tbody>
</table>
Thailand
United Arab Emirates
United Kingdom

Substitutes:
Bangladesh
Bulgaria

Employer members:
Mr. Abou Abdallah
Mr. Anand
Mr. Botha
Mr. Dahlan
Mr. Durling
Mr. Hoff
Mr. Huntjens
Mr. Lambert
Mr. Lawson
Mr. Marshall
Mr. M'Kaissi
Mr. Niles

Substitutes:
Mr. Barde
Mr. Boisson
Mr. Cho
Mr. Glélé

Worker members:
Mr. Adyanthaya
Mr. Ahmed
Mrs. Anderson
Mr. Attigbe
Mr. Blondel
Lord Brett
Mr. Edström
Mrs. Engelen-Kefer
Mr. Ito

Substitutes:
Mr. Abou-Rizk
Mr. Agyei
Mr. Basnet
Mrs. Coletti
Mr. Falbr

Mr. Noakes
Mr. Owuor
Mr. Pierides
Mr. Pirler
Mr. Prior
Mr. Sanzouango
Mrs. Sasso-Mazzufferi
Mr. Schoeib
Mr. Suzuki
Mr. Szirmai
Mr. Thüsing
Mr. Wade
Ms. Horvatic
Mr. Jeetun
Mr. Mattar
Mr. de Regil
Mr. Kikongi di Mwinsa
Mr. Parrot
Mr. Ramírez León
Mr. Rampak
Mr. Sahbani
Mr. Shmakov
Mr. Sibanda
Mr. Trotman
Mr. Zellhoefer
Mr. Kara
Ms. Kasungu
Mr. Mansfield
Mr. Murangira
Ms. O'Donovan
Committee on Freedom of Association

Chairperson: Mr. Rood (Netherlands)¹

Employer Vice-Chairperson: Mr. Noakes

Worker Vice-Chairperson: Mrs. Engelen-Kefer

Government members:
France
Japan
Venezuela

Substitutes:
Chile
Denmark
Pakistan

Employer members:
Mr. Noakes
Mr. de Regil
Mrs. Sasso-Mazzufferi

Substitutes:
Mr. Boisson
Mr. Botha
Mr. Durling

Worker members:
Mrs. Engelen-Kefer
Mr. Ramírez León
Mr. Sibanda

Substitutes:
Mr. Agyei
Mr. Zellhoefer
Mr. Edström

¹ Mr. Rood was reappointed as independent Chairperson by the Governing Body at its 275th Session (18 June 1999).
Committee on Legal Issues and International Labour Standards

Chairperson: Mr. Rodríguez Cedeño (Venezuela)

Employer Vice-Chairperson: Mr. Funes de Rioja

Worker Vice-Chairperson: Mr. Parrot

Government members:

- Bangladesh
- Benin
- Brazil
- Canada
- Chile
- China
- Croatia
- Cuba
- Cyprus
- Denmark
- El Salvador
- Ethiopia
- France
- Germany
- Ghana
- Guatemala
- India
- Indonesia
- Italy
- Japan
- Korea, Republic of
- Mexico
- Namibia
- Netherlands
- New Zealand
- Pakistan
- Peru
- Philippines
- Portugal
- Russian Federation
- Saudi Arabia
- Slovakia
- Switzerland
- Thailand
- United Arab Emirates
- United Kingdom
- United States
- Venezuela

Substitutes:

- Bulgaria
- Dominican Republic
- Lithuania
- Nigeria
- Trinidad and Tobago
- Ukraine
- Yemen

Employer members:

- Mr. Boisson
- Mr. Cho
- Mr. Funes de Rioja
- Mr. Hoff
- Ms. Horvatic
- Mr. Huntjens
- Mr. Lambert
- Mr. Lawson
- Mr. Niles
- Mr. Noakes
- Mr. Pierides
- Mr. de Regil
- Mr. Suzuki

Substitutes:

- Mr. Botha
- Mr. Durling
- Mr. Hilton-Clarke
- Mr. Marshall
- Mr. Sanzouango
- Mrs. Sasso-Mazzufferi
- Mr. Tabani
- Mr. Thüising
Worker members:
Mr. Agyei
Mr. Ahmed
Mr. Basnet
Mr. Blondel
Mrs. Coletti
Mr. Edström
Mr. Falbr
Ms. Kasungu
Mr. Mansfield

Substitutes:
Mr. Adyanthaya
Lord Brett
Mr. Ito
Mr. Kara
Mr. Kikongi di Mwinsa

Working Party on Policy regarding the Revision of Standards

Chairperson: Mr. Cartier (France)
Employer Vice-Chairperson: Mr. Funes de Rioja
Worker Vice-Chairperson: Mr. Edström

Government members:
Benin
Colombia
Croatia
Ethiopia
France
Ghana
Indonesia
Korea, Republic of

Substitutes:
Canada
Denmark
Guatemala
India

Employer members:
Mr. Boisson
Mr. Botha
Mr. Durling
Mr. Funes de Rioja

Mr. Murangira
Ms. O'Donovan
Mr. Olivio Miranda Oliveira
Mr. Parrot
Mr. Patel
Mr. Rampak
Mrs. Rozas Velásquez
Mr. Wojcik
Mr. Zellhoefer

Mr. Ramírez León
Mr. Sahbani
Mr. Sibanda
Mr. Trotman
Ms. Yacob

Malaysia
Mexico
Namibia
New Zealand
Russian Federation
Switzerland
Trinidad and Tobago
United States
Netherlands
Philippines
Slovakia
Venezuela

Mr. Niles
Mr. Noakes
Mr. Sanzouango
Mr. Tabani
Worker members:
Mr. Agyei
Mr. Ahmed
Mr. Blondel
Mr. Edström

Substitutes:
Mr. Basnet
Ms. Kasungu
Ms. O’Donovan
Mr. Olivio Miranda Oliveira

Subcommittee on Multinational Enterprises

Chairperson: Ms. Perlin (Canada)
Employer Vice-Chairperson: Mr. Noakes
Worker Vice-Chairperson: Mr. Patel

Government members:
Canada
Italy
Japan

Substitutes:
China
Guatemala

Employer members:
Mr. Barde
Mr. Boisson
Mr. Lambert

Substitutes:
Mr. Botha
Mr. Cho
Mr. Huntjens

Worker members:
Mr. Murangira
Ms. O’Donovan
Mr. Olivio Miranda Oliveira

Substitutes:
Mr. Ahmed
Mr. Basnet
Mr. Edström
Committee on Employment and Social Policy

Chairperson: Mr. Simanjuntak (Indonesia)
Employer Vice-Chairperson: Mr. Niles
Worker Vice-Chairperson: Mr. Ito

Government members:
- Brazil
- Bulgaria
- Burkina Faso
- Canada
- Chad
- Chile
- China
- Croatia
- Cyprus
- Denmark
- El Salvador
- France
- Germany
- Ghana
- Guatemala
- India
- Indonesia
- Italy
- Japan
- Korea, Republic of
- Libyan Arab Jamahiriya

Substitutes:
- Bangladesh
- Cuba
- Ethiopia
- Saudi Arabia
- Ukraine

Employer members:
- Mr. Abou Abdallah
- Mr. Arbesser-Rastburg
- Mr. Boisson
- Mr. Botha
- Mr. Donato
- Mr. Funes de Rioja
- Mr. Hilton-Clarke
- Ms. Horvatic
- Mr. Jeetun
- Mr. Lacasa Aso
- Mr. Lambert
- Mr. Lawson
- Mr. Marshall
- Mr. Niles
- Mr. Owuor
- Mr. Pierides
- Mr. Pirler
- Ms. Sasso-Mazzufferi
- Mr. Suzuki
- Mr. Tabani
- Mr. Thüsing
Substitutes:
Mr. Anand
Mr. de Arbeloa
Mr. Cho
Mr. Durling
Mr. Noakes
Mr. De Regil
Mr. Wade

Worker members:
Mr. Abou-Rizk
Mr. Adyanthaya
Mr. Agyei
Mr. Attigbe
Mr. Basnet
Lord Brett
Ms. Coletti
Mr. Falbr
Mr. Ito
Mr. Kara
Ms. Kasungu
Mr. Mansfield
Mr. Murangira
Mr. Patel
Mr. Ramírez León
Ms. Rozas Velásquez
Mr. Shmakov
Mr. Trotman
Mr. Wojcik

Substitutes:
Ms. Anderson
Mr. Blondel
Ms. Engelen-Kefer
Mr. Parrot
Mr. Rampak
Mr. Sahbani
Mr. Sibanda
Ms. Yacob
Mr. Yilla

Committee on Technical Cooperation
Chairperson: Mr. Yimer Aboye (Ethiopia)
Employer Vice-Chairperson: Mr. Hoff
Worker Vice-Chairperson: Mr. Agyei

Government members:
Bangladesh
Brazil
Burkina Faso
Canada
China
Denmark
Dominican Republic
Ethiopia
France
Germany
Guatemala
India
Indonesia
Italy
Japan
Korea, Republic of
Lithuania
Malaysia
Mexico
Namibia
Netherlands
Nigeria
Pakistan
Peru
Philippines
Portugal
Russian Federation
Saudi Arabia
Slovakia  Trinidad and Tobago
South Africa  United Kingdom
Sudan  United States
Switzerland  Venezuela
Thailand

Substitutes:
- Benin  El Salvador
- Bulgaria  Libyan Arab Jamahiriya
- Chad  Ukraine
- Croatia
- Cyprus

Employer members:
- Mr. Anand
- Mr. Arbesser-Rastburg
- Mr. Botha
- Mr. Djojosumarto
- Mr. Donato
- Mr. Durling
- Mr. Glélé
- Mr. Hilton-Clarke
- Mr. Hoff
- Ms. Horvatic
- Mr. Jeetun
- Mr. Lacasa Aso

Substitutes:
- Mr. Abou Abdallah
- Mr. de Arbeloa
- Mr. Boisson
- Mr. Lambert

Worker members:
- Mr. Abou-Rizk
- Mr. Adyánthaya
- Mr. Agyei
- Mr. Attigbe
- Mr. Edström
- Ms. Engelen-Kefer
- Mr. Ito
- Mr. Kara
- Mr. Kikongi di Mwinsa

- Mr. Marshall
- Mr. Mattar
- Mr. M'Kaissi
- Mr. Owuor
- Mr. Pierides
- Mr. Pirler
- Mr. Prior
- Mr. Sanzouango
- Mr. Schoeib
- Mr. Suzuki
- Mr. Tabani
- Mr. Wade

- Mr. Noakes
- Ms. Sasso-Mazzufferi
- Mr. Thüsing

- Mr. Murangira
- Mr. Olivio Miranda Oliveira
- Mr. Patel
- Mr. Rampak
- Mr. Sahbani
- Mr. Trotman
- Mr. Wojcik
- Ms. Yacob
Substitutes:

Ms. Anderson
Mr. Falbr
Mr. Mansfield
Ms. O’Donovan

Ms. Rozas Velásquez
Mr. Shmakov
Mr. Sibanda
Mr. Zellhoefer

Committee on Sectoral and Technical Meetings and Related Issues

Chairperson: Mr. Navikas (Lithuania)
Employer Vice-Chairperson: Mr. Jeetun
Worker Vice-Chairperson: Mr. Zellhoefer

Government members:

Bangladesh
Canada
China
Denmark
Ethiopia
France
Germany
Ghana
Guatemala
India
Indonesia
Italy
Japan
Korea, Republic of

Lithuania
Malaysia
Mexico
Netherlands
Nigeria
Pakistan
Peru
Philippines
Russian Federation
Switzerland
Thailand
United Kingdom
United States
Venezuela

Substitutes:

Brazil
Bulgaria
Croatia
Cyprus
El Salvador

Namibia
Saudi Arabia
Slovakia
Tanzania, United Republic of
Ukraine

Employer members:

Mr. Arbeser-Rastburg
Mr. Huntjens
Mr. Jeetun
Mr. Lawson
Mr. M’Kaissi

Mr. Pierides
Ms. Sasso-Mazzuferi
Mr. Suzuki
Mr. Wade

Substitutes:

Mr. Abou Abdallah
Mr. Boisson
Mr. Durling

Ms. Horvatic
Mr. Lambert
Mr. Marshall
Mr. Niles
Mr. Noakes
Mr. de Regil

Worker members:
Mr. Abou-Rizk
Ms. Anderson
Mr. Attigbe
Mr. Basnet
Mr. Blondel
Lord Brett
Mr. Falbr
Mr. Kara

Substitutes:
Ms. Coletti
Mr. Edström
Ms. Engelen-Kefer
Mr. Ito
Ms. Kasungu

Ms. O'Donovan
Mr. Parrot
Mr. Ramírez León
Mr. Shmakov
Ms. Yacob
Mr. Zellhoefer

Mr. Mansfield
Mr. O'Donovan
Mr. Parrot
Mr. Ramírez León
Mr. Shmakov
Ms. Yacob
Mr. Zellhoefer

Board of the International Institute for Labour Studies

Chairperson (ex officio): The Director-General of the International Labour Office, Mr. J. Somavia
Secretary (ex officio): The Director of the International Institute for Labour Studies, Mr. P. Gopinath

The Governing Body appointed the following twelve of its members, namely four from each of the three groups, as members of the Board of the International Institute for Labour Studies for a period of three years.

Government members:
Dominican Republic
Russian Federation

Substitutes:
Canada
Ethiopia
Indonesia

Employer members:
Mr. Barde
Mr. Boisson

Substitutes:
Mr. Abou Abdallah
Mr. Anand

Ms. Sasso-Mazzufferi
Mr. Suzuki
Worker members:
Mr. Ahmed
Ms. O'Donovan

Substitutes:
Mr. Adyanthaya
Mr. Blondel
Mr. Murangira

Mr. Patel
Ms. Rozas Velásquez

Ms. O’Donovan
Ms. Rozas Velásquez

Mr. Adyanthaya
Mr. Blondel
Mr. Murangira

Ms. Rozas Velásquez

Ms. O’Donovan
Ms. Rozas Velásquez

Substitutes:
Mr. Adyanthaya
Mr. Blondel
Mr. Murangira

The Conseiller d'Etat in charge of the Public Instruction Department of the Republic and Canton of Geneva (ex officio): Ms. Martine Brunschwig Graf

Representative of the Secretary-General of the United Nations: Mr. Y. Berthelot

Representative of the Director-General of UNESCO: Ms. F. Fournier

Board of the International Training Centre of the ILO

Chairperson (ex officio): The Director-General of the International Labour Office, Mr. J. Somavia

Secretary (ex officio): The Director of the Centre, Mr. F. Trémeaud

Member appointed by the Italian Government: Mr. M. Salimei

Member appointed by the City of Turin: The Mayor of Turin (or his substitute)

The Chairperson of the Regional Council of Piedmont (or his substitute)

The Chairperson of the “Unione industriale di Torino” (or his substitute)

The Governing Body appointed the following 24 of its members, 12 from the Government group, and six from each of the other two groups, as members of the Board of the Centre for a period of three years.

Government members:
Algeria
Brazil
Burkina Faso
China
El Salvador
Ethiopia

France
India
Malaysia
Slovakia
United Arab Emirates
United States

Substitutes:
Benin
Chile
Gabon
Germany

Libyan Arab Jamahiriya
Peru
Portugal

1 Member States of chief industrial importance.
Employer members:
Mr. Anand
Mr. de Arbeloa
Mr. M'Kaissi
Mr. Owuor
Mrs. Sasso-Mazzufferi
Mr. Wade

Substitutes:
Mr. Abou Abdallah
Mr. Barde
Mr. Donato
Mr. Durling
Mr. Glélé
Mr. Lambert
Mr. Mattar
Mr. Sanzouango

Worker members:
Mr. Abou-Rizk
Mr. Agyei
Mrs. Coletti
Mr. Kara
Mr. Olivio Miranda Oliveira
Mr. Rampak

Substitutes:
Mr. Adyanthaya
Mr. Ahmed
Mr. Attigbe
Lord Brett
Mr. Ito
Ms. Kasungu
Mr. Kikongi di Mwinsa
Ms. Rozas Velásquez
Mr. Wojcik

Working Party on the Social Dimensions of the Liberalization of International Trade

At its 260th Session (June 1994) the Governing Body decided to set up a working party to discuss all relevant aspects of the liberalization of international trade, which would be open to all members of the Governing Body. The Working Party held its first sitting in conjunction with the Governing Body's 261st Session (November 1994). At its 275th Session (June 1999) the Governing Body decided to reconstitute this Working Party.

Chairperson: Mr. Lyne (United Kingdom)
Employer spokesperson: Mr. Tabani
Worker spokesperson: Lord Brett

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

316th Report


Case No. 1971 (Denmark)

The Governing Body:

(a) requested the Government to review section 12 of the Conciliation Act as indicated in its conclusions, in consultation with the social partners, so as to ensure that the view of the majority of workers in a given sector is not subordinated to the view of the majority of the entire labour market as concerns the possibility of continuing free collective bargaining of terms and conditions of employment and as concerns the possibility of undertaking industrial action;

(b) considering that the 1998 Act renewing certain collective agreements involved statutory intervention in the collective bargaining process contrary to the principles of free collective bargaining and the right of workers' and employers' organizations to organize their activities and to formulate their programmes, the Governing Body urged the Government to ensure that such intervention is not repeated in the future;

(c) drew the legal aspects of this case to the attention of the Committee of Experts on the Application of Conventions and Recommendations.

REPORT OF THE OFFICERS OF THE SUBCOMMITTEE ON MULTINATIONAL ENTERPRISES

The Governing Body approved the questionnaire appended to the report, and decided that it should be dispatched in July-August 1999 and that governments and employers' and workers' organizations should be requested to communicate their replies to the ILO by 29 February 2000 in accordance with the deadline indicated in the questionnaire.

REPORT OF THE DIRECTOR-GENERAL

Obituary

The Governing Body paid tribute to the memory of the deceased persons and requested the Director-General to convey its sympathy to the family of Alfonso Sánchez Madariaga and to the Mexican Confederation of Workers; as well as to the family of Fernando Yllanes Ramos, the International Organization of Employers and the Mexican Organization of Employers.

Memorandum of Understanding
between the International Labour Organization (ILO)
and the Pan-American Health Organization (PAHO)

The Governing Body approved the text of the Memorandum of Understanding appended to the report and authorized the Director-General or his representative to sign it on behalf of the ILO.

2 For the text of the Memorandum of Understanding, see pages 79-82 below.
Report of the Committee set up to examine the representation alleging non-observance by Hungary of the Employment Policy Convention, 1964 (No. 122), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the National Federation of Workers' Councils (NFWC)

The Governing Body:

(a) approved the report, and in particular the conclusions contained in paragraphs 34 through 44, on the basis of the information presented to the Committee;

(b) invited the Government of Hungary to include detailed information, in its next reports on the application of Conventions Nos. 111 and 122 under article 22 of the ILO Constitution, regarding the following:

(i) the employment policy for civil servants employed in institutions of higher education;

(ii) the precise impact of the budgetary restrictions on the employment of male and female civil servants employed in institutions of higher education;

(iii) any measures taken to ensure that civil servants dismissed from institutions of higher learning on the basis of their eligibility for retirement have access to redress through the judicial process, the status of any claims filed, and the outcome of those claims; and

(iv) the findings of the parliamentary investigation initiated by the Ombudsman into the dismissal of female lecturers and researchers;

so that the Committee of Experts on the Application of Conventions and Recommendations could continue to examine this matter;

(c) declared closed the procedure initiated as a result of the representation of the NFWC alleging non-observance of the Employment Policy Convention, 1964 (No. 122), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

REPORTS OF THE OFFICERS OF THE GOVERNING BODY

Extension of the mandate of Mr. Rood as Chairperson of the Committee on Freedom of Association

The Governing Body extended the mandate of Professor Rood as Chairperson of the Committee on Freedom of Association until the expiry of the term of office of the current Governing Body.

Discontinuation of the procedure initiated by the Governing Body in accordance with article 26(4) of the ILO Constitution concerning the observance by Nigeria of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

The Governing Body decided:

(a) in view of the substantial progress noted by the supervisory bodies, to discontinue the procedure that it initiated, under article 26(4) of the Constitution, for the consideration by a commission of inquiry of the question of the effective observance by Nigeria 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);
(b) requested the Government of Nigeria to inform the Committee on Freedom of Association of developments in respect of outstanding issues in Cases Nos. 1793 and 1935.

*Representation alleging non-observance by New Zealand of the Forced Labour Convention, 1930 (No. 29), made under article 24 of the ILO Constitution by the New Zealand Trade Union Federation*

The Governing Body decided that the representation was receivable, and appointed a committee to examine it.

**COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS**

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

**Renewal of appointments**

The Governing Body renewed the appointments of the following members of the Committee of Experts on the Application of Conventions and Recommendations for a period of three years:

- Mr. Justice P.N. Bhagwati (India);
- Sir William Douglas (Barbados);
- Ms. Eva Letowska (Poland);
- Mr. Benjamin Obi Nwabueze (Nigeria);
- Mr. Amadou Sô (Senegal).

*International Consultation concerning Follow-up on the World Summit for Social Development (Geneva, 2-4 November 1999)*

The Governing Body approved the following list of countries whose governments would be invited to nominate participants:

**Africa:** Cameroon, Côte d'Ivoire, Egypt, Kenya, Nigeria, Zambia, Zimbabwe;

**Americas:** Barbados, Brazil, Chile, El Salvador, Mexico, Peru, United States;

**Asia:** Bangladesh, China, India, Nepal, Malaysia, Saudi Arabia, Thailand;

**Europe:** Bulgaria, Denmark, Hungary, Ireland, Netherlands, Russian Federation, Slovakia, Ukraine, United Kingdom.

*Meeting of Experts on Workers in Situations needing Protection (Geneva, May 2000)*

**Agenda**

The Director-General approved the following agenda:

1. To examine the following issues arising out of the work of the Committee on Contract Labour at the International Labour Conference in June 1998:

---

1 As regards meetings, only decisions concerning their composition and agenda are published in the *Official Bulletin.*
(a) which workers, in the situations that began to be identified in the Committee, are in need of protection;
(b) appropriate ways in which such workers can be protected, and the possibility of dealing separately with the various situations;
(c) how such workers would be defined, bearing in mind the different legal systems that exist and language differences.

2. To advise the ILO on its future action to protect such workers, including the possible adoption of a Convention supplemented by a Recommendation if such adoption is, according to the normal procedures, considered necessary by the International Labour Conference.

3. To advise the ILO on other measures to be taken with a view to completing the work commenced by the Conference Committee on Contract Labour.

Composition

The Governing Body decided that the meeting should be attended by 12 experts nominated after consultations with governments, 12 after consultations with the Employers' group, and 12 after consultations with the Workers' group of the Governing Body.

The Governing Body took note that, in order to obtain the government nominations, account being taken of the available experience and the need for geographical distribution, the Director-General intended to consult the Governments of Argentina, Cameroon, Canada, Chile, France, Germany, India, Japan, Netherlands, Philippines, South Africa and Sweden. Should any of those governments be unable to nominate a participant, the Director-General would approach the Governments of Hungary, Mexico, Nigeria, Pakistan, Republic of Korea, Senegal, Spain, United States or Venezuela.

Appointment of Governing Body representatives on various bodies

The Governing Body appointed the members indicated below as its representatives to the following meetings, which they would also chair:

Symposium on the Social and Labour Consequences of Technological Developments, Deregulation and Privatization of Transport
(Geneva, 20-24 September 1999)
Mr. Kettledas (Government, South Africa).

Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce
(Geneva, 25-29 October 1999)
Mr. Arbesser-Rastburg (Employer member, Austria).

Tripartite Meeting on Safety and Health in the Fishing Industry
(Geneva, 13-17 December 1999)
Mr. Edström (Worker member, Sweden).

Matters on which the Officers of the Governing Body took decisions on its behalf

Programme of meetings for the remainder of 1999 and for 2000

The Officers of the Governing Body approved the following programme of meetings.
<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>24-27 August</td>
<td>Fourteenth American Regional Meeting</td>
<td>Lima</td>
</tr>
<tr>
<td>27 September-1 October</td>
<td>Meeting of Experts on Labour Inspection and Child Labour</td>
<td>&quot;</td>
</tr>
<tr>
<td>18-22 October</td>
<td>International Symposium on Trade Unions and the Informal Sector</td>
<td>&quot;</td>
</tr>
<tr>
<td>25-29 October</td>
<td>Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce</td>
<td>&quot;</td>
</tr>
<tr>
<td>2-4 November</td>
<td>International Consultation concerning Follow-up on the World Summit for Social Development</td>
<td>&quot;</td>
</tr>
<tr>
<td>4-19 November</td>
<td>276th Session of the Governing Body and its committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>5-6 November</td>
<td>Second Enterprise Forum</td>
<td>&quot;</td>
</tr>
<tr>
<td>25 November-10 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>8-11 December</td>
<td>Ninth African Regional Meeting</td>
<td>Abidjan</td>
</tr>
<tr>
<td>13-17 December</td>
<td>Tripartite Meeting on Safety and Health in the Fishing Industry</td>
<td>Geneva</td>
</tr>
<tr>
<td>17-26 January</td>
<td>Meeting of Experts on Safety in the Use of Insulation Wools</td>
<td>Geneva</td>
</tr>
<tr>
<td>28 February-3 March</td>
<td>Symposium on Information Technologies in the Media and Entertainment Industries: Their Impact on Employment, Working Conditions and Labour-management Relations</td>
<td>&quot;</td>
</tr>
<tr>
<td>16-31 March</td>
<td>277th Session of the Governing Body and its committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>10-14 April</td>
<td>Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel</td>
<td>&quot;</td>
</tr>
<tr>
<td>May</td>
<td>Meeting of Experts on Workers in Situations Needing Protection</td>
<td>&quot;</td>
</tr>
<tr>
<td>8-12 May</td>
<td>Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment</td>
<td>&quot;</td>
</tr>
<tr>
<td>25-26 May</td>
<td>Governing Body Committee on Freedom of Association</td>
<td>&quot;</td>
</tr>
<tr>
<td>30 May-15 June</td>
<td>88th Session of the International Labour Conference</td>
<td>&quot;</td>
</tr>
<tr>
<td>16 June</td>
<td>278th Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>18-22 September</td>
<td>Tripartite Meeting on Moving to Sustainable Agricultural Development through the Modernization of Agriculture and Employment in a Globalized Economy</td>
<td>&quot;</td>
</tr>
<tr>
<td>16-20 October</td>
<td>Tripartite Meeting on Labour Practices in the Footwear, Leather, Textiles and Clothing Industries</td>
<td>&quot;</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>2-17 November</td>
<td>279th Session of the Governing Body and its committees</td>
<td>Geneva</td>
</tr>
<tr>
<td>23 November-8 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td></td>
</tr>
<tr>
<td>11-15 December</td>
<td>29th Session of the Joint Maritime Commission</td>
<td></td>
</tr>
<tr>
<td>December</td>
<td>Sixth European Regional Meeting</td>
<td></td>
</tr>
<tr>
<td>Second half</td>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (CEART)</td>
<td></td>
</tr>
<tr>
<td>Second half</td>
<td>World Employment Forum</td>
<td></td>
</tr>
</tbody>
</table>

**Symposia, seminars and similar meetings**

The Officers of the Governing Body approved proposals for a number of symposia, seminars and similar meetings.¹

¹ The list of meetings is contained in GB.275/Inf.2.
Official measures taken regarding decisions of the International Labour Conference\(^1\)

Constitution of the International Labour Organization: Instrument of Amendment, 1997\(^2\)

**Ratifications/Acceptances**

In accordance with article 3 of the Instrument for the amendment of the Constitution of the International Labour Organization, 1997, the following ratifications and acceptance have been communicated to the Director-General of the International Labour Office:

<table>
<thead>
<tr>
<th>State</th>
<th>Measure</th>
<th>Date Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albania</td>
<td>Ratification</td>
<td>30 June 1999</td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>Ratification</td>
<td>15 June 1999</td>
</tr>
<tr>
<td>Libyan Arab Jamahiriya</td>
<td>Ratification</td>
<td>26 May 1999</td>
</tr>
<tr>
<td>Lebanon</td>
<td>Ratification</td>
<td>4 June 1999</td>
</tr>
<tr>
<td>Malawi</td>
<td>Ratification</td>
<td>17 May 1999</td>
</tr>
<tr>
<td>New Zealand</td>
<td>Ratification</td>
<td>25 May 1999</td>
</tr>
<tr>
<td>Nicaragua</td>
<td>Ratification</td>
<td>11 August 1999</td>
</tr>
<tr>
<td>Norway</td>
<td>Ratification</td>
<td>11 June 1999</td>
</tr>
<tr>
<td>Panama</td>
<td>Ratification</td>
<td>10 August 1999</td>
</tr>
<tr>
<td>Peru</td>
<td>Ratification</td>
<td>16 July 1999</td>
</tr>
<tr>
<td>Portugal</td>
<td>Ratification</td>
<td>3 May 1999</td>
</tr>
<tr>
<td>Romania</td>
<td>Ratification</td>
<td>31 May 1999</td>
</tr>
<tr>
<td>Singapore</td>
<td>Acceptance</td>
<td>6 May 1999</td>
</tr>
<tr>
<td>Tajikistan</td>
<td>Ratification</td>
<td>10 May 1999</td>
</tr>
<tr>
<td>United Arab Emirates</td>
<td>Ratification</td>
<td>20 May 1999</td>
</tr>
</tbody>
</table>

The total number of ratifications and acceptances is thus 46, including two by States of chief industrial importance.

---

\(^1\) Period covered: 1 May-31 August 1999.

International labour Conventions: Ratifications, denunciations and declarations concerning the application of Conventions to non-metropolitan territories

Notice is hereby given that the Director-General of the International Labour Office has registered the following ratifications and denunciations of international labour Conventions, as well as the following declarations concerning the application of Conventions to non-metropolitan territories. In pursuance of article 20 of the Constitution of the International Labour Organization, particulars of these ratifications, denunciations and declarations have been communicated to the Secretary-General of the United Nations Organization for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office concerning the legal status of the State having communicated such information (including the communication of a ratification, denunciation or declaration), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration of ratification/denunciation/declaration</th>
<th>Date on which ratification/denunciation/declaration will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Private Employment Agencies Convention, 1997 (No. 181)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Austria</td>
<td>Safety and Health in Mines Convention, 1995 (No. 176)</td>
<td>28 May 1999</td>
<td>28 May 2000</td>
</tr>
<tr>
<td>Bahrain</td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>2 June 1999</td>
<td>2 June 2000</td>
</tr>
<tr>
<td>Belize</td>
<td>Weekly Rest (Industry) Convention, 1921 (No. 14)</td>
<td>22 June 1999</td>
<td>22 June 2000</td>
</tr>
<tr>
<td></td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Workers’ Representatives Convention, 1971 (No. 135)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification/denunciation/declaration</td>
<td>Date on which ratification/denunciation/declaration will take effect</td>
</tr>
<tr>
<td>---------------------</td>
<td>----------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------</td>
<td>--------------------------------------------------------------------</td>
</tr>
<tr>
<td>Belize (cont.)</td>
<td>Paid Educational Leave Convention, 1974 (No. 140)</td>
<td>22 June 1999</td>
<td>22 June 2000</td>
</tr>
<tr>
<td></td>
<td>Rural Workers' Organisations Convention, 1975 (No. 141)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Collective Bargaining Convention, 1981 (No. 154)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Occupational Safety and Health Convention, 1981 (No. 155)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Workers with Family Responsibilities Convention, 1981 (No. 156)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cambodia</td>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>23 August 1999</td>
<td>23 August 2000</td>
</tr>
<tr>
<td></td>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>15 June 1999</td>
<td>15 June 2000</td>
</tr>
<tr>
<td></td>
<td><strong>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>The scope of the Convention is limited to industry or to the economic activities set forth in Article 5, paragraph 3. The employment of persons from 12 to 14 years of age on light work is authorized as provided in Article 7, paragraph 4.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification/denunciation/declaration</td>
<td>Date on which ratification/denunciation/declaration will take effect</td>
</tr>
<tr>
<td>------------</td>
<td>-----------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------</td>
<td>---------------------------------------------------------------------</td>
</tr>
<tr>
<td>Egypt</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>9 June 1999</td>
<td>9 June 2000</td>
</tr>
<tr>
<td></td>
<td><em>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ethiopia</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>27 May 1999</td>
<td>27 May 2000</td>
</tr>
<tr>
<td></td>
<td><em>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Recruitment and Placement of Seafarers Convention, 1996 (No. 179)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Private Employment Agencies Convention, 1997 (No. 181)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Georgia</td>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>3 August 1999</td>
<td>3 August 2000</td>
</tr>
<tr>
<td>Iceland</td>
<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
<td>11 May 1999</td>
<td>11 May 2000</td>
</tr>
<tr>
<td>Indonesia</td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>7 June 1999</td>
<td>7 June 2000</td>
</tr>
<tr>
<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><em>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lithuania</td>
<td>Labour Statistics Convention, 1985 (No. 160)</td>
<td>10 June 1999</td>
<td>10 June 2000</td>
</tr>
<tr>
<td></td>
<td><em>Pursuant to Article 16, paragraph 2, of the Convention, the Government has accepted all the provisions of Part II.</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Norway</td>
<td>Health Protection and Medical Care (Seafarers) Convention, 1987 (No. 164)</td>
<td>11 June 1999</td>
<td>11 June 2000</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification/ declaration</td>
<td>Date on which ratification/ declaration will take effect</td>
</tr>
<tr>
<td>------------------</td>
<td>-----------------------------------------------------------------------------</td>
<td>---------------------------------------------------</td>
<td>--------------------------------------------------------</td>
</tr>
<tr>
<td>Norway (cont.)</td>
<td>Safety and Health in Mines Convention, 1995 (No. 176)</td>
<td>11 June 1999</td>
<td>11 June 2000</td>
</tr>
<tr>
<td></td>
<td>Labour Inspection (Seafarers) Convention, 1996 (No. 178)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Recruitment and Placement of Seafarers Convention, 1996 (No. 179)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Portugal</td>
<td>Occupational Cancer Convention, 1974 (No. 139)</td>
<td>3 May 1999</td>
<td>3 May 2000</td>
</tr>
<tr>
<td></td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Asbestos Convention, 1986 (No. 162)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Slovenia</td>
<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
<td>21 June 1999</td>
<td>21 June 2000</td>
</tr>
<tr>
<td>Switzerland</td>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>17 August 1999</td>
<td>17 August 2000</td>
</tr>
<tr>
<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td><strong>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified. Pursuant to Article 3, the minimum age for admission to underground work has been specified to be 19 full years, and for apprentices 20 full years.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trinidad and Tobago</td>
<td>Merchant Shipping (Minimum Standards) Convention, 1976 (No. 147)</td>
<td>3 June 1999</td>
<td>3 June 2000</td>
</tr>
<tr>
<td></td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>8 June 1999</td>
<td>8 June 2000</td>
</tr>
</tbody>
</table>
II. Denunciations

**Albania**

Inspection of Emigrants Convention, 1926 (No. 21)

The text of the communication concerning the denunciation by Albania of this Convention reads as follows:

"Having considered the time and circumstances when the abovementioned Convention was ratified, and having considered that the present days emigration is no more like that specified in the Convention; and after consultation with the most representative workers' and employers' organizations, the Assembly of the Republic of Albania decided to denounce the Inspection of Emigrants Convention, 1926 (No. 21)."

**Finland**

Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)

The text of the communication concerning the denunciation by Finland of this Convention reads as follows:

"The denunciation of the Convention is necessary because the Finnish Working Hours Act (605/1996) does not completely fulfil all the requirements of the Convention. In certain cases, when work is done on a periodic basis and when the employer and employee have agreed on flexible working hours, the hours of work can exceed 10 hours a day. In addition, the Act does not in any way qualify to grant the temporary exceptions as prescribed by the Convention. The Finnish National ILO Committee is in favour of the denunciation."

**Mauritius**

Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64)

Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65)

The text of the communication concerning the denunciation by Mauritius of these Conventions reads as follows:

"The Contracts of Employment (Indigenous Workers) Convention, 1939 (No. 64), and the Penal Sanctions (Indigenous Workers) Convention, 1939 (No. 65), were among the ILO Conventions extended by the Government of the United Kingdom to Mauritius before Mauritius attained independence on 12 March 1968. On 25 November 1969, the Mauritian Government declared to the International Labour Organization that it recognized itself to continue to be bound by, inter alia, these two Conventions.

Later, legal advice received on the application of the two Conventions while drafting reports due under article 22 of the ILO Constitution, revealed that these labour instruments were of no relevance to Mauritius inasmuch as no citizen of Mauritius can be considered as indigenous."
Subsequently, the ILO, in May 1998, invited member States to consider the denunciation of these two Conventions whilst envisaging the ratification of the Indigenous and Tribal Peoples Convention, 1989 (No. 169). The latter Convention, however, having no relevance to Mauritius, and given that the period for denunciation of the two Conventions under reference was 8 July 1998 to 8 July 1999, the Government of Mauritius took the opportunity to denounce them.

As regards consultations with the representatives of employers’ and workers’ organizations, the 12 registered federations of workers’ trade unions and the Mauritius Employers’ Federation (MEF) were consulted on the matter (see enclosed copy of letter dated 11 March 1999 addressed to them). The MEF replied that it had no objection to the denunciation of the Conventions whilst the federations of workers’ organizations did not reply despite a reminder issued on 23 March, giving them one more week to respond.

### III. Declarations

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration</th>
<th>Date on which ratification/ denunciation/ declaration will take effect</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Application without modification:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Netherlands Antilles</td>
<td>15 June 1999</td>
<td></td>
</tr>
<tr>
<td>Portugal</td>
<td>Hygiene (Commerce and Offices) Convention, 1964 (No. 120)</td>
<td>9 August 1999</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Macau</td>
<td>9 August 1999</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td>9 August 1999</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Macau</td>
<td>9 August 1999</td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration of ratification/denunciation/declaration</td>
<td>Date on which ratification/denunciation/declaration will take effect</td>
</tr>
<tr>
<td>--------------</td>
<td>----------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------</td>
<td>---------------------------------------------------------------------</td>
</tr>
<tr>
<td>Portugal (cont.)</td>
<td>Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Macau</td>
<td>9 August 1999</td>
<td>9 August 1999</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Occupational Safety and Health Convention, 1981 (No. 155)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Macau</td>
<td>9 August 1999</td>
<td>9 August 1999</td>
<td></td>
</tr>
</tbody>
</table>
Participation of Macau in the activities of the International Labour Organization: Declarations of the Representative of the Government of the Portugese Republic and the Government of the People’s Republic of China

DECLARATION BY THE REPRESENTATIVE OF THE GOVERNMENT OF THE PORTUGESE REPUBLIC

As the Portugese Republic is responsible for the external relations of Macau, on behalf of my Government I declare that, the representatives of Macau Territory, with its own powers regarding the questions related to the Conventions of the ILO and in accordance with Article 35, nos. 1, 4 and 6, of the Constitution of the International Labour Organization (ILO), have been actively participating in the meetings of the Organisation as members of the Portuguese delegation since 1976.

I have instructions to declare in addition that, in conformity with the Joint Declaration of the Government of the Portuguese Republic and the Government of the People’s Republic of China on Macau, ratified in Beijing on 13 April 1987, the Portuguese Republic will remain, until 19 December 1999, responsible for the external relations of Macau. Until that date representatives of Macau will continue to participate in the meetings of the ILO integrated in the Portuguese delegation. From 20 December 1999, the exercise of sovereignty on Macau will return to the People’s Republic of China.


COMMUNICATION OF THE REPRESENTATIVE OF THE GOVERNMENT OF THE PEOPLE’S REPUBLIC OF CHINA


(Translation)

Your Excellency,

Upon instruction by Mr. Tang Jiaxuan, Foreign Minister of the People’s Republic of China, I have the honour to refer Your Excellency to the statement submitted to you by the Permanent Representative of the Portugese Republic to the International Organizations in Geneva and to the European Office of the United Nations on 13 July 1999, and to enclose herewith the Chinese and English texts of the Statement of the Government of the People’s Republic of China dated 13 July 1999.
It would be greatly appreciated if this statement could be put on record and notified to all the Members of the International Labour Organization.

I avail myself of this opportunity to renew to Your Excellency the assurances of my highest consideration.


STATEMENT BY THE GOVERNMENT OF THE PEOPLE'S REPUBLIC OF CHINA

(Translation)

In accordance with the Joint Declaration of the Government of the People's Republic of China and the Government of the Portugese Republic on the Question of Macau signed in Beijing on 13 April 1987, the People's Republic of China will resume the exercise of sovereignty over Macau as from 20 December 1999. As an inalienable part of the territory of the People's Republic of China, Macau will become a special administrative region of the People's Republic of China as from that date. The People's Republic of China will thereafter be responsible for the international relations of the Macau Special Administrative Region.

The People's Republic of China is a Member of the International Labour Organization. At present, the Government of the Portugese Republic applies international labour Conventions to Macau pursuant to the stipulations of the Constitution of the International Labour Organization relating to "non-metropolitan territories". Accordingly, representatives of the Government, employees and employers of Macau may, as advisers in the Portugese delegation, participate in conferences of the Organization before 19 December 1999. With effect from 20 December 1999, the Macau Special Administrative Region, which is an inalienable part of the territory of the People's Republic of China, will no longer be a "non-metropolitan territory" and shall not be regarded as such. But the Macau Special Administrative Region shall enjoy autonomy in labour legislation and inspection, and the provisions of Paragraph 3 of Article 3, and Paragraphs 4 and 6 of Article 35 of the Constitution of the International Labour Organisation may be applied by analogy to the Macau Special Administrative Region, for the purpose of enabling the Macau Special Administrative Region to continue to participate in conferences of the International Labour Organization and for international labour Conventions to be applicable to the Macau Special Administrative Region.
Memorandum of Understanding between
the International Labour Organization and
the Pan-American Health Organization
to support Latin America and Caribbean countries
in the extension of social protection in health
to excluded populations

PREAMBLE

Whereas the International Labour Organization (hereinafter referred to as the "ILO"), a specialized agency of the United Nations, is the constitutionally mandated international organization and competent body to set and deal with international labour standards and, inter alia, to ensure the extension of social security and medical care to all,

Whereas the Pan-American Health Organization (hereinafter referred to as "PAHO"), serves as the Regional Office of the World Health Organization for the Americas and the specialized health agency of the inter-American system, internationally recognized and mandated to promote health and to prevent disease and contribute to attaining equitable access to quality health services,

Recalling that the heads of state and governments attending the World Summit for Social Development pledged to ensure a particular focus on and priority attention to the fight against the worldwide conditions that pose severe threats to the health, safety, peace, security and well-being of their people,

Considering that the goals and objectives of social development, articulated at the World Summit for Social Development, require continuous efforts to reduce and eliminate major sources of social distress and instability for the family and for society,

Recalling the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998,

Aware of the ILO's strategic objectives of enhancing the coverage and effectiveness of social protection for all, as well as strengthening tripartism and social dialogue,

Aware of PAHO's strategic and programme orientation for the period 1999-2002 of strengthening and developing health care systems and services in the Americas for attaining equitable access to quality and appropriate health care,

Recalling the mandate of the First Summit of the Americas held in Miami, December 1994, of supporting member States in their health sector reform efforts,

Considering that the two Organizations are committed to support countries of Latin America and the Caribbean to expand social protection in health to excluded populations;

The parties have reached the following understanding:

SECTION I

Purpose and scope

This Memorandum of Understanding establishes a framework for cooperation between the ILO and PAHO to develop and implement a joint initiative outlining activities to promote equitable access to quality and appropriate health care in Latin America and the Caribbean.
SECTION II

Objectives

The objective of the parties is to design and implement jointly an initiative, based on a common workplan, to support the countries of Latin America and the Caribbean to reach the following long-term objectives:

(a) to enable member States of the ILO and PAHO in Latin America and the Caribbean to extend coverage of health care systems and to develop policies for extending social protection for health care, particularly in the informal sector, in both urban and rural areas and among unprotected groups;
(b) to involve all the major stakeholders in the process of policy design, implementation, monitoring and evaluation, in order to gain public support for health reform policy in the region.

SECTION III

Implementation

In the implementation of this Memorandum of Understanding, the parties shall:

(a) establish a technical committee composed of officials from the secretariats of both Organizations to exchange information and promote and coordinate activities which the parties may agree upon;
(b) produce a position paper on the comparative advantages and disadvantages of micro-insurance (MI) schemes and other alternative mechanisms for extending social health insurance; examine, in the framework of the position paper, options and recommendations to strengthen existing social health insurance structures, as well as ways to enhance links between MI schemes and social security schemes, as appropriate;
(c) conduct case studies in the region in the framework of a comprehensive overview of successful and unsuccessful experiences of micro-insurance in terms of their contribution to the reduction of exclusion and enhanced access to health services and with a view to developing recommendations of best practices;
(d) carry out a comparative analysis of national policies for health insurance; this analysis will provide information on institutional causes of, and the magnitude of, exclusion from social protection for health care, and identify strategies to overcome these obstacles specifically adapted to the conditions prevailing in Latin American and the Caribbean.
(e) jointly organize a regional tripartite meeting on the "Extension of Social Protection for Health Care to Unprotected People in Latin America and the Caribbean" in November 1999 in Mexico City; the meeting will bring together all key stakeholders (workers' and employers' organizations, governmental institutions including ministries of labour, health and social development, representatives of social security institutions, local government, non-governmental organizations, international organizations and selected communities, as well as selected research institutions and universities); the meeting will formulate an action plan to support countries in their efforts to extend social protection for health care to the informal sector and excluded populations;
(f) develop a tool kit for the use of decision-makers in Latin America and Caribbean countries in implementing policies to extend social protection for health care, and a support structure for micro-insurance schemes;
(g) any other activities as the parties may agree upon.
SECTION IV
Operational aspects

In the framework of this Memorandum of Understanding, the parties undertake the following responsibilities:

(a) the ILO and PAHO shall jointly bear the costs of the regional meeting planned for November 1999 in Mexico;
(b) the ILO and PAHO shall establish joint technical cooperation programmes with the member countries involving national counterparts;
(c) the ILO and PAHO shall coordinate implementation of such cooperation programmes with the member countries;
(d) the ILO and PAHO shall join their efforts for the mobilization of external financial and technical resources from the international community to advance this initiative and shall develop a general framework to promote these efforts;
(e) the initiative of the ILO and PAHO should serve as a catalyst for the development and implementation of, and financial commitments toward, innovative approaches for the extension of health insurance, in partnership and consultation with all key stakeholders;
(f) the ILO and PAHO shall share information about proposed development operations to be financed within the resources available from each Organization; operational plans will be endorsed and realized through exchanges of letters in the context of this Memorandum of Understanding;
(g) the ILO and PAHO shall consult and agree on how the activities to be jointly undertaken should be financed.

SECTION V
Collaborative agreements

1. External collaboration

The ILO and PAHO may, in accordance with their respective rules and regulations, collaborate with outside specialized institutions and universities for the following purposes:

(a) to carry out specific research tasks, in accordance with modalities to be agreed upon by the parties;
(b) to publish the results of research undertaken in connection with this Memorandum of Understanding;
(c) to advise on the design and the scientific evaluation of activities to be carried out in connection with this Memorandum of Understanding.

2. Intellectual property

Research results shall, as far as possible, be published jointly; where this is not feasible, the parties agree, after consultation with each other, to permit either Organization to publish any of the results on its own or in collaboration with others, giving due recognition to the contribution of the other Organization. For material published under joint copyright, each party shall have the right to adapt the published material for its work in other regions or outside the framework of this Memorandum of Understanding.

SECTION VI
Evaluation

The ILO and PAHO will jointly evaluate progress in the implementation of this Memorandum of Understanding at least once every year. The parties may consider a
specific role for outside research and evaluation bodies for this purpose and may consider setting up a technical advisory group for this purpose.

**SECTION VII**

*Cooperation with international and national organizations*

1. The ILO and PAHO may consult, separately or jointly, with international and national organizations, as appropriate and in accordance with their respective rules and regulations, in order to achieve the objectives of the initiative, maximize the efficient use of resources or acquire additional funding. These may include both public and private organizations active in the area of social, economic and health development. The parties shall inform each other on their respective contacts in this regard.

2. The ILO and PAHO may, in accordance with their respective rules and regulations, explore strategic alliances with other governmental and non-governmental organizations to implement appropriate strategies for related activities in the region.

**SECTION VIII**

*Conflict resolution*

Any differences in the interpretation or application of this Memorandum of Understanding shall be resolved by common agreement of the parties. In the absence of such agreement, any differences shall be referred to arbitration under a procedure to be agreed upon by the parties.

**SECTION IX**

*Date of entry into force, amendments and termination*

1. This Memorandum of Understanding shall enter into force upon its signature and shall remain in force until revoked by the parties. After an initial period of three years, the parties shall review the Memorandum of Understanding with a view to its continuation, amendment or termination.

2. This Memorandum of Understanding may be amended by written agreement between the parties. Such amendments shall specify the effective date of the modifications.

3. This Memorandum of Understanding may be terminated by either of the parties at any time upon giving 90 days advance notice in writing to the other party. However, such termination shall be without prejudice to any commitments made to third parties before the notice of termination was received.

In witness whereof, the undersigned Mr. Juan Somavia, being duly authorized, sign this Memorandum of Understanding in duplicate, each in English and Spanish, in Lima on the 24th day of August 1999. The English and Spanish versions of this Memorandum are equally authoritative.

For and on behalf of the International Labour Organization: 

(Signed) Juan Somavia. 
Director-General

For and on behalf of the Pan-American Health Organization:

(Signed) George A.O. Alleyne 
Director
Convention, Recommendation, resolutions and other decisions adopted by the International Labour Conference at its 87th Session

(Geneva, 1999)

CONVENTION

Convention 182

Convention concerning the prohibition and immediate action for the elimination of the worst forms of child labour

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 87th Session on 1 June 1999, and

Considering the need to adopt new instruments for the prohibition and elimination of the worst forms of child labour, as the main priority for national and international action, including international cooperation and assistance, to complement the Convention and the Recommendation concerning Minimum Age for Admission to Employment, 1973, which remain fundamental instruments on child labour, and

Considering that the effective elimination of the worst forms of child labour requires immediate and comprehensive action, taking into account the importance of free basic education and the need to remove the children concerned from all such work and to provide for their rehabilitation and social integration while addressing the needs of their families, and

Recalling the resolution concerning the elimination of child labour adopted by the International Labour Conference at its 83rd Session in 1996, and

Recognizing that child labour is to a great extent caused by poverty and that the long-term solution lies in sustained economic growth leading to social progress, in particular poverty alleviation and universal education, and

Recalling the Convention on the Rights of the Child adopted by the United Nations General Assembly on 20 November 1989, and

Recalling the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the International Labour Conference at its 86th Session in 1998, and

Recalling that some of the worst forms of child labour are covered by other international instruments, in particular the Forced Labour Convention, 1930, and the United Nations Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery, 1956, and

Having decided upon the adoption of certain proposals with regard to child labour, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

1 This section contains the decisions of the Conference, without details of the circumstances of their adoption except where they were result of a formal vote. The comments or reservations by delegates or groups, subject to which the decisions were taken, will be found in detail in the Record of Proceedings of the 87th Session of the Conference.

2 Adopted on 17 June 1999 by 415 votes in favour, no votes against, and no abstentions.
adopts this seventeenth day of June of the year one thousand nine hundred and ninety-nine the following Convention, which may be cited as the Worst Forms of Child Labour Convention, 1999.

**Article 1**

Each Member which ratifies this Convention shall take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour as a matter of urgency.

**Article 2**

For the purposes of this Convention, the term “child” shall apply to all persons under the age of 18.

**Article 3**

For the purposes of this Convention, the term “the worst forms of child labour” comprises:

(a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;

(b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;

(c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;

(d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

**Article 4**

1. The types of work referred to under Article 3(d) shall be determined by national laws or regulations or by the competent authority, after consultation with the organizations of employers and workers concerned, taking into consideration relevant international standards, in particular Paragraphs 3 and 4 of the Worst Forms of Child Labour Recommendation, 1999.

2. The competent authority, after consultation with the organizations of employers and workers concerned, shall identify where the types of work so determined exist.

3. The list of the types of work determined under paragraph 1 of this Article shall be periodically examined and revised as necessary, in consultation with the organizations of employers and workers concerned.

**Article 5**

Each Member shall, after consultation with employers’ and workers’ organizations, establish or designate appropriate mechanisms to monitor the implementation of the provisions giving effect to this Convention.

**Article 6**

1. Each Member shall design and implement programmes of action to eliminate as a priority the worst forms of child labour.

2. Such programmes of action shall be designed and implemented in consultation with relevant government institutions and employers’ and workers’ organizations, taking into consideration the views of other concerned groups as appropriate.
Article 7

1. Each Member shall take all necessary measures to ensure the effective implementation and enforcement of the provisions giving effect to this Convention including the provision and application of penal sanctions or, as appropriate, other sanctions.

2. Each Member shall, taking into account the importance of education in eliminating child labour, take effective and time-bound measures to:
   (a) prevent the engagement of children in the worst forms of child labour;
   (b) provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration;
   (c) ensure access to free basic education, and, wherever possible and appropriate, vocational training, for all children removed from the worst forms of child labour;
   (d) identify and reach out to children at special risk; and
   (e) take account of the special situation of girls.

3. Each Member shall designate the competent authority responsible for the implementation of the provisions giving effect to this Convention.

Article 8

Members shall take appropriate steps to assist one another in giving effect to the provisions of this Convention through enhanced international cooperation and/or assistance including support for social and economic development, poverty eradication programmes and universal education.

Article 9

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 10

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

Article 11

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.
Article 12

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of denunciation communicated by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

Article 13

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

Article 14

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 15

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides
   (a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 11 above, if and when the new revising Convention shall have come into force;
   (b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 16

The English and French versions of the text of this Convention are equally authoritative.

The foregoing is the authentic text of the Convention unanimously adopted by the General Conference of the International Labour Organization during its Eighty-seventh Session which was held at Geneva and declared closed on 17 June 1999.

IN FAITH WHEREOF we have appended our signatures this eighteenth day of June 1999.

The President of the Conference,
ALHAJI MUHAMMAD MUMUNI

The Director-General of the International Labour Office,
JUAN SOMAVIA.
RECOMMENDATION

Recommendation 190

Recommendation concerning the prohibition and immediate action
for the elimination of the worst forms of child labour

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the International Labour
Office, and having met in its 87th Session on 1 June 1999, and
Having adopted the Worst Forms of Child Labour Convention, 1999, and
Having decided upon the adoption of certain proposals with regard to child labour,
which is the fourth item on the agenda of the session, and
Having determined that these proposals shall take the form of a Recommendation
supplementing the Worst Forms of Child Labour Convention, 1999;
adopts this seventeenth day of June of the year one thousand nine hundred and ninety-nine
the following Recommendation, which may be cited as the Worst Forms of Child Labour

1. The provisions of this Recommendation supplement those of the Worst Forms of
Child Labour Convention, 1999 (hereafter referred to as "the Convention"), and should be
applied in conjunction with them.

I. PROGRAMMES OF ACTION

2. The programmes of action referred to in Article 6 of the Convention should be
designed and implemented as a matter of urgency, in consultation with relevant
government institutions and employers' and workers' organizations, taking into
consideration the views of the children directly affected by the worst forms of child labour,
their families and, as appropriate, other concerned groups committed to the aims of the
Convention and this Recommendation. Such programmes should aim at, inter alia:

(a) identifying and denouncing the worst forms of child labour;
(b) preventing the engagement of children in or removing them from the worst forms of
child labour, protecting them from reprisals and providing for their rehabilitation and
social integration through measures which address their educational, physical and
psychological needs;
(c) giving special attention to:
   (i) younger children;
   (ii) the girl child;
   (iii) the problem of hidden work situations, in which girls are at special risk;
   (iv) other groups of children with special vulnerabilities or needs;
(d) identifying, reaching out to and working with communities where children are at
special risk;
(e) informing, sensitizing and mobilizing public opinion and concerned groups, including
children and their families.

1 Adopted by the Conference on 17 June 1999 by 382 votes in favour, none against, with no abstentions.
II. HAZARDOUS WORK

3. In determining the types of work referred to under Article 3(d) of the Convention, and in identifying where they exist, consideration should be given, inter alia, to:

(a) work which exposes children to physical, psychological or sexual abuse;
(b) work underground, under water, at dangerous heights or in confined spaces;
(c) work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
(d) work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
(e) work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

4. For the types of work referred to under Article 3(d) of the Convention and Paragraph 3 above, national laws or regulations or the competent authority could, after consultation with the workers' and employers' organizations concerned, authorize employment or work as from the age of 16 on condition that the health, safety and morals of the children concerned are fully protected, and that the children have received adequate specific instruction or vocational training in the relevant branch of activity.

III. IMPLEMENTATION

5. (1) Detailed information and statistical data on the nature and extent of child labour should be compiled and kept up to date to serve as a basis for determining priorities for national action for the abolition of child labour, in particular for the prohibition and elimination of its worst forms as a matter of urgency.

(2) As far as possible, such information and statistical data should include data disaggregated by sex, age group, occupation, branch of economic activity, status in employment, school attendance and geographical location. The importance of an effective system of birth registration, including the issuing of birth certificates, should be taken into account.

(3) Relevant data concerning violations of national provisions for the prohibition and elimination of the worst forms of child labour should be compiled and kept up to date.

6. The compilation and processing of the information and data referred to in Paragraph 5 above should be carried out with due regard for the right to privacy.

7. The information compiled under Paragraph 5 above should be communicated to the International Labour Office on a regular basis.

8. Members should establish or designate appropriate national mechanisms to monitor the implementation of national provisions for the prohibition and elimination of the worst forms of child labour, after consultation with employers' and workers' organizations.

9. Members should ensure that the competent authorities which have responsibilities for implementing national provisions for the prohibition and elimination of the worst forms of child labour cooperate with each other and coordinate their activities.

10. National laws or regulations or the competent authority should determine the persons to be held responsible in the event of non-compliance with national provisions for the prohibition and elimination of the worst forms of child labour.
11. Members should, in so far as it is compatible with national law, cooperate with international efforts aimed at the prohibition and elimination of the worst forms of child labour as a matter of urgency by:

(a) gathering and exchanging information concerning criminal offences, including those involving international networks;
(b) detecting and prosecuting those involved in the sale and trafficking of children, or in the use, procuring or offering of children for illicit activities, for prostitution, for the production of pornography or for pornographic performances;
(c) registering perpetrators of such offences.

12. Members should provide that the following worst forms of child labour are criminal offences:

(a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and servitude and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
(b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances; and
(c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties, or for activities which involve the unlawful carrying or use of firearms or other weapons.

13. Members should ensure that penalties including, where appropriate, criminal penalties are applied for violations of the national provisions for the prohibition and elimination of any type of work referred to in Article 3(d) of the Convention.

14. Members should also provide as a matter of urgency for other criminal, civil or administrative remedies, where appropriate, to ensure the effective enforcement of national provisions for the prohibition and elimination of the worst forms of child labour, such as special supervision of enterprises which have used the worst forms of child labour, and, in cases of persistent violation, consideration of temporary or permanent revoking of permits to operate.

15. Other measures aimed at the prohibition and elimination of the worst forms of child labour might include the following:

(a) informing, sensitizing and mobilizing the general public, including national and local political leaders, parliamentarians and the judiciary;
(b) involving and training employers’ and workers’ organizations and civic organizations;
(c) providing appropriate training for the government officials concerned, especially inspectors and law enforcement officials, and for other relevant professionals;
(d) providing for the prosecution in their own country of the Member’s nationals who commit offences under its national provisions for the prohibition and immediate elimination of the worst forms of child labour even when these offences are committed in another country;
(e) simplifying legal and administrative procedures and ensuring that they are appropriate and prompt;
(f) encouraging the development of policies by undertakings to promote the aims of the Convention;
(g) monitoring and giving publicity to best practices on the elimination of child labour;
(h) giving publicity to legal or other provisions on child labour in the different languages or dialects;
(i) establishing special complaints procedures and making provisions to protect from discrimination and reprisals those who legitimately expose violations of the
provisions of the Convention, as well as establishing helplines or points of contact and ombudspersons;

(j) adopting appropriate measures to improve the educational infrastructure and the training of teachers to meet the needs of boys and girls;

(k) as far as possible, taking into account in national programmes of action:

(i) the need for job creation and vocational training for the parents and adults in the families of children working in the conditions covered by the Convention; and

(ii) the need for sensitizing parents to the problem of children working in such conditions.

16. Enhanced international cooperation and/or assistance among Members for the prohibition and effective elimination of the worst forms of child labour should complement national efforts and may, as appropriate, be developed and implemented in consultation with employers' and workers' organizations. Such international cooperation and/or assistance should include:

(a) mobilizing resources for national or international programmes;

(b) mutual legal assistance;

(c) technical assistance including the exchange of information;

(d) support for social and economic development, poverty eradication programmes and universal education.

The foregoing is the authentic text of the Recommendation unanimously adopted by the General Conference of the International Labour Organization during its Eighty-seventh Session which was held at Geneva and declared closed on 17 June 1999.

IN FAITH WHEREOF we have appended our signatures this eighteenth day of June 1999.

The President of the Conference,
ALHAJI MUHAMMAD MUMUNI

The Director-General of the International Labour Office,
JUAN SOMAVIA.
RESOLUTIONS

I

Resolution on the widespread use of forced labour in Myanmar

The General Conference of the International Labour Organization,

Reaffirming that all member States have an obligation to apply fully, in law and in practice, the Conventions that they have voluntarily ratified,

Recalling that Myanmar ratified the Forced Labour Convention, 1930 (No. 29), and the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), on 4 March 1955,

Taking note of the provisions of United Nations General Assembly resolution 53/162 of 9 December 1998 and of United Nations Commission of Human Rights resolution 1997/17 of 23 April 1999, which also address the use of forced labour in Myanmar,

Recalling the decision of the Governing Body to place on the agenda of its November 1999 session an item entitled: “Measures, including recommendations under article 33 of the ILO Constitution, to secure compliance by the Government of Myanmar with the recommendations of the Commission of Inquiry”;

Gravely concerned by the Government’s flagrant and persistent failure to comply with the Convention, as concluded by the Commission of Inquiry established to examine the observance of the Forced Labour Convention, 1930 (No. 29),

Appalled by the continued widespread use of forced labour, including for work on infrastructure projects and as porters for the army,

Noting the report (dated 21 May 1999) of the Director-General to the members of the Governing Body on measures taken by the Government of Myanmar following the recommendations of the Commission of Inquiry in its report on “forced labour in Myanmar (Burma)”;  

1. Deeply deplores that:

(a) the Government has failed to take the necessary steps to bring the relevant legislative texts, in particular the Village Act and Towns Act, into line with the Forced Labour Convention, 1930 (No. 29), by 1 May 1999, as recommended by the Commission of Inquiry;

(b) at the end of the twentieth century, the State Peace and Development Council (SPDC) has continued to inflict the practice of forced labour — nothing but a contemporary form of slavery — on the people of Myanmar, despite repeated calls from the ILO and from the wider international community for the past 30 years;

(c) there is no credible evidence that those exacting forced labour in Myanmar have been punished under section 374 of the Penal Code;

2. Reaffirms that this issue should be further considered by the Governing body in November 1999;

3. Resolves:

(a) that the attitude and behaviour of the Government of Myanmar are grossly incompatible with the conditions and principles governing membership of the Organization;

(b) that the Government of Myanmar should cease to benefit from any technical cooperation or assistance from the ILO, except for the purpose of direct assistance to

1 Adopted on 17 June 1999 by 333 votes in favour, 27 against, with 47 abstentions.
implement immediately the recommendations of the Commission of Inquiry, until such time as it has implemented the said recommendations;

(c) that the Government of Myanmar should henceforth not receive any invitation to attend meetings, symposia and seminars organized by the ILO, except such meetings that have the sole purpose of securing immediate and full compliance with the said recommendations, until such time as it has implemented the recommendations of the Commission of Inquiry.

II

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled: “Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95)”

The General Conference of the International Labour Organization,

Having adopted the report of the Committee appointed to consider the fifth item on the agenda,

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for the revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95);

Decides that an item entitled “Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95)” shall be included in the agenda of its next ordinary session for second discussion with a view to the adoption of a Convention and a Recommendation.

III

Resolution concerning the role of the ILO in technical cooperation

The General Conference of the International Labour Organization, meeting in its 87th Session (1999),

Having undertaken a thorough review of the ILO’s technical cooperation programme on the basis of Report VI, “The role of the ILO in technical cooperation”, its supplement by the Director-General entitled “Technical cooperation: A strategic perspective. Note by the Director-General”, the Director-General’s Report to the Conference, and the Programme and Budget proposals for 2000-01, and having taken into account the Declaration on the Fundamental Principles and Rights at Work and its Follow-up;

Adopts the following conclusions and invites the Governing Body of the International Labour Office to request the Director-General to give due consideration to them for the future technical cooperation programme and, more immediately, to take them into account during the November session of the Governing Body for finalizing the programme and budget for the 2000-01 biennium.

Conclusions concerning the role of the ILO in technical cooperation

1. Since the last discussion on technical cooperation by the International Labour Conference in 1993, there have been major changes in the social, political and economic environment.

1 Adopted on 16 June 1999.
2 Adopted on 17 June 1999.
2. This provides the backdrop against which the ILO will need to develop its blueprint for action in the next century.

I. FUTURE ORIENTATION OF ILO TECHNICAL COOPERATION POLICY

(a) A renewed commitment

3. The ILO renews its commitment to technical cooperation as a fundamental means of action to achieve its mission and realize its objectives. Technical cooperation, including both advisory services and operational activities, must remain a major instrument of the ILO to promote opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity. The role of ILO technical cooperation is to help create the enabling environment, at the national and the international levels, for the realization of the values and principles of the Organization in terms of development, institutional capability, legislation and economic and social policy.

4. It must do so by promoting the four strategic objectives: promote and realize fundamental principles and rights at work; create greater opportunities for women and men to secure decent employment and income; enhance the coverage and effectiveness of social protection for all; and strengthen tripartism and social dialogue; and the two cross-cutting issues: development and gender, all of which embrace respect for international labour standards and contain the implicit goal of promoting them. Such a commitment implies a greater focus for the ILO's technical cooperation activities and a closer integration — in both programme and organizational terms — with the work of the ILO as a whole.

5. These activities have to be carried out within the new and changing framework of an emerging global economy and rapidly evolving national needs. The ILO must assist member States in the adaptation of national economies and national institutions to global change, as well as the adaptation of global change to human needs. The ILO will be called upon to help its constituents in what will be a long period of adjustment and engagement with these emerging realities, in addition to addressing the persistent challenges of poverty elimination, employment creation, gender equality, creation of wealth, promotion of entrepreneurship and security of individuals, families and communities. The ILO must organize itself for this purpose.

6. Effective marketing strategies are important in reinforcing the ILO's reputation as a global point of reference for issues related to the world of work. The InFocus programmes provide an opportunity to publicize the ILO's technical cooperation activities and a means to gain public resonance for the ILO mandate.

7. Technical cooperation programmes that support enterprise promotion and entrepreneurial activity must be continued. Programmes that contribute to the creation of small enterprises must be strongly supported. Small enterprises are major engines of employment growth and therefore contribute to the Director-General's cross-cutting goal of development.

(b) A coherent approach

8. Technical cooperation should have coherence in its focus and implementation. Coherence refers to both how resources are allocated, and to the subject-matter of technical cooperation. In general, resources should be concentrated on more focused programmes. The success of technical cooperation is not measured primarily by the number of programmes implemented, but by the impact of the programmes as a whole.
While recognizing this aspect of programme development, it is important to point out that this approach does not negate the role for smaller projects, particularly in building capacity. Rather, it seeks to shift the focus of measuring the success of technical cooperation from quantity to a more qualitative appreciation of outcomes.

9. One vital contribution of technical cooperation is in building the expertise, the capacity and the know-how of constituents. It makes the engagement in the ILO and outside it richer, deeper and capable of far-reaching consensus being forged. In the world we live in, the demands for capacity-building have not only expanded in quantitative terms—they have grown too in the areas of focus of the Organization and its constituents.

10. Regional integration has become, for some, a contemporary reality. This requires that the emerging economic and social requirements of regional integration receive attention, and are incorporated in the technical cooperation programme of the ILO.

11. It is recalled that the ILO constituents affirmed in 1944, in the Declaration of Philadelphia, that "it is a responsibility of the ILO to examine and consider all international economic and financial policies and measures" against the fundamental objectives of the Organization.

12. In today's world, clearly this is more urgent and more necessary, as the social impact of financial and economic crises in Asia, Brazil and Russia, and the changes in developing countries and Central Europe have shown.

13. It is in that context that the ILO needs to build and strengthen a capacity for engagement in macroeconomic issues. There is also a similar need, in addition to the current valuable institution-building and organizational strengthening work of the ILO, to strengthen the capacity of the trade unions, employers' organizations and governments in order that they are capable, for example, of evaluating the trade-offs inherent in economic policy and globalization, such as employment effects of different monetary policy regimes, the labour market impact of different fiscal policy options, and the social impact of changes in the capital market regulatory arrangements. This will facilitate a deeper exchange and interaction among the three parties and in responding to the Bretton Woods institutions.

(c) Responding to constituents' needs

14. The ILO should adopt a participative, flexible and dynamic policy of technical cooperation, drawing upon the experience of decentralization and regional programmes of the 1970s and 1980s and upon the new global, socio-economic developments. However, to achieve its full potential, the Active Partnership Policy needs to be reviewed and placed in the new strategic context of the programme and organizational change initiated by the Governing Body in March 1999. It must be sensitive and responsive, above all, to regional diversity and the specificity of national needs within, of course, the framework of the four strategic objectives and the promotion of the Declaration on Fundamental Principles and Rights at Work. There can be no single global model for universal application. Country objectives must capture the changing interests and priorities of the national constituents of the ILO. From the preparatory stage, implementation modalities must draw on national institutional capacities and programmes must be conceived to reflect constituents' needs through a process of systematic consultations and involvement at the national, subregional and regional levels.

15. The quality and impact of ILO technical cooperation are central to the constituents' concerns. It must be focused to serve the strategic objectives of ILO
constituents as a whole, and to maximize impact. It must be realistic in terms of the institutional competencies of the ILO and available resources. Technical cooperation policy must address improvements in the content of substantive programmes, as well as improvements in the management of the process itself. It must re-examine organizational systems as well as seek procedural improvements. Technical cooperation must, in short, be seen as an integrated part of the ILO’s activities as a whole, serving not merely to deliver “products” but contributing to the design of those products and to ILO policies in general.

(d) Tripartism

16. The unique composition of the ILO within the UN family as a body made up of trade unions, employers’ organizations and governments, is a real strength which can be used to advantage in technical cooperation. This advantage must be used more systematically and more effectively.

17. Specific programmes requiring autonomy excepted, the ILO needs to draw the tripartite constituents into all aspects of technical cooperation. This shall not preclude independent evaluations.

18. This should embrace involvement in a real and substantive manner.

(e) Gender equality

19. When pursuing the four strategic objectives and when implementing the InFocus programmes, it is crucial to secure that gender aspects and questions of equal opportunity are being mainstreamed in all the programmes, thus ensuring that issues of vital importance to women all over the world are not neglected or under-resourced. The gender equality aspect and questions of equal opportunity must be emphasized and integrated in all technical cooperation programme activities of the ILO.

20. The process of tripartite involvement itself should be gender-sensitive, and secure, strong and effective involvement of women in all aspects, in order to increase the quality of the programmes and their credibility, and improve the working conditions of women throughout the world.

(f) Follow-up to the Declaration

21. The Declaration on Fundamental Principles and Rights at Work and its Follow-up, and the strategic objectives provide a clear framework for future technical cooperation, which is an essential component of their full implementation.

22. It constitutes a pledge by all member States to respect the fundamental principles and rights set out in it, namely freedom of association and effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in employment and occupation.

23. The Declaration recognizes the obligation of the Organization: to assist Members by offering technical cooperation and advisory services to promote the ratification and implementation of the fundamental Conventions; to assist Members not yet in a position to ratify, to promote and realize the principles behind those Conventions; and to create a climate for economic and social development.

24. The ILO must support States in their efforts to give effect to the principles and rights of the Declaration.
25. The ILO’s technical cooperation should also contribute to the continuation and strengthening of the campaign for the ratification of core Conventions launched in 1995, in accordance with the decisions of the Governing Body.

(g) Partnerships

26. The whole of the multilateral system should better integrate its technical cooperation activities. The ILO must become a full team player by fostering partnerships and networking not only in the design but also in the implementation of its programmes. Partnerships are essential to upgrade services and mobilize resources: to obtain multiplier effects; to develop knowledge networks; and to ensure participation by the social partners and the development of national institutions. The core partnership is between the Office and its primary constituents: governments, employers and workers.

27. This is the basis of a series of external alliances: with the donor community and development banks; with the United Nations system and the Bretton Woods institutions; and with national, regional and international bodies for research, analysis, and economic and social cooperation. A special effort must be made to enhance partnerships with the organizations that are concerned with regional and subregional integration and cooperation.

28. The ILO must intensify its efforts to ensure the active promotion of all its core values as embedded in the Declaration, throughout the UN system and the Bretton Woods institutions. Their programmes and activities should encourage the promotion of the relevant ILO standards.

29. Relationships should be intensified to ensure the mutual appreciation of the role played by technical cooperation and the promotion of the Declaration in the development programmes of the international financial institutions.

30. At the country level, the ILO must be active in the United Nations Development Assistance Framework (UNDAF) to ensure that its constituents’ priorities are effectively pursued, while optimizing the potential capacities of the United Nations system as a whole. All these partnerships must be built on a realistic perception of both the common objectives and the specific interests of the partners concerned, so that the ILO can uphold the values and concerns of its own constituents more effectively in a wider arena. The follow-up to major United Nations conferences, such as the World Summit for Social Development, the Fourth World Conference on Women, and the Second United Nations Conference on Human Settlements (Habitat II), must be an important setting for these activities.

31. As a knowledge, service and advocacy organization, the ILO should, without weakening tripartism, develop relations with other actors in civil society that share its values and objectives.

II. PLAN OF ACTION

32. Several steps must be taken to carry out a strategic orientation of the ILO’s technical cooperation policy.

Guiding principles

(a) Improving focus and impact

33. The four strategic objectives, and more particularly the eight related InFocus programmes, approved by the Governing Body, and the Declaration will provide the point
of departure and the rationale for all ILO technical cooperation. The evolving requirements of ILO constituents will need to be matched with institutional competencies and resource constraints in terms of the strategic objectives themselves. The broad policy guidelines for operational activities will be provided by the general constitutional mandate of the Organization.

34. The technical cooperation components of the InFocus programmes must be identified. Each of the current global programmes will be reviewed and integrated, as appropriate, with the InFocus programmes, while retaining their project identity where necessary. Extensive tripartite consultations will be undertaken at the national level to ensure that country objectives reflect the specificity of the constituents' demands and are realistic in terms of organizational objectives, capabilities and the resources available. Greater focus will also imply that operational objectives will include activities necessary to promote the concepts and notions underlying the programmes in order to help mobilize public opinion, external support and consciousness-raising and help expand ownership of the results and outcomes.

(b) A new programming framework

35. The strategic objectives provide the basis for a common programming framework which links regular budget programmes with those financed through extra-budgetary resources. The Programme and Budget proposals for 2000-01 reflect this intention to move towards an integrated programming structure. Such an integrated programming approach will promote operational and policy synergies. It will help resource mobilization by giving the ILO's development partners a much clearer indication of the contribution they could make towards the ILO technical cooperation programme. It will also facilitate the identification of regular budget commitments to technical cooperation programmes.

(c) Consolidating and developing technical excellence

36. The knowledge base of an institution is the foundation of relevant and reliable advice. The ILO must ensure its technical cooperation projects are of the highest quality. The process of identification of its strengths and limitations both at headquarters and in the field must be reviewed and improved. The appropriate policies must stimulate and enhance the excellence and modernization of the Organization's capacities. The Organization seeks new funds in an environment of diminishing international resources and of intense competition. This demands a strengthening of the knowledge capacity of the ILO in terms of research, statistics and economic analysis. Ultimately, quality in design and delivery is the basic requirement for recipient and donor satisfaction.

37. A vital element of the Organization's programme will be to build and enhance this technical excellence within the ILO constituents, particularly in the area of research and economic analysis. In addition, analytical tools should be provided by the ILO to its constituents. There should be a regular flow of information and dissemination of innovative and new approaches at the global level. Opportunities should be provided for debates and interaction like the recent seminar on the East Asian crisis, assembling global economic expertise as resource for the constituents.

(d) Management of technical cooperation

38. The success of technical cooperation depends on sound management, a coordinated approach, and an effective support machinery for delivery. The process
towards more efficient management, coordination and greater transparency and accountability through the establishment of a senior management team organized on the basis of the four strategic objectives has just been initiated. Upgrading the management capacity of the Organization as a whole, including the capacity for technical cooperation, is the key to ensuring clarity of institutional objectives and to securing necessary support services for the ILO’s field structures.

39. In the same way, it would be necessary to clarify the respective competence and responsibility between headquarters’ external institutions and beneficiary States with better or improved coordination of field activities.

(e) More effective resource mobilization

40. Resource mobilization must be boosted to reverse the quantitative decline of technical cooperation. The strategic approach described above will provide a more transparent map of the ILO’s activities and objectives for the donor community.

41. A more substantive relationship with the international development community, including the development cooperation ministries or agencies and the Development Assistance Committee of the OECD must be developed. This must involve not only more systematic contacts with technical specialists in the donor community but also more systematic dialogue with ministries of labour and other relevant ministries, trade unions and employers’ organizations so as to involve them more directly in resource mobilization and in ensuring support at the political level. It is important to intensify relationships with the United Nations system and the Bretton Woods institutions. New relationships should be fostered with the private sector, with foundations and with other non-traditional partners, within the framework of the Organization’s values and principles. It should be recognized that effective, efficient and timely product delivery are key elements in a successful resource mobilization strategy.

42. Extra-budgetary contributions are by definition voluntary. They normally respond to general policy priorities and preferences established by parliaments in the regular budget appropriation process. It is a function of the Office to integrate donor-driven and demand-driven specificities into a coherent whole to the satisfaction of all, by promoting dialogue between all the parties concerned, and through programme design and innovation.

43. There is a need to produce a report on funding sources for technical cooperation projects.

(f) Developing a coherent and effective system for programme delivery

44. Certain problems arise from the lack of sufficient clarity of roles and responsibilities between headquarters and the field structure and within headquarters and within the field structure. This problem must be looked into urgently. The aim will be to provide a more efficient and a more accessible presence and service structure of the ILO in the field, which is able to respond flexibly and rapidly to constituents’ needs, drawing upon the resources of the Organization as a whole. Wherever relevant, use should be made of expertise over longer periods in major projects as that could have a significant impact on the development of the capacities of tripartite constituents. In addition to technical policy guidelines, headquarters should provide the field structure with information on international comparative experience of various social policy measures, together with assessments of the economic and budgetary implications of social initiatives. The Office must combine an appropriate level of decentralization — thereby bringing decision-
making closer to its clients — with overall strategic coherence in order to project a clear ILO identity worldwide. Pending the outcome of the review of the management of technical cooperation and the review of the current field structure in full respect of the Director-General’s mandate, the long-established practice is respected that employers’ and workers’ specialists in the MDTs report to their respective headquarters’ bureaux while working with other members of the team. This practice is satisfactory to the two constituents concerned and from the employers’ and workers’ perspectives does not need any change.

(g) Improved monitoring and evaluation

45. Performance indicators are essential for the ILO, its constituents and its partners. Wherever possible, identifiable targets should have verifiable and clear performance indicators. The existing system provides a self-evaluation mechanism which needs to be improved. Thematic evaluations which take place annually and are discussed in the Governing Body should be made more meaningful. Traditional projects have built-in evaluation mechanisms but little impact analysis. There is need to improve mechanisms to evaluate programmes and their impact at the national or regional level. As part of the overall evaluation system to be established within the ILO, methods of systematic and scientific evaluation of technical cooperation with recipient countries should be introduced, and donor and external evaluations should be undertaken as appropriate. This should be followed up with dissemination of best practices and lessons learnt.

(h) Better delivery

46. Concern has been voiced about the ILO’s delivery rate of technical cooperation. This is an important issue, as the delivery rate is often an indicator of efficiency and effectiveness in the interaction between the ILO, its donors and recipients. A series of measures, both to define the extent of the problem and to deal with it, must be initiated. To begin with, relevant information and data must be analysed to identify the reasons for slippage. In future, data should also be presented in a more meaningful way to bring greater accuracy and transparency to the implementation of technical cooperation. A delivery-control mechanism must rapidly be put in place. This mechanism should serve as both a control and an early-warning system, as well as improving communication between headquarters, field structure and the constituents. Furthermore, it would be necessary to have recourse to horizontal cooperation for all three constituents so as to make use of its potential to increase relevance and reduce costs of the programmes.

(i) Rapid response capacity

47. The ILO must be capable of responding rapidly to emerging problems, whether these arise from economic crisis, natural calamity, conflict or social upheaval. This will require the ability to monitor developments, plan the responses, mobilize existing ILO capabilities, and coordinate external partnerships and resources. Steps must be taken to develop such a capacity within the ILO. Dealing with such crises will often require a system-wide United Nations response within which the ILO will contribute within its mandate and areas of competence. In this regard, the ILO is requested to liaise with the IFIs to ensure that the social dimension is adequately reflected in structural adjustment programmes and crisis response capacity. At the same time, the Office will work with the constituents in the recipient States in order to strengthen their capacity to respond to these new challenges.
III. PROGRAMME OF ACTION FOR THE ILO

48. Technical cooperation must remain an essential means of realizing the strategic vision of the ILO.
49. Technical cooperation includes applied research and its dissemination, advisory services as well as the various programmes and projects.
50. In the future the ILO must:

(a) Enhance the relevance and effectiveness of ILO's technical cooperation
(1) Technical cooperation should support the four strategic objectives: promote and realize fundamental principles and rights at work; create greater opportunities for women and men to secure decent employment and income; enhance the coverage and effectiveness of social protection for all; and strengthen tripartism and social dialogue; and the two cross-cutting issues: development and gender. In that context:
— it should be responsive to demands and needs of the constituents;
— country objectives should be developed regularly with focus on the priorities of all the constituents and with their involvement. The objectives should be supplemented with the regional and subregional priorities of the constituents.
(2) There should be a common programming framework for all programmes of the ILO, including the InFocus programmes, linking regular budget programmes of the ILO with those financed through extra-budgetary sources.
(3) The gender aspects must be emphasized in all aspects of technical cooperation.
(4) The emerging economic and social requirements of regional integration and cooperation must be taken into account. This will include, inter alia, that the ILO:
— help to build or strengthen tripartism within the regions;
— assist regions to develop a framework for social development;
— use its unique expertise to provide economic, social and labour market information and research on a comparative basis within a region;
— strengthen the capacity of national constituents to address regional economic integration issues.
(5) An effective plan of technical cooperation assistance to ensure implementation of the Declaration on Fundamental Principles and Rights at Work and its Follow-up is necessary.
(6) An enabling environment for the promotion, realization and implementation of the international labour standards must be created with a view to ensuring that technical cooperation can assist in the ratification of international labour standards and help the countries which have ratified standards to implement them effectively.
(7) Micro, small and medium-sized enterprises which are a major engine of employment generation must be promoted, inter alia, consistent with subparagraph 6 above.

(b) Improve the quality, visibility, effectiveness and impact of ILO technical cooperation
51. To do so, the ILO should:
(1) emphasize high quality and more focused programmes as well as efficient and effective structures;
(2) enhance technical capacity through training, making full use of the ILO's International Training Centre in Turin and other centres of the ILO or supported by it and an exchange of experiences amongst constituents;
(3) develop methods of evaluation to assess relevance, impact and efficiency; more specifically, in order to ensure quality and delivery, create and implement systems for monitoring as well as for internal and external scientific evaluations based on verifiable and identifiable targets, bearing in mind the need for the Governing Body to play an active supervisory role in the process;

(4) establish a mechanism to collect and disseminate best practices and lessons learnt;

(5) design communications strategies to increase the visibility of ILO activities and to promote wider partnerships;

(6) specific programmes requiring autonomy excepted, integrate tripartite involvement at all stages of technical cooperation from its formulation to its management and implementation with a view to strengthening the capacity of the constituents. In this context, within existing reporting requirements, establish the form of contemplated and actual tripartite involvement providing that this will not preclude independent evaluation processes when required;

(7) grant a larger role for local experience in the formulation and implementation of technical cooperation.

(c) Strengthen partnerships

52. To this end, the ILO must:

(1) improve the process of interaction with constituents to ensure ILO programmes based on their priorities, tap their resources and involve them actively;

(2) strengthen relationships with the United Nations system, especially in the context of UNDAF, the Bretton Woods institutions and the regional development banks so that they take into account the core principles and values of the ILO when designing and implementing their activities;

(3) strengthen and develop linkages with other actors in civil society that share ILO’s values and objectives without weakening tripartism;

(4) strengthen and extend partnerships with a view to mobilizing resources;

(5) ensure regular budget funding for the major technical cooperation programmes in each of the four strategic objectives, the Declaration and its follow-up, and promotion of international labour standards.

(d) Establish an implementation plan

53. The Office should provide:

(1) an implementation plan including a timetable to the November 1999 session of the Committee on Technical Cooperation of the Governing Body for:
   — implementing reforms in the management of technical cooperation;
   — examining the current field structure with a view to making it more coherent and efficient, with the active assistance of the national authorities involved;
   — a review of the Active Partnership Policy as called for by the Director-General; and
   — implementing the new evaluation strategy;

(2) a mid-term comprehensive and focused report between the Conference discussions (i.e. within two-and-a-half years) on technical cooperation to be provided to the Governing Body Committee on Technical Cooperation in addition to the regular reports to the Governing Body.
IV

Resolution concerning the arrears of contributions of the Republic of Latvia

The General Conference of the International Labour Organization,
Having regard to paragraph 7 of article 10 of the Financial Regulations,
Accepts the arrangement proposed by the Government of the Republic of Latvia for the settlement of its arrears of contributions due for the period 1994-98 to the effect that:
(a) in 1999, the Government of the Republic of Latvia will pay in full its contribution for the year 1999;
(b) in subsequent years, the Government of the Republic of Latvia will continue to pay its current contribution in full in the year for which it is due;
(c) the Government of the Republic of Latvia will settle arrears that have accumulated up to and including 31 December 1998, amounting to 1,438,400 Swiss francs, by payment, beginning in 1999, of ten annual instalments of 143,840 Swiss francs;
Decides that the Republic of Latvia shall be permitted to vote, in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation, after the conclusion of the present business.

V

Resolution concerning the arrears of contributions of Chad

The General Conference of the International Labour Organization,
Having regard to paragraph 7 of article 10 of the Financial Regulations,
Accepts the arrangement proposed by the Government of Chad for the settlement of its arrears of contributions due for the period 1994 to 1998 to the effect that:
(a) in 1999, the Government of Chad will pay in full its contribution for the year 1999;
(b) from the year 2000 and in subsequent years, the Government of Chad will continue to pay its current contribution in full in the year in which it is due;
(c) the Government of Chad will settle arrears that have accumulated up to and including 31 December 1998, amounting to 138,705 Swiss francs, by the payment of four equal annual instalments of 31,000 Swiss francs beginning in 2000 and a final instalment of 14,705 Swiss francs;
Decides that Chad shall be permitted to vote, in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organisation, after the conclusion of the present business.

VI

Resolution concerning amendments to the Financial Regulations

The General Conference of the International Labour Organization,
Recognizing that amendments to the Financial Regulations are required to enable the Organization to follow the common accounting standards of the United Nations system:
Decides to make the following amendments to the Financial Regulations:

1 Adopted on 16 June 1999 by 379 votes in favour, 1 against, with 11 abstentions.
2 Adopted on 16 June 1999 by 402 votes in favour, 2 against, with 3 abstentions.
(a) Paragraph 5 of article 10 shall read:

5. All contributions due in a financial period shall be recorded as income in that financial period, and shall be accounted for in United States dollars at the budget rate of exchange for that financial period.

(b) Paragraph 1 of article 17 shall read:

1. Expenditure charged against the appropriations of a financial period shall consist of payments made during the financial period and unliquidated obligations as at the last day of the financial period. Such portion of appropriations as may be required to meet these unliquidated obligations shall remain available for 12 months at the end of which any remaining balances shall be credited to miscellaneous income.

(c) The present paragraph 2 of article 17 shall be deleted.

(d) The present paragraph 3 of article 17 shall be renumbered as paragraph 2 and shall read:

2. Obligations which could not be charged to the appropriations of the preceding financial period may, if the Director-General should so decide, be charged to the appropriations of the current financial period. Nevertheless, there shall be included in the budget for each financial period an item entitled "Unpaid liabilities" to which may be charged any payments of a similar character which it would not be appropriate to pay from any other item of the budget. Payment of obligations due in respect of transactions covered by the budget of any financial period preceding the last financial period shall be subject to the prior authorization of the Governing Body.

(e) Paragraph 4 of article 17 shall be deleted.

(f) Article 18 shall read:

1. The excess or shortfall of income over expenditure in any complete financial period shall be calculated by deducting budgetary expenditure from budgetary income with a financial provision being made for delays in the payment of contributions. Such provision shall amount to 100 per cent of the contributions unpaid at the date of the financial statements at the end of the financial period.

2. Any such excess of income over expenditure, expressed in Swiss francs calculated at the budget rate of exchange for that financial period shall be used to reduce the contributions of Members in the following way: Members which paid their ordinary contributions in the financial period in which this surplus accrued shall have their share of the surplus deducted from their contributions assessed for the second year of the succeeding financial period; other Members shall not be credited with their share until they have paid the contributions due from them for the financial period in which the surplus accrued. When they have done so, their share of such surplus shall be deducted from their contributions assessed for the first year of the next financial period for which a budget is adopted after such payment.

VII

Resolution concerning the scales of assessment to the budget for the 2000-01 biennium

The General Conference of the International Labour Organization;

Decides, in accordance with article 9, paragraph 2, of the Financial Regulations, to adopt the draft scale of assessments for the year 2000 as set out in column 3 of Appendix III to this report.\(^1\)

\(^1\) Adopted on 15 June 1999.

VIII

Resolution concerning an appointment to the ILO Staff Pension Committee
(United Nations Joint Staff Pension Board)\(^1\)

The General Conference of the International Labour Organization,
In accordance with article 6(c) of the Regulations of the United Nations Joint Staff Pension Fund;
Appoints Mr. W. Ringkamp (Germany) as a member of the ILO Staff Pension Committee (United Nations Joint Staff Pension Board) until 8 October 2001.

IX

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization\(^1\)

The General Conference of the International Labour Organization;
Decides, in accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organization, to renew the term of office of Ms. Mella Carroll (Ireland) for a period of three years;
Expresses its appreciation to Mr. Mark Fernando for the services which he has rendered to the work of the Administrative Tribunal of the International Labour Organization over the last seven years;
Decides, in accordance with Article III of the Statute of the Administrative Tribunal of the International Labour Organization, to appoint as judge of the Administrative Tribunal, for a term of three years with effect from July 1999, Ms. Justice Ruma Pal (India).

X

Resolution concerning the adoption of the Programme and Budget for 2000-01 and the allocation of the budget of income among member States\(^2\)

The General Conference of the International Labour Organization,
(a) in virtue of the Financial Regulations, adopts for the 67th financial period, ending 31 December 2001, the budget of expenditure of the International Labour Organization amounting to US$467,470,000 and the budget of income amounting to US$467,470,000 which, at the budget rate of exchange of Swiss francs 1.53 to the US dollar, amounts to Sw.frs.715,229,100, and resolves that the budget of income, denominated in Swiss francs, shall be allocated among member States in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives;
(b) requests the Director-General to submit to the Governing Body at its 276th Session (November 1999) a statement as referred to in article 15 of the Financial Regulations, providing further details of the budget of expenditure.

\(^1\) Adopted on 15 June 1999.
\(^2\) Adopted on 16 June 1999 by 410 votes in favour, none against, with no abstentions.
OTHER DECISIONS

Standing Orders of the International Labour Conference

The Conference adopted the following amendments to its Standing Orders.

PART I

General Standing Orders

ARTICLE 7

Committee on the Application of Conventions and Recommendations

Paragraph 1(b)

This provision now reads as follows:

(b) the information and reports concerning Conventions and Recommendations communicated by Members in accordance with article 19 of the Constitution, except for information requested under paragraph 5(e) of that article where the Governing Body has decided upon a different procedure for its consideration;
CONTENTS

Information

Official measures taken regarding decisions of the International Labour Conference:
Instrument for the Amendment of the Constitution of the International Labour Organization, 1997: Ratifications ......................................................... 122
International labour Conventions: Ratifications, denunciations, declarations and notifications ......................................................................................... 123
Notification of the coming into force of the Private Employment Agencies Convention, 1997 (No. 181) ........................................................................ 133
Notification of the coming into force of the Worst Forms of Child Labour Convention, 1999 (No. 182) ................................................................. 133

Documents

Fourteenth American Regional Meeting (Lima, 24-27 August 1999): Conclusions adopted .......................... 134
Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries (Geneva, 22-26 February 1999): Conclusions and resolutions adopted .......................................................... 138
Tripartite Meeting on Managing the Privatization and Restructuring of Public Utilities (Geneva, 12-16 April 1999): Conclusions adopted .......................................................... 145

Office publications and documents

To ensure that all regular readers of the Official Bulletin receive full and up-to-date information on Office publications and documents, the ILO Publications list will be sent to them free of charge. A complete catalogue is available on request and books may be purchased from: ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland.
The 276th Session of the Governing Body of the International Labour Office was held from Tuesday, 16 November to Thursday, 18 November 1999, under the chairmanship of Mr. J.-J. Elmiger (Government representative, Switzerland).

The agenda was as follows:

1. Approval of the minutes of the 274th and 275th Sessions.
3. Appointment of the group of experts established in accordance with section II.B of the Annex to the ILO Declaration on Fundamental Principles and Rights at Work.
6. Measures, including action under article 33 of the Constitution of the International Labour Organization, to secure compliance by the Government of Myanmar with the recommendations of the Commission of Inquiry established to examine the observance of the Forced Labour Convention, 1930 (No. 29).
8. Complaint concerning the non-observance by Colombia of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right

1 The Governing Body approved the minutes.
2 The Governing Body took note of the report and the conclusions of the International Consultation.

9. Reports of the Programme, Financial and Administrative Committee.

10. Reports of the Committee on Legal Issues and International Labour Standards.

11. Report of the Committee on Employment and Social Policy.¹


15. International Institute for Labour Studies.²


Supplementary Reports:

— Participation of Macau in the activities of the International Labour Organization.

— Report of the Committee set up to examine the representation alleging non-observance by Mexico of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Radical Trade Union of Metal and Associated Workers.

— Report of the Committee set up to examine the representation alleging non-observance by Bosnia and Herzegovina of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the Union of Autonomous Trade Unions of Bosnia and Herzegovina.

17. Reports of the Officers of the Governing Body:

— Representation alleging non-observance by Colombia of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Central Unitary Workers' Union (CUT).

— Representation alleging non-observance by the Republic of Moldova of the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the General Federation of Trade Unions of the Republic of Moldova.

18. Composition and agenda of standing bodies and meetings:

— Appointment of Governing Body representatives on various bodies.

Matters on which the Officers of the Governing Body took decisions on its behalf:

— Programme of meetings for the remainder of 1999 and for 2000-01.

— Symposia, seminars and similar meetings.

— Requests from non-governmental international organizations wishing to be represented at the 88th (2000) Session of the International Labour Conference.

— Request by an intergovernmental organization wishing to be invited to be represented at ILO meetings.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.³

¹ The Governing Body took note of the report.

² The Governing Body took note of the report of the Institute.

³ For a more detailed account, see the set of papers and reports examined by the Governing Body, together with the approved minutes of the sittings, which contain a record of how decisions were taken.
The Governing Body requested law and practice reports or more detailed proposals on the following subjects to be submitted to it at its 277th Session (March 2000):

1. New measures concerning discrimination in employment and occupation — Extension of the grounds on which discrimination is prohibited in Article 1 of Convention No. 111.
2. Employment of women.
3. The informal sector.
4. Investment and employment.
5. Migrant workers.
6. Recording and notification of occupational accidents and diseases (adjusted to take account of the Governing Body's discussions).

The Governing Body also requested the Office to submit to it at that session a progress report on its work concerning contract labour in the light of the Conference resolution of 1998 and preparations for the forthcoming Meeting of Experts on Workers in Situations Needing Protection (Geneva, 15-19 May 2000), so as to enable it to take a decision on the inclusion of this item at a later session in 2000.

APPOINTMENT OF THE GROUP OF EXPERTS ESTABLISHED IN ACCORDANCE WITH SECTION II.B OF THE ANNEX TO THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

The Governing Body appointed the following persons to serve as Expert-Advisers under the follow-up to the Declaration for an initial period, and decided to review the situation not later than at its session in November 2001:

— Dr. Ahmed El Borai;
— Ms. Mária Ladó;
— Ms. Nora Lustig;
— Mr. Jean-Jacques Oechslin;
— Ms. M.A. Nieves Roldan-Confesor;
— Ms. Zoe Mumbi Tambo;
— Mr. Robert White.

The Governing Body approved the following name for the group:

English: ILO Declaration Expert-Advisers (IDEA);
French: Experts-Conseillers sur la Déclaration de l'OIT (ECDO);
Spanish: Expertos-Consejeros en la Declaración de la OIT (ECDO).

REPORT AND CONCLUSIONS OF THE FOURTEENTH AMERICAN REGIONAL MEETING

(Lima, 24-27 August 1999)

The Governing Body requested the Director-General:

(a) to draw the attention of the governments of member States of the Americas and, through them, that of their national employers' and workers' organizations, to the Conclusions for adopted by the Meeting;

1 For the text of the Conclusions, see pp. 134-137 below.
(b) to bear the Conclusions in mind in executing ongoing programmes and in preparing future programme and budget proposals;
(c) to transmit the text of the Conclusions:
   (i) to the governments of all member States and, through them, to national employers' and workers' organizations;
   (ii) to the international organizations concerned, including the non-governmental international organizations having consultative status.

MEASURES, INCLUDING ACTION UNDER ARTICLE 33 OF THE CONSTITUTION OF THE INTERNATIONAL LABOUR ORGANIZATION, TO SECURE COMPLIANCE BY THE GOVERNMENT OF MYANMAR WITH THE RECOMMENDATIONS OF THE COMMISSION OF INQUIRY ESTABLISHED TO EXAMINE THE OBSERVANCE OF THE FORCED LABOUR CONVENTION, 1930 (NO. 29)

The Governing Body invited the Director-General:
(a) to ensure that no technical cooperation or assistance to the Government of Myanmar, except for the purpose of direct assistance to implement immediately the recommendations of the Commission of Inquiry, was considered or undertaken by the Office; and
(b) to take the necessary steps to ensure that no proposal to invite or invitation to attend meetings, symposia or seminars organized by the ILO was extended to the Government of Myanmar, except for meetings that have the sole purpose of securing immediate and full compliance with the Commission of Inquiry's recommendations; for so long as the Governing Body, or its Officers acting on its behalf, had not noted the implementation of the Commission of Inquiry's recommendations.

The Governing Body decided, in accordance with article 10, paragraph 1, of its Standing Orders, to take a decision at its 277th Session (March 2000) on whether to place on the agenda of the 88th Session of the Conference (June 2000) an item entitled: "Action recommended by the Governing Body under article 33 of the Constitution — Implementation of the recommendations contained in the report of the Commission of Inquiry Forced labour in Myanmar (Burma)."

The Governing Body requested the Office to submit to it, at its 277th Session (March 2000), a paper detailing the various options, taking account of the views put forward during the preliminary examination of the question, in order to enable it at that session to adopt recommendations under article 33 of the Constitution, should it decide to do so.

The Governing Body invited the Director-General to inform its members, by means of an update to his written report dated 21 May 1999, to be communicated to them by 28 February 2000 at the latest, of the measures taken by the Government of Myanmar to give effect to the recommendations of the Commission of Inquiry, taking into account in its preparation all the comments made by the Government of Myanmar, the information provided by the employers' and workers' organizations, and all other reliable sources.

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

318th and 319th Reports

The Governing Body considered and adopted the 318th and 319th Reports of its Committee on Freedom of Association.

1 The text of these reports is reproduced in Official Bulletin, Vol. LXXXII, 1999, Series B.

The Governing Body:
(a) took note of the recommendation of its Committee on Freedom of Association in paragraph 219 of its 319th Report;
(b) decided that in view of the elements contained in the Agreement between the representatives of the Government of Colombia and the representatives of the workers of Colombia (CUT, CTC and CGTD), it would take a decision on the advisability of appointing a commission of inquiry in June 2000. It then would take into account the information provided by a direct contacts mission and by the Committee on Freedom of Association in making its decision on whether to appoint a commission of inquiry or not.

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

Financial and general questions

Programme and Budget for 1998-99

Regular budget account and Working Capital Fund

The Governing Body authorized the Director-General to submit proposals for any necessary transfers within the 1998-99 expenditure budget to the Chairperson for approval, in accordance with the usual practice, prior to the closing of the 1998-99 accounts in January 2000, subject to confirmation of such approval by the Governing Body at its 277th Session (March 2000).

Financial questions relating to the International Institute for Labour Studies

The Governing Body:
(a) endorsed the programme and approved the budget for the International Institute for Labour Studies for 2000-01;¹
(b) accepted the contributions and gifts listed in document GB.276/PFA/3/2.

Proposed 2000-01 budgets for extra-budgetary accounts

International Occupational Safety and Health Information Centre (CIS)

The Governing Body approved the proposed 2000-01 income and expenditure budget for the International Occupational Safety and Health Information Centre extra-budgetary account.

¹ Document GB.276/PFA/3/1.
The Governing Body approved the income and expenditure estimates for 2000-01 of the Inter-American Research and Documentation Centre on Vocational Training (CINTERFOR) extra-budgetary account.

Financial arrangements for a commission of inquiry concerning the non-observance by Colombia of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

The Governing Body rescinded the decision taken at its 274th Session (March 1999) concerning financial arrangements and decided that, should it decide to establish a commission of inquiry concerning Colombia:
(a) an honorarium at the rate of $300 per day be paid to each member of the commission of inquiry;
(b) the cost of the commission in 2000-01, estimated at $528,000, be financed in the first instance from savings in Part I of the budget on the understanding that, should it subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the biennium.

Appointments to the Investments Committee of the International Labour Organization

The Governing Body renewed the appointments of Mr. Yves Oltramare, Baron Sirtema van Grovestins and Mr. Jean-Pierre Cuoni as members of the Investments Committee of the International Labour Organization for a further period of three years, expiring on 31 December 2002.

Financial arrangements for a meeting of the Officers of the Committee on Technical Cooperation to discuss monitoring modalities

The Governing Body decided that the costs of a meeting of the Officers of the Committee on Technical Cooperation, estimated at a maximum of $6,600, should be financed in the first instance from savings in Part I of the budget on the understanding that, should this subsequently prove impossible, the Director-General would propose alternative methods of financing at a later stage in the biennium.

Personnel questions

Report of the International Civil Service Commission

The Governing Body:
(a) accepted the recommendations of the ICSC, subject to their approval by the United Nations General Assembly, concerning an increase of 3.42 per cent in the base/floor salary scale, and consequential increases in the mobility and hardship allowance and separation payments, for staff in the Professional and higher categories, with effect from 1 March 2000;
(b) authorized the Director-General to give effect in the ILO, through amendments to the Staff Regulations as necessary, to the measures referred to in subparagraph (a), subject to their approval by the General Assembly.
Matters relating to the Administrative Tribunal of the ILO

Recognition of the Tribunal's jurisdiction by the Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization


Programme and Budget proposals for 2000-01

The Governing Body, in accordance with paragraph (b) of the resolution adopted by the International Labour Conference at its 87th Session (1999) relating to the Programme and Budget for 2000-01 and having regard to the provisions of article 15 of the Financial Regulations, approved the detailed budget of expenditure by item for the biennium 2000-01 contained in table 2 of document GB.276/PFA/9, reproduced in Appendix II to the report.

The Governing Body endorsed the planning, monitoring and reporting arrangements described in Appendix III to the report.

REPORTS OF THE COMMITTEE ON LEGAL ISSUES AND INTERNATIONAL LABOUR STANDARDS

Legal issues

Standing Orders questions relating to the setting in motion of the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

Annual review by the Governing Body

The Governing Body adopted a new article 9bis in its Standing Orders with the following wording:

ARTICLE 9bis

Committee of the whole

The Governing Body may decide to meet as a committee of the whole in order to hold an exchange of views, in which representatives of governments that are not represented on the Governing Body may, in the manner determined by it, be given an opportunity to express their views with respect to matters concerning their own situation. The committee of the whole shall report to the Governing Body.

Review of the Global Report by the International Labour Conference

The Governing Body decided to invite the Conference, at its 88th Session (June 2000), to adopt the proposals concerning the ad hoc arrangements for the discussion of the Global Report under the follow-up to the Declaration, as set out in the appendix to this Record of Decisions.

Revision of the procedure for the examination of representations submitted under article 24 of the Constitution

The Governing Body took note of this section of the report and agreed that the document to be prepared for submission at its 277th Session (March 2000) would be limited to the question of confidentiality in relation to the publication provided for in article 25 of the Constitution.
Formal confirmation of the 1986 Vienna Convention on the Law of Treaties between States and International Organizations or between International Organizations

The Governing Body decided to request the International Labour Conference, at its 88th Session (June 2000), to consider the Vienna Convention on the Law of Treaties between States and International Organizations or between International Organizations with a view to the deposit of an act of formal confirmation by the ILO, and to propose that the Conference adopt a resolution\(^1\) aimed at authorizing the Director-General to deposit this act of formal confirmation on behalf of the International Labour Organization.

Possible improvements in the standard-setting activities of the ILO

The Governing Body took note of this section of the report, and agreed that a document prepared after wide consultations should be examined at its 277th Session (March 2000).

Cooperation Agreement between the International Labour Organization and the Andean Community of Nations

The Governing Body approved the text of the Cooperation Agreement between the International Labour Organization and the Andean Community of Nations, contained in Appendix II to the report, and authorized the Director-General (or his representative) to sign it on behalf of the ILO.

International labour standards and human rights

Report of the Working Party on Policy regarding the Revision of Standards

The Governing Body:

(a) took note of the report of the Working Party on Policy regarding the Revision of Standards\(^2\) (Appendix I) and of the opinions expressed during the Committee meeting;

(b) approved the recommendations in the corresponding paragraphs of the report on which there was a consensus in the Working Party and in the Committee.

Form for reports on the application of a ratified Convention (article 22 of the Constitution): Worst Forms of Child Labour Convention, 1999 (No. 182)

The Governing Body approved the form for reports on the application of the Worst Forms of Child Labour Convention, 1999 (No. 182), as reproduced in Appendix II to the report.

UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel, 1997: Monitoring

The Governing Body:

(a) approved the draft Revised Mandate of the Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers so as to extend its mandate to include monitoring and promotion of the UNESCO Recommendation concerning the Status of Higher-Education Teaching Personnel, 1997;

(b) invited the Director-General to communicate its decision to the Director-General of UNESCO.

---


\(^2\) Document GB.276/LILS/5 (Rev.1) is reproduced in Appendix I of the Committee's report.
Other questions

Consideration of the Director-General’s report on the situation of workers of the occupied Arab territories at the 88th Session (2000) of the International Labour Conference

The Governing Body decided to include an item on the agenda of its 277th Session (March 2000) entitled: “Consideration of the Director-General’s report on the situation of workers of the occupied Arab territories at the 88th Session (2000) of the International Labour Conference”.

REPORT OF THE COMMITTEE ON SECTORAL AND TECHNICAL MEETINGS AND RELATED ISSUES

Effect to be given to the recommendations of sectoral meetings

Tripartite Meeting on Voluntary Initiatives affecting Training and Education on Safety, Health and Environment in the Chemical Industries (Geneva, 22-26 February 1999)

The Governing Body:

(a) authorized the Director-General to communicate the Note on the Proceedings: (i) to governments, requesting them to communicate these texts to the employers’ and workers’ organizations concerned; (ii) to the international employers’ and workers’ organizations concerned; (iii) to the international organizations concerned;

(b) requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in paragraph 23 of the conclusions and relevant parts of the resolutions.¹

Tripartite Meeting on Managing the Privatization and Restructuring of Public Utilities (Geneva, 12-16 April 1999)

The Governing Body:

(a) authorized the Director-General to communicate the Note on the Proceedings: (i) to governments, requesting them to communicate these texts to the employers’ and workers’ organizations concerned; (ii) to the international employers’ and workers’ organizations concerned; (iii) to the international organizations concerned;

(b) requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in paragraphs 26 to 32 of the conclusions.²


The Governing Body:

(a) authorized the Director-General to communicate the Note on the Proceedings: (i) to governments, requesting them to communicate these texts to the employers’ and workers’ organizations concerned; (ii) to the international employers’ and workers’ organizations concerned; (iii) to the international organizations concerned;

¹ For the text of the conclusions and resolutions, see pp. 138-144 below.

² For the text of the conclusions, see pp. 145-150 below.
(b) requested the Director-General to bear in mind, when drawing up proposals for the future work of the Office, the wishes expressed by the Meeting in paragraphs 32 to 34 of the conclusions and relevant parts of the resolution.1

Meeting of Experts on Labour Inspection and Child Labour
(Geneva, 27 September-1 October 1999)

The Governing Body:
(a) authorized the Director-General to communicate the Note on the Proceedings: (i) to governments, requesting them to communicate these texts to the employers' and workers' organizations concerned; (ii) to the international employers' and workers' organizations concerned; (iii) to the international organizations concerned;
(b) requested the Director-General to bear in mind, when drawing up proposals for the future programme of work of the Office, the wishes expressed by the Meeting in paragraphs 1 to 7 of the recommendations.2

REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION

Effect to be given to the conclusions concerning the role of the ILO in technical cooperation, adopted by the International Labour Conference at its 87th Session (June 1999): Implementation plan

The Governing Body took note of this section of the report, and requested the Director-General:
(a) to convene a meeting of the Officers of the Committee well before the Governing Body session in March 2000 to review the proposals on the modalities of giving effect to a monitoring system, which would be submitted to the Committee on Technical Cooperation in March 2000;
(b) to make the necessary financial provisions for the above meeting;
(c) to calculate the financial provisions necessary to implement the proposals tabled before the March 2000 session of the Governing Body, including the cost of the proposal put forward by the Working Party on the Evaluation of the Active Partnership Policy in document GB.274/TC/1.

(Geneva, 19-21 April 1999)

The Governing Body took note of the conclusions3 of the Symposium and requested the Director-General to take them into account in implementing future work of the Office in related areas.

---

1 For the text of the conclusions and the resolution, see pp. 151-155 below.
2 For the text of the recommendations, see pp. 156-159 below.
3 The conclusions of the Symposium are reproduced in the appendix to document GB.276/TC/4.
REPORT OF THE WORKING PARTY ON THE SOCIAL DIMENSIONS OF THE LIBERALIZATION OF INTERNATIONAL TRADE

Future of the Working Party

The Governing Body took note of the oral report made by the Chairperson of the Working Party. Taking into account the consensus on the matter, the Governing Body decided to maintain the Working Party on the Social Dimensions of the Liberalization of International Trade, and to examine its future work on the basis of proposals to be submitted by the Director-General at its meeting in March 2000, and to leave aside for the moment the question of a title that would more appropriately reflect its actual work.

REPORT OF THE DIRECTOR-GENERAL

Obituary

The Governing Body paid tribute to the memory of the deceased and requested the Director-General to convey its sympathy: (a) to the family of Mr. Gabriel Chike Okogwu and to the Nigeria Employers’ Consultative Association; (b) to the family of Mr. Manuel Bustos Huerta, to the Central of Chilean Trade Unions and to the Parliament of the Republic of Chile; (c) to the family of Mr. Gullmar Bergenström, to the International Organisation of Employers and to the Swedish Employers’ Confederation.

Participation of Macau in the activities of the International Labour Organization

The Governing Body took note of the declarations by Portugal and China.

Report of the Committee set up to examine the representation alleging non-observance by Mexico of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Radical Trade Union of Metal and Associated Workers

The Governing Body approved the report, and taking into account the conclusions in paragraphs 36 to 43 of the report:

(a) suggested to the Government that, in the quest for solutions to the problems that still appear to affect the relocated Chinantec communities, it carry out a dialogue to enable both parties to seek solutions to the situation facing these peoples in the Uxpanapa Valley;

(b) requested the Government to continue providing information concerning developments in the situation in its reports under article 22 of the Constitution of the ILO in respect of this Convention, to the Committee of Experts on the Application of Conventions and Recommendations, particularly as regards the establishment of new channels of communication with the peoples affected;

(c) strongly urged the Government to inform the Committee of Experts of any progress on development made in the judicial proceedings being brought against the Zamora González brothers;

1 The Governing Body took note of the information submitted to it on the progress of international labour legislation, the European Agreement concerning the Social Security of Boatmen Engaged in Inland Navigation and internal administration.

2 For the texts of these declarations, see Official Bulletin, Vol. LXXXII, 1999, Series A, No. 2, pp. 77 and 78.
(d) with regard to the alleged violation of Articles 5 and 13 of the Convention, and in view of the contradictory information and assertions submitted on this point of the representation, requested the Government and the complainants to provide the Committee of Experts with additional information to allow it to give an informed opinion on this matter with a greater knowledge of the facts;
(e) declared closed the procedure initiated before the Governing Body when the representation was submitted.

Report of the Committee set up to examine the representation alleging non-observance by Bosnia and Herzegovina of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), made under article 24 of the ILO Constitution by the Union of Autonomous Trade Unions of Bosnia and Herzegovina

The Governing Body:
(a) approved the report, and in particular the conclusions in paragraphs 13-22 in the light of the information presented to the Committee;
(b) invited the Government of Bosnia and Herzegovina to take the necessary measures to ensure that workers dismissed from the “Aluminium” and “Soko” factories solely on the grounds of their Bosnian or Serbian extraction or their religion:
   (i) received adequate compensation for the damage that they had sustained;
   (ii) received payment of any wage arrears and any other benefits to which they would be entitled if they had not been dismissed;
   (iii) were as far as possible reinstated in their posts without losing length of service entitlements;
(c) invited the Government to ensure that a formal dismissal procedure be instituted, in accordance with the provisions of Convention No. 158 which has been ratified by Bosnia and Herzegovina, if the reinstatement of all or some of the workers in question was not possible;
(d) entrusted the follow-up on this matter to the Committee of Experts on the Application of Conventions and Recommendations, in implementation of article 22 of the ILO Constitution, for the purpose of monitoring the application of Convention No. 111 and also of Conventions Nos. 81 and 158;
(e) declared closed the procedure initiated following the representation.

REPORTS OF THE OFFICERS OF THE GOVERNING BODY

Representation alleging non-observance by Colombia of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Central Unitary Workers' Union (CUT)

The Governing Body decided that the representation was receivable, and appointed a committee to examine it.

Representation alleging non-observance by the Republic of Moldova of the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the General Federation of Trade Unions of the Republic of Moldova

The Governing Body decided that the representation was receivable, and appointed a committee to examine it.
COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Appointment of Governing Body representatives on various bodies

The Governing Body appointed the members indicated below as its representatives to the following meetings, which they would also chair.

Mr. Simanjuntak (Government, Indonesia).

Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel (Geneva, 10-14 April 2000)
Mr. de Arbeloa (Employer member).

Mr. Patel (Worker member).

MATTERS ON WHICH THE OFFICERS OF THE GOVERNING BODY TOOK DECISIONS ON ITS BEHALF

Programme of meetings for the remainder of 1999 and for 2000-01

The Officers of the Governing Body approved the following programme of meetings for the remainder of 1999 and for 2000-01.

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
</table>
| 1999
| 25 November-10 December | Committee of Experts on the Application of Conventions and Recommendations | Geneva |
| 8-11 December | Ninth African Regional Meeting                                                   | Abidjan |
| 13-17 December | Tripartite Meeting on Safety and Health in the Fishing Industry                 | Geneva |
| 2000
| 17-26 January | Meeting of Experts on Safety in the Use of Insulation Wools                      | "    |
| 28 February-3 March | Symposium on Information Technologies in the Media and Entertainment Industries: Their Impact on Employment, Working Conditions and Labour-management Relations | "    |
| 16-31 March | 277th Session of the Governing Body and its committees                          | "    |

1 As regards meetings, only the decisions concerning their composition and agenda are published in the Official Bulletin.
<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-14 April</td>
<td>Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel</td>
<td>Geneva</td>
</tr>
<tr>
<td>8-12 May</td>
<td>Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment</td>
<td>&quot;</td>
</tr>
<tr>
<td>15-19 May</td>
<td>Meeting of Experts on Workers in Situations Needing Protection</td>
<td>&quot;</td>
</tr>
<tr>
<td>25-26 May</td>
<td>Governing Body Committee on Freedom of Association</td>
<td>&quot;</td>
</tr>
<tr>
<td>30 May-15 June</td>
<td>88th Session of the International Labour Conference</td>
<td>&quot;</td>
</tr>
<tr>
<td>16 June</td>
<td>278th Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>11-15 September</td>
<td>Joint ILO/UNESCO Committee of Experts on the Application of the Recommendation concerning the Status of Teachers (CEART)</td>
<td>&quot;</td>
</tr>
<tr>
<td>18-22 September</td>
<td>Tripartite Meeting on Moving to Sustainable Agricultural Development through the Modernization of Agriculture and Employment in a Globalized Economy</td>
<td>&quot;</td>
</tr>
<tr>
<td>16-20 October</td>
<td>Tripartite Meeting on Labour Practices in the Footwear, Leather, Textiles and Clothing Industries</td>
<td>&quot;</td>
</tr>
<tr>
<td>2-17 November</td>
<td>279th Session of the Governing Body and its committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>23 November-8 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>12-15 December</td>
<td>Sixth European Regional Meeting</td>
<td>&quot;</td>
</tr>
<tr>
<td><strong>2001</strong> (Advance information)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22-26 January</td>
<td>29th Session of the Joint Maritime Commission</td>
<td>&quot;</td>
</tr>
<tr>
<td>5-9 February</td>
<td>Tripartite Meeting on the Employment Impact of Mergers and Acquisitions in the Banking and Financial Services Sector</td>
<td>&quot;</td>
</tr>
<tr>
<td>8-30 March</td>
<td>280th Session of the Governing Body and its committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>2-6 April</td>
<td>Tripartite Meeting on Human Resources Development, Employment and Globalization in the Hotel, Catering and Tourism Sector</td>
<td>&quot;</td>
</tr>
<tr>
<td>8-15 May</td>
<td>Meeting of Experts on Safety and Health in the Non-ferrous Metals Industries</td>
<td>&quot;</td>
</tr>
<tr>
<td>31 May-1 June</td>
<td>Governing Body Committee on Freedom of Association</td>
<td>&quot;</td>
</tr>
<tr>
<td>5-21 June</td>
<td>89th Session of the International Labour Conference</td>
<td>&quot;</td>
</tr>
<tr>
<td>22 June</td>
<td>281st Session of the Governing Body</td>
<td>&quot;</td>
</tr>
<tr>
<td>July</td>
<td>Meeting of Experts on Occupational Safety and Health Management Systems and Safety Culture</td>
<td>&quot;</td>
</tr>
<tr>
<td>17-21 September</td>
<td>Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move</td>
<td>&quot;</td>
</tr>
<tr>
<td>15-19 October</td>
<td>Joint Meeting on the Impact of Decentralization and Privatization on Municipal Services</td>
<td>&quot;</td>
</tr>
<tr>
<td>22-31 October</td>
<td>Meeting of Experts on Labour Statistics</td>
<td>&quot;</td>
</tr>
<tr>
<td>1-16 November</td>
<td>282nd Session of the Governing Body and its committees</td>
<td>&quot;</td>
</tr>
<tr>
<td>22 November-7 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
</tbody>
</table>

120
<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td>To be determined</td>
<td>World Employment Forum</td>
<td>&quot;</td>
</tr>
<tr>
<td>To be determined</td>
<td>Tripartite Meeting of Experts on the Management of Disability at the Workplace</td>
<td>&quot;</td>
</tr>
<tr>
<td>To be determined</td>
<td>18th Ordinary Session of the Intergovernmental Committee of the International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations (the Rome Convention, 1961)</td>
<td>&quot;</td>
</tr>
<tr>
<td>To be determined</td>
<td>International Symposium to Strengthen Workers' Participation in the United Nations System and Impact on Bretton Woods Institutions</td>
<td>&quot;</td>
</tr>
<tr>
<td>To be determined</td>
<td>Thirteenth Asian Regional Meeting</td>
<td>Bangkok</td>
</tr>
</tbody>
</table>

Symposia, seminars and similar meetings

The Officers of the Governing Body approved proposals for a number of symposia, seminars and similar meetings.¹

Requests from non-governmental international organizations wishing to be represented at the 88th (2000) Session of the International Labour Conference

The Officers of the Governing Body authorized the Director-General:

(a) to invite one workers' organization and ten other organizations ² to be represented at the 88th (2000) Session of the International Labour Conference, it being understood that it would be for the Selection Committee of the Conference to consider their requests to participate in the work of the committees dealing with the agenda items in which they had stated a special interest;

(b) to inform the organizations concerned that they may nominate one person only for each of the agenda items in respect of which their interest has been recognized.

Request by an intergovernmental organization wishing to be invited to be represented at ILO meetings

The Officers of the Governing Body authorized the Director-General to invite the Organisation internationale de la francophonie to meetings likely to be of interest to it and, in particular, to sessions of the International Labour Conference.

¹ The list of these meetings is contained in document GB.276/Inf.2.
² The list of these organizations is contained in document GB.276/Inf.3.
Ratifications

In accordance with article 3 of the Instrument for the Amendment of the Constitution of the International Labour Organization, 1997, the following ratifications have been communicated to the Director-General of the International Labour Office:

<table>
<thead>
<tr>
<th>State</th>
<th>Measure</th>
<th>Date received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Czech Republic</td>
<td>Ratification</td>
<td>6 December 1999</td>
</tr>
<tr>
<td>Iceland</td>
<td>Ratification</td>
<td>22 November 1999</td>
</tr>
<tr>
<td>Moldova, Republic of</td>
<td>Ratification</td>
<td>21 September 1999</td>
</tr>
<tr>
<td>Spain</td>
<td>Ratification</td>
<td>8 November 1999</td>
</tr>
</tbody>
</table>

The total number of ratifications and acceptances is thus 50, including two by States of chief industrial importance.

1 Period covered: 1 September to 31 December 1999.
International labour Conventions: Ratifications, denunciations, declarations and notifications

Notice is hereby given that the Director-General of the International Labour Office has registered the following ratifications and denunciations of international labour Conventions, as well as the following declarations and notifications concerning the application of Conventions. In pursuance of article 20 of the Constitution of the International Labour Organization, particulars of these ratifications, denunciations, declarations and notifications have been communicated to the Secretary-General of the United Nations Organization for registration in accordance with Article 102 of the Charter of the United Nations.

The publication of information concerning action taken in respect of international labour Conventions and Recommendations does not imply any expression of view by the International Labour Office concerning the legal status of the State having communicated such information (including the communication of a ratification, denunciation, declaration or notification), or on its authority over the territories in respect of which such information is communicated; in certain cases this may present problems on which the ILO is not competent to express an opinion.

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration</th>
<th>Date of effect</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(No. 121)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Minimum Wage Fixing Convention, 1970 (No. 131)</td>
<td>13 September 1999</td>
<td>13 September 2000</td>
</tr>
<tr>
<td></td>
<td>Workers' Representatives Convention, 1971 (No. 135)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Paid Educational Leave Convention, 1974 (No. 140)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Occupational Health Services Convention, 1985 (No. 161)</td>
<td>30 September 1999</td>
<td>30 September 2000</td>
</tr>
<tr>
<td></td>
<td>(No. 144)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Congo</td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>26 November 1999</td>
<td>26 November 2000</td>
</tr>
<tr>
<td></td>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
</tbody>
</table>

Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.
<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration</th>
<th>Date of effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Côte d'Ivoire</td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>22 October 1999</td>
<td>22 October 2000</td>
</tr>
<tr>
<td>Iceland</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>6 December 1999</td>
<td>6 December 2000</td>
</tr>
<tr>
<td></td>
<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ireland</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>20 December 1999</td>
<td>20 December 2000</td>
</tr>
<tr>
<td>Kazakhstan</td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>6 December 1999</td>
<td>6 December 2000</td>
</tr>
<tr>
<td></td>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kuwait</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>15 November 1999</td>
<td>15 November 2000</td>
</tr>
<tr>
<td></td>
<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Malawi</td>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>19 November 1999</td>
<td>19 November 2000</td>
</tr>
<tr>
<td></td>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Moldova, Rep. of</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>21 September 1999</td>
<td>21 September 2000</td>
</tr>
<tr>
<td></td>
<td>In accordance with Article 2, paragraph 1, of the Convention, the minimum age of 16 years has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Netherlands</td>
<td>Asbestos Convention, 1986 (No. 162)</td>
<td>15 September 1999</td>
<td>15 September 2000</td>
</tr>
<tr>
<td></td>
<td>Private Employment Agencies Convention, 1997 (No. 181)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senegal</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>15 December 1999</td>
<td>15 December 2000</td>
</tr>
</tbody>
</table>
Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified. The Government declared in conformity with Article 5, paragraph 2, of the Convention, that the provisions of the Convention do not apply to traditional pastoral or rural work without remuneration carried out in a family setting by children of less than 15 years of age and which aims at better integrating them in their social surroundings and the environment.

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
Equal Remuneration Convention, 1951 (No. 100)
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)
Labour Administration Convention, 1978 (No. 150)
Labour Relations (Public Service) Convention, 1978 (No. 151)
Worst Forms of Child Labour Convention, 1999 (No. 182)

Abolition of Forced Labour Convention, 1957 (No. 105)
Worst Forms of Child Labour Convention, 1999 (No. 182)

II. Denunciations

The text of the communication concerning the denunciation by Belgium of this Convention reads as follows:

(Translation)

"Whereas the international Convention concerning the Regulation of Certain Special Systems of Recruiting Workers was adopted by the International Labour Conference at its Twentieth Session on 20 June 1936,

Whereas the Kingdom of Belgium is a State party to the said Convention under Article 27 thereof,

The Government of the Kingdom of Belgium hereby denounces ILO Convention No. 50 concerning the Regulation of Certain Special Systems of Recruiting Workers, adopted at Geneva on 20 June 1936, in accordance with Article 29 thereof.

In witness therefore, I, Erik Derycke, Minister of Foreign Affairs, have signed the present Instrument of denunciation and sealed it with the seal of my Department."

<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration</th>
<th>Date of effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senegal</td>
<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified. The Government declared in conformity with Article 5, paragraph 2, of the Convention, that the provisions of the Convention do not apply to traditional pastoral or rural work without remuneration carried out in a family setting by children of less than 15 years of age and which aims at better integrating them in their social surroundings and the environment.</td>
<td>4 October 1999</td>
<td>4 October 2000</td>
</tr>
<tr>
<td></td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>23 November 1999</td>
<td>23 November 2000</td>
</tr>
<tr>
<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Labour Administration Convention, 1978 (No. 150)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>28 September 1999</td>
<td>19 November 2000</td>
</tr>
<tr>
<td>Slovakia</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>20 December 1999</td>
<td>20 December 2000</td>
</tr>
<tr>
<td>Tajikistan</td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>23 September 1999</td>
<td>23 September 2000</td>
</tr>
<tr>
<td>United States</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>2 December 1999</td>
<td>2 December 2000</td>
</tr>
<tr>
<td>Belgium</td>
<td>Recruiting of Indigenous Workers Convention, 1936 (No. 50)</td>
<td>13 September 1999</td>
<td>13 September 2000</td>
</tr>
</tbody>
</table>

1. The text of the communication concerning the denunciation by Belgium of this Convention reads as follows:

(Translation)

"Whereas the international Convention concerning the Regulation of Certain Special Systems of Recruiting Workers was adopted by the International Labour Conference at its Twentieth Session on 20 June 1936,

Whereas the Kingdom of Belgium is a State party to the said Convention under Article 27 thereof,

The Government of the Kingdom of Belgium hereby denounces ILO Convention No. 50 concerning the Regulation of Certain Special Systems of Recruiting Workers, adopted at Geneva on 20 June 1936, in accordance with Article 29 thereof.

In witness therefore, I, Erik Derycke, Minister of Foreign Affairs, have signed the present Instrument of denunciation and sealed it with the seal of my Department."

125
State | Convention | Date of registration | Date of effect
--- | --- | --- | ---
Netherlands | By a Note Verbale dated 1 November 1999, the Permanent Mission of the Kingdom of the Netherlands to the United Nations and other International Organizations in Geneva transmitted to the Director-General of the International Labour Office the text of a declaration of the Netherlands Government concerning its denunciation of the Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48), dated 27 July 1999. The declaration reads as follows:

"The Netherlands Government wishes to comment on the denunciation of ILO Maintenance of Migrants' Pension Rights Convention, 1935 (No. 48). This Convention provides for a system of coordinating the maintenance of entitlements and acquired rights deriving from the types of insurance listed in the Convention.

At present the Convention is in force only in Israel, Italy and the successor States of the former Yugoslavia which have issued a declaration to the effect that they will continue to be bound by its terms (Slovenia, Croatia, Bosnia and Herzegovina and the Former Yugoslav Republic of Macedonia (FYROM)).

The reason for denunciation lies in Article 10 of the Convention, which provides for the residence requirement to be lifted in relation to acquired rights and hence imposes an export obligation. Neither the nationality nor the place of residence of the claimant is relevant. Benefits may be exported to claimants resident in the territory of a State party regardless of their nationality. Benefits may be paid to claimants who are nationals of a State party regardless of their place of residence. This obligation, under Article 10 of ILO Convention No. 48, is at odds with the objective of the Export of Benefits (Restrictions) Act passed by the Dutch Parliament in May 1999. Under the Act, entitlement to social insurance benefits is subject to the condition that the claimant must be resident in the Netherlands or have been living in the country for more than three months. An exception may be made to this principle of territoriality if provision is made under an international instrument for benefit payments to be exported. At present this applies to countries in the European Union and the European Economic Area, where export is provided for by Regulation (EEC) No. 1408/71 of 14 June 1971, and to countries with which the Netherlands has concluded a bilateral social security convention. In the latter case, however, a protocol on enforcement should be added where no provision on this point is made in the bilateral convention, so that benefits can continue to be exported in the future. The idea underlying the Export of Benefits (Restrictions) Act is to improve the enforceability of benefits paid in other countries. It is only possible to export benefits to the countries in question if sufficient guarantees that they will be maintained can be furnished by treaty.

The contradiction between ILO Convention No. 48 and the Export of Benefits (Restrictions) Act would arise if it proved impossible to conclude an agreement on enforcement with another State party (for example countries in respect of which enforcement is not regulated by Regulation (EEC) No. 1408/71 or by a bilateral convention) but where Convention No. 48 nonetheless made it obligatory for benefits to be exported to the country in question. In addition, the scope of the export obligation is so wide that benefits must be paid to nationals of all parties, regardless of where they live and therefore regardless of whether a convention on the enforcement of benefits has been concluded with their country of residence. The effects of ILO Convention No. 48 are thus undesirable in the light of the Act's aims. Denouncing the Convention will eliminate these effects.

The denunciation of ILO Convention No. 48 does not mean, however, that persons whose benefit entitlements were protected under the Convention now no longer enjoy that protection. The social security schemes of the Netherlands and of the States party...
to ILO Convention No. 48 referred to above are now coordinated under Regulation (EEC) No. 1408/71 (Italy), the Convention between the Kingdom of the Netherlands and the State of Israel on social security, and the Convention between the Kingdom of the Netherlands and the Federal Socialist Republic of Yugoslavia on social security, with final protocol. These Conventions now provide the same guarantees in the field of social security as were provided by ILO Convention No. 48, in respect of both Dutch nationals and nationals of these countries who receive Dutch benefits in these countries and residents to whom foreign benefits are paid in the Netherlands.

In conclusion, the Government wishes to indicate that it has complied with the obligation contained in Article 5, paragraph 1(e), of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), and the agreements reached with Dutch employers' organizations and trade unions on the basis of this Convention. Under these agreements the social partners have one month in which to respond to, for example, explanatory notes to proposals to ratify treaties or, as in this case, to denounce them.

The proposal to denounce Convention No. 48 and the accompanying explanatory note were sent to the social partners on 28 April 1999. They were asked to comment by 10 May 1999 at the latest, so that their responses could be incorporated in the explanatory note to the proposal to denounce the Convention which was due to go to the Council of State for its recommendations. The employers responded positively on 29 April 1999. When it became clear that the trade unions could not meet the 10 May 1999 deadline, it was decided to pass on their comments — as soon as the Government received them — to the Council of State (until the Council of State had completed its report, which it did on 2 June 1999) and in any event to incorporate these comments in the explanatory notes to the proposal denouncing the Convention as amended in the light of the Council of State’s report. The trade unions were informed of this verbally. The trade unions therefore had time to comment on the proposal until the amended — and now definitive — explanatory notes were adopted on 3 June 1999 before being forwarded to the competent authority, namely Parliament. This was over five weeks after the proposal to denounce the Convention was submitted to the trade unions. The Government therefore concludes that the effective consultation obligation based on Convention No. 144 has been complied with.

### III. Declarations

#### Portugal

<table>
<thead>
<tr>
<th>Convention</th>
<th>Date of registration</th>
<th>Date of effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours of Work (Industry) Convention, 1919 (No. 1)</td>
<td>4 October 1999</td>
<td>4 October 1999</td>
</tr>
<tr>
<td>Night Work of Young Persons (Industry) Convention, 1919 (No. 6)</td>
<td>4 October 1999</td>
<td>4 October 1999</td>
</tr>
<tr>
<td>Unemployment Indemnity (Shipwreck) Convention, 1920 (No. 8)</td>
<td>18 November 1999</td>
<td>18 November 1999</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
</tr>
<tr>
<td>-----------------</td>
<td>------------------------------------------------------------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>Portugal (cont.)</td>
<td>Weekly Rest (Industry) Convention, 1921 (No. 14)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Workmen’s Compensation (Accidents) Convention, 1925 (No. 17)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Workmen’s Compensation (Occupational Diseases) Convention, 1925 (No. 18)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Seamen’s Articles of Agreement Convention, 1926 (No. 22)</td>
<td>19 November 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Repatriation of Seamen Convention, 1926 (No. 23)</td>
<td>19 November 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Food and Catering (Ships’ Crews) Convention, 1946 (No. 68)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td>28 October 1999</td>
</tr>
<tr>
<td></td>
<td>Certification of Ships’ Cooks Convention, 1946 (No. 69)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Medical Examination (Seafarers) Convention, 1946 (No. 73)</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td><em>Application without modification:</em> Macau</td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
</tr>
<tr>
<td>------------------------</td>
<td>-----------------------------------------------------------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>Portugal (cont.)</td>
<td>Certification of Able Seamen Convention, 1946 (No. 74)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>30 November 1999</td>
</tr>
<tr>
<td></td>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>13 September 1999</td>
</tr>
<tr>
<td></td>
<td>Employment Service Convention, 1948 (No. 88)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td>Accommodation of Crews Convention (Revised), 1949 (No. 92)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td>Migration for Employment Convention (Revised), 1949 (No. 97)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>18 November 1999</td>
</tr>
<tr>
<td></td>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td>Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td>Seafarers' Identity Documents Convention, 1958 (No. 108)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
<tr>
<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Application without modification: Macau</td>
<td>4 October 1999</td>
</tr>
</tbody>
</table>
State | Convention | Date of registration | Date of effect  
--- | --- | --- | ---  
**Portugal (cont.)** | Radiation Protection Convention, 1960 (No. 115) | 13 September 1999 | 13 September 1999  
*Application without modification: Macau*  
Minimum Age Convention, 1973 (No. 138) | 30 November 1999 | 30 November 1999  
*Application without modification: Macau*  
Human Resources Development Convention, 1975 (No. 142) | 30 November 1999 | 30 November 1999  
*Application without modification: Macau*  
Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) | 13 September 1999 | 13 September 1999  
*Application without modification: Macau*  
Labour Administration Convention, 1978 (No. 150) | 30 November 1999 | 30 November 1999  
*Application without modification: Macau*  
Labour Relations (Public Service) Convention, 1978 (No. 151) | 30 November 1999 | 30 November 1999  
*Application without modification: Macau*  
Termination of Employment Convention, 1982 (No. 158) | 19 November 1999 | 19 November 1999  
*Application without modification: Macau*  
*Application without modification: Macau*  
IV. Notifications  
China Macau Special Administrative Region  
The Director-General has registered the following notifications concerning the application of international labour Conventions without modification to the Macau Special Administrative Region:  
Hours of Work (Industry) Convention, 1919 (No. 1) | 20 December 1999 | 20 December 1999  
Night Work of Young Persons (Industry) Convention, 1919 (No. 6) | " | "  
Weekly Rest (Industry) Convention, 1921 (No. 14) | " | "  
Workmen's Compensation (Accidents) Convention, 1925 (No. 17) | " | "
<table>
<thead>
<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration</th>
<th>Date of effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>China Macau Special Administrative Region (cont.)</td>
<td>Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18)</td>
<td>20 December 1999</td>
<td>20 December 1999</td>
</tr>
<tr>
<td></td>
<td>Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Minimum Wage-Fixing Machinery Convention, 1928 (No. 26)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Food and Catering (Ships' Crews) Convention, 1946 (No. 68)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Certification of Ships' Cooks Convention, 1946 (No. 69)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Medical Examination (Seafarers) Convention, 1946 (No. 73)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Certification of Able Seamen Convention, 1946 (No. 74)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Employment Service Convention, 1948 (No. 88)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Accommodation of Crews Convention (Revised), 1949 (No. 92)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Seafarers' Identity Documents Convention, 1958 (No. 108)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Radiation Protection Convention, 1960 (No. 115)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Hygiene (Commerce and Offices) Convention, 1964 (No. 120)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Employment Policy Convention, 1964 (No. 122)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
</tbody>
</table>
State | Convention | Date of registration | Date of effect
--- | --- | --- | ---
Macau Special Administrative Region (cont.) | Occupational Safety and Health Convention, 1981 (No. 155) | | |

1 The Worst Forms of Child Labour Convention, 1999 (No. 182) was ratified by the United States subject to the following understandings:

"(1) Children working on farms — The United States understands that Article 3(d) of Convention No. 182 does not encompass situations in which children are employed by a parent or by a person standing in the place of a parent on a farm owned or operated by such parent or person, nor does it change, or is it intended to lead to a change in the agricultural employment provisions or any other provision of the Fair Labor Standards Act in the United States.

(2) Basic education — The United States understands that the term 'basic education' in Article 7 of Convention No. 182 means primary education plus one year; eight or nine years of schooling, based on curriculum and not age."

Before registering this ratification the Director-General of the International Labour Office transmitted to the United States Government a communication dated 9 February 2000 in the following terms:

"I have noted that the instrument indicates that the ratification was authorized subject to two understandings setting out the Government's interpretation of certain provisions of the Convention. As depositary, I have authority to accept ratification under these circumstances provided that such understandings clarify or explain the meaning of the Convention as it relates to domestic law or procedure or address a matter incidental to the domestic operation of the Convention and are not intended to constitute reservations modifying or limiting a country's international obligations.

The first of the understandings recites that Article 3(d) of the Convention 'does not encompass situations in which children are employed by a parent or by a person standing in the place of a parent on a farm owned or operated by such a parent or person'. In this regard, Article 3(d) of the Convention provides that 'work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children' is to be considered as among 'the worst forms of child labour' for the purposes of the Convention. In the view of the Office, that provision in itself neither covers nor excludes any specific branch of economic activity or type of undertaking and should not be read separately from paragraph 1 of Article 4, which leaves the types of work concerned, including the circumstances in which the work is carried out, to be determined by the ratifying Member in the manner specified by that paragraph. Within that framework, the actual result of the first understanding can indeed be achieved.

Accordingly, I have concluded that it is not the intention of the Government of the United States of America to subject its ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182), to any kind of reservation, and I consider that I have the necessary authority to register the aforesaid instrument of ratification."


NOTIFICATION OF THE COMING INTO FORCE
OF THE PRIVATE EMPLOYMENT AGENCIES CONVENTION,
1997 (No. 181)

Article 18 of the Private Employment Agencies Convention, 1997 (No. 181) adopted by the International Labour Conference at its 85th Session on 19 June 1997, provides that the Convention shall come into force twelve months after the date on which the ratifications of two Members of the International Labour Organization have been registered.

The ratifications by Ethiopia and Morocco were registered by the Director-General of the International Labour Office on 24 March 1999 and 10 May 1999 respectively. The Convention will accordingly come into force on 10 May 2000.

The present notification is made in accordance with the provisions of Article 20 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organization, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.

NOTIFICATION OF THE COMING INTO FORCE
OF THE WORST FORMS OF CHILD LABOUR CONVENTION,
1999 (No. 182)

Article 10 of the Worst Forms of Child Labour Convention, 1999 (No. 182), adopted by the International Labour Conference at its 87th Session on 17 June 1999, provides that the Convention shall come into force twelve months after the date on which the ratifications of two Members of the International Labour Organization have been registered.

The ratifications by Seychelles and Malawi were registered by the Director-General of the International Labour Office on 28 September 1999 and 19 November 1999 respectively. The Convention will accordingly come into force on 19 November 2000.

The present notification is made in accordance with the provisions of Article 12 of the Convention.

In conformity with article 20 of the Constitution of the International Labour Organization, this Convention will be communicated to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations.
CONCLUSIONS ADOPTED

Conclusions

1. The participants at this Meeting firmly support the four strategic objectives proposed in the Report of the Director-General of the ILO: to promote the application of fundamental principles and rights at work; to promote policies and programmes to create more and better employment opportunities for women and men; to enhance the coverage and effectiveness of social protection for all; and to strengthen tripartism and social dialogue. We also support the eight InFocus programmes in the Programme and Budget for 2000-01, approved by the International Labour Conference in June 1999. We also attach particular importance to incorporating gender and development perspectives in all ILO activities.

2. We attach great importance to respect for and the promotion of the ILO’s Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted by the Conference in 1998. We fully share the proposal to take concrete measures to create decent work in our region. Obtaining decent work is one of the most pressing priorities for the people of the Americas.

3. Economic policies must be balanced by policies of social justice, since economic growth is a necessary prerequisite for creating decent jobs but not sufficient by and of itself. Further, economic policies should be applied which promote productivity growth and guarantee the necessary macroeconomic stability to stimulate savings and investment.

4. Enterprise development is important for employment creation, with due respect for social and labour rights. It is necessary for the State to generate an environment which is favourable to investment and the creation of new enterprises, particularly small and medium-sized enterprises; to ensure easier access to credit; and to foster increased productivity.

5. We agree that priority must be given to the gradual elimination of child labour within the framework of Convention No. 138 and, in particular, to the adoption of immediate actions aimed at the eradication of its worst forms. To this end, we undertake to promote the ratification of Convention No. 182 at the earliest opportunity, preferably before the first session of the International Labour Conference to be held in the new millennium (June 2000), and to implement, with the assistance of the International Labour Office, programmes to achieve the objectives contained in that Convention. We wholeheartedly support IPEC and urge that it continue to carry out tripartite initiatives and mobilize extra-budgetary resources.

6. We note with satisfaction the increase in the number of ratifications of ILO Conventions relating to fundamental rights at work. However, all necessary efforts must be made to ensure the application of, and effective compliance with, these Conventions. The ILO should, therefore, provide all necessary assistance to governments to encourage those that have not already done so to ratify the fundamental Conventions without delay, and those that have ratified them to ensure their implementation. Every effort must be made for these Conventions to gain broad acceptance among all sectors of society, through dialogue and participation, based on the analogy of Convention No. 144.
7. We are convinced of the importance of real social dialogue. There is a need to strengthen the social partners so that common solutions can be reached which will lend policies greater legitimacy and promote the fair distribution of the benefits of growth.

8. Governments should establish relevant tripartite mechanisms and eliminate any obstacles which hinder the safeguarding of freedom of association for both workers and employers.

9. The ILO should increase its technical assistance for the modernization and upgrading of ministries of labour and should strengthen training activities for workers' and employers' organizations.

10. In order to promote an equitable distribution of the benefits of growth, policies must be the result of broad tripartite social dialogue. This dialogue should lead to programmes to promote the creation of decent work and security for all, which are supported by the social partners. The ILO should, at the request of its constituents, facilitate national and regional initiatives for social dialogue.

11. We believe links must be forged between economic and social policies and programmes at both the national and the international levels, with a view to promoting economic and social objectives. To this end, the ILO should establish constructive relationships with international financial institutions and economic organizations such as the International Monetary Fund, the World Bank, and the Inter-American Development Bank. We request that the Director-General of the ILO work with these organizations in an effort to identify concrete initiatives which aim at an integrated approach to the monetary, financial, social and labour dimensions of the global economy.

12. It is imperative to equip the social partners to participate actively in dialogue with the competent national authorities, and with regional and international financial institutions as regards economic and social policy issues. For this we request the technical support of the ILO. In this context, the ILO should identify joint projects with the pertinent multilateral institutions, which reflect the priorities of governments and employers' and workers' organizations.

13. We have taken note of the objectives endorsed by the Heads of State as regards processes of integration in our region, and we state our conviction that the creation of decent work should be one of the central objectives of these processes. We therefore hope that the ILO will support the work of the Inter-American Conference of Ministers of Labour and will participate actively, in collaboration with the Organization of American States and the Inter-American Development Bank, in developing and applying mechanisms which promote the incorporation of the labour and social dimension in processes of integration.

14. Appropriate educational and training systems are needed to improve the successful integration of the labour force. We must ensure that skill levels continue to improve so that workers and enterprises can adapt to the new challenges of economic globalization. The ILO should provide technical support for the modernization and expanded coverage of systems of education and occupational training, and extend the activities of the ILO's Turin Centre and CINTERFOR.

15. Harmonious labour relations contribute to the success of enterprises; collective bargaining and the observance of the ensuing agreements further contribute to such success, leading to increased productivity, the equitable distribution of its benefits and improved working conditions. The ILO should continue to provide assistance in this area. It should also publicize good practices and experiences and provide information about successful enterprises.

16. Employment policies and programmes should be developed, which give priority to targeting the most vulnerable social groups, namely young people, women, the disabled and the unemployed. ILO support in this sphere should assist in the provision of information about past experiences and in the design, execution and promotion of such programmes.
17. Bringing the activities of informal sector workers into the formal sector should be a priority for the ILO.

18. Decent work does not just mean jobs which have adequate productivity and wage levels, but also that workers are protected against the risk of accidents. Such prevention is a social investment and has a sound economic basis. The ILO should continue providing support in this area.

19. In order to improve the current climate of insecurity it is indispensable to safeguard social security systems, to increase efficiency and transparency in the management of their resources, and to expand their coverage. There should be a tripartite monitoring of the results of existing systems, and of their medium- and long-term prospects. The ILO should make this a priority.

20. It is a desirable objective to design social safety nets that include special measures for unemployed workers. It is necessary to look for the means to make such systems economically viable and to include training activities to facilitate integration into the labour force. The ILO should promote the introduction of suitable systems and provide information about their potential cost and administrative feasibility.

21. There is a need to improve the ability of our countries to respond rapidly to crisis and emergency situations. The ILO should provide timely assistance as regards the design and implementation of a range of measures and programmes to alleviate the social repercussions of crisis and emergency situations.

22. It is important for the ILO to enhance its ability to generate information, labour market analyses and forecasts of the labour implications of the economic policies applied.

23. The representatives of governments, workers and employers attending this Meeting undertake to meet again in the coming months, within the prevailing institutional framework in each country, to review jointly the implementation of the conclusions of the Fourteenth American Regional Meeting. This will make it possible to report on the effect given to these Conclusions at the next meeting of ministers of labour of the hemisphere, to be held early in the year 2000 in the Dominican Republic.

Addendum: Technical cooperation

1. We wish to emphasize the need for the ILO perspective to be permanently present in international organizations. This perspective will facilitate the inclusion of the often overlooked social and labour consequences of the adjustment programmes and policies advocated by these organizations. We are encouraged by the reference in the Director-General’s Report to the ILO’s incorporation in permanent bodies of the International Monetary Fund and World Bank. This achievement is praiseworthy and should be supported, broadened and extended to other financial institutions and their various bodies, with a view to ensuring greater coordination between them and the ILO.

2. The ILO should make its presence felt in these institutions on the basis of country reports on the social and labour impact of these adjustment programmes, and on the more lasting social indicators. The Office’s participation in the preparation of these reports is indispensable. The resources needed for this complex but highly relevant activity should figure in the ILO’s technical cooperation budget for the region. These reports should be used and complemented by other actors concerned with the social and labour consequences on the processes of integration in which most of the member States in the region are involved.

3. Regarding the InFocus programmes described in the Director-General’s Report, priority should be given to, and sufficient funds provided for, those relating to the promotion of the Declaration on Fundamental Principles and Rights at Work and its Follow-up, to the development of small and micro-enterprises and their institutional and
economic environment, and the strengthening of the social partners. Assistance and advice to workers and employers through ACTRAV and ACT/EMP is especially needed.

4. The above notwithstanding, it must be pointed out that many of the objectives set out in the Director-General's Report concern the traditional responsibilities of labour ministries: adequate compliance with international labour standards, the incorporation of the informal sector in the modern sector of the economy, the problem of precarious employment, the promotion of a new culture of monitoring compliance with labour legislation, and the need to assess the consequences of labour and social security reforms. The modernization of labour ministries appears as an objective in the final sections of Parts I and III of the Director-General's Report. Nevertheless, none of the InFocus programmes relates to this objective. To remedy this deficiency, the Government, Employers' and Workers' groups agree on the need to develop an additional programme to strengthen and modernize labour ministries as an essential means of assisting governments in the three abovementioned strategic, priority and permanent activities.
Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries

(Geneva, 22-26 February 1999)

CONCLUSIONS AND RESOLUTIONS ADOPTED

Conclusions on voluntary initiatives affecting training and education on safety, health and environment in the chemical industries

The Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries,
Having met in Geneva from 22 to 26 February 1999,
Adopts this twenty-sixth day of February 1999 the following conclusions:

General considerations

1. The chemical industries make an important contribution to economic output, employment, international trade and the general standard of living. At the same time, their processes and products, if not managed properly, have the potential to cause harm to the health and safety of workers and the general public, and to the environment. In responding to the accidents and problems that have resulted, in the past, the industry has sometimes adopted a defensive posture, which has adversely affected its reputation and credibility.

2. The development of voluntary initiatives (Vis), including the Responsible Care programme, was an important new departure aimed at continuous improvement of health, safety and environment (HSE) performance in the industry and the communication of those results to stakeholders and the general public. These initiatives have had positive results, have enhanced the HSE culture in the industry, and there is the potential, with greater involvement of stakeholders, to go further. Their goals should be embraced by all chemical firms and by all those working in the industry.

Regulation and voluntary initiatives

3. In promoting improved HSE performance, the regulatory framework and voluntary initiatives (Vis) should be mutually supportive. The regulatory framework should aim at ensuring that minimum standards are set and met. Legislative requirements should be enforced through a system of legally authorized inspections, and compliance should be encouraged through support programmes and through sanctions. Where goal-setting regulations, combined with flexibility regarding the means used for compliance, are preferred to a "command-and-control" or prescriptive approach, they also require suitable government oversight.

4. Voluntary initiatives should in particular aim at achieving higher levels of performance than those possible through legislation alone. Their goals should not be static, but should be based on the principle of continuous improvement. Appropriate HSE management systems which assure conformance with requirements, both of legislation and of Vis, should be in place. Voluntary initiatives should provide encouragement and mechanisms for bringing all plants and firms up to acceptable performance levels. Governments should promote and encourage the use of Vis such as Responsible Care as a complement to legislation, where appropriate, to achieve improved performance.

1 Adopted unanimously.
Best HSE practices

5. Best HSE practices may be developed and spread through VIs such as Responsible Care through various means, including: exchanges of experience among companies and industry associations; development and promotion of codes or guidance documents that allow companies to benchmark their policies and performance in regard to various HSE issues; the worldwide application within multinational enterprises of their corporate HSE principles and standards in all operations, taking due account of local regulations and/or practice; the exercise of peer pressure and assistance within the industry so as to make HSE performance subject to emulation and so as to transfer best practices from leading firms to others in the sector; agreements with and among transporters, distributors and other downstream manufacturers and users so as to spread best practices down the supply chain; and the provision of expertise to chemical industries in developing and transitional countries, through United Nations family organizations and otherwise. The development and diffusion of best practices will be rendered more effective to the extent that workers and their representatives play an effective role in the VIs.

6. In order to improve the responsiveness of chemical firms, governments may consider a process whereby openness about health, safety and environment is encouraged.

7. Internationally comparable systems of performance indicators should be developed and maintained to track chemical enterprises' HSE performance. Workers and their representatives should be involved in the development and use of such systems.

HSE training and education

8. Enterprises that sign on to Responsible Care or comparable initiatives should endeavour through appropriate training, education and awareness-raising programmes aimed at all levels of personnel — from senior management to operatives — to promote a culture conducive to continuous improvement in HSE performance.

9. Commitment to Responsible Care and similar voluntary initiatives should be accompanied by an intensification and extension of HSE training, education and information dissemination, as appropriate, to cover new subjects — for example, how to manage product stewardship or how to put in place and operate HSE management systems — and target groups, for example, communities located near plants, and suppliers and customers along the supply chain.

10. Workers and their representatives should be actively involved in identifying training and education needs and in designing and implementing training programmes. Although the effectiveness of such programmes — in terms of HSE performance — should be the primary objective, they should where appropriate be associated with the VI label so as to make the VI a more powerful tool.

11. Best HSE training practices sometimes take the form of initiatives that are developed and run jointly with the advice and assistance of HSE specialists. Successful HSE training exercises also tend to take place at shopfloor level, and/or to be specific to particular situations or processes. HSE training and education should generally follow a structured approach which is based on explicit policies, adapts and communicates these as

---

1 Throughout this text, when the term "workers' representatives" is used, it refers to Article 3 of the Workers' Representatives Convention, 1971 (No. 135), which reads as follows: "For the purpose of this Convention the term 'workers' representatives' means persons who are recognised as such under national law or practice, whether they are: (a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned."
suited to local conditions, identifies training needs, monitors performance, and generates feedback that leads to review and revision of the initial policies.

**SMEs and developing and transitional countries**

12. Smaller chemical enterprises — which account for a large proportion of all firms in the sector — and chemical firms located in developing and transitional economies can have difficulty meeting their HSE obligations because of limited human resources. Since their shortfalls in performance adversely affect the entire sector, larger firms and trade associations which are better endowed should help them in various ways to put in place policies of continuous HSE improvement. In the spirit of partnership these methods should include the use of “mutual assistance” and networks linking the more advanced and less advanced firms or associations.

13. Assistance should also be given through means such as: raising awareness of the economic benefits of good HSE practices, training in the design and use of HSE management systems, publication of performance indicators that can serve as benchmarks, the loan of experts, and the provision of guidance documents on relevant HSE issues. Consideration should be given to the need for the establishment of new funding mechanisms or institutions to promote such training.

**Participation of workers and their representatives**

14. Workers and their representatives should have a voice and influence in determining the nature and scope of the HSE-related information and training provided to them in the context of VIS. This information and training should be relevant to their needs and should cover process issues that concern, for example, the legal framework for HSE, the roles and responsibilities of the various parties in regard to HSE, and procedures for investigating incidents and accidents. They should also relate to the substance of HSE issues — how to deal with safety management systems, ergonomics and specific hazards and risks such as fire and explosions, etc. Information and training programmes should be regularly and jointly evaluated and revised accordingly. An atmosphere that is conducive to interaction and communication between management, workers and their representatives should be the norm.

15. There is a dialogue in process which will be formalized and continued on the meaningful involvement of workers and their representatives on the subject of Responsible Care between ICCA and ICEM.

16. Employers should involve fully the workers and their representatives in local Responsible Care activities and brief them and their representatives at the national level in matters such as the status of implementation.

17. Opportunities should be sought to take advantage of the contribution workers, their representatives and their organizations can make to the effectiveness and credibility of Responsible Care, for example in relations with communities near chemical plants, in the training they carry out for shop stewards and safety representatives, and in influencing national policies and promoting best practices.

18. Without prejudice to the dialogue referred to in paragraph 15, workers and their representatives should be prepared to acknowledge and associate themselves with the positive contributions that such initiatives have made, are making and can make to improving HSE performance.

---

1 When the term “workers’ organizations” is used, it refers primarily to trade unions as well as other workers’ organizations.
Credibility and verification

19. As provided in two of the fundamental features of Responsible Care, performance indicators and verification procedures are critical for the credibility of the initiative and for projects carried out under its logo. These pertain both to output performance, e.g. accident rates and emissions, and to the way in which commitments made under the initiative — its fundamental features, guiding principles and associated codes of practice and guidelines — are implemented.

20. Whether verification is carried out through self-assessment, peer review, or third-party verification, steps should be taken to render the results credible. These steps may include publication of the performance indicators and of the results of evaluations (irrespective of who conducts them), use of independent evaluations, and involvement of workers and their representatives in the evaluation exercises.

Product stewardship

21. Awareness-raising, peer pressure and other efforts should continue that are aimed at increasing the number of chemical firms and associations that embrace the concepts of product stewardship and life-cycle analysis for chemical products. Chemical manufacturing enterprises and associations that have committed to the concepts should promote and make full use of available training and information mechanisms — including the use of Safety Data Sheets — to inform and sensitize downstream customers and users regarding how to label, handle, use, recycle and dispose of their products safely. Steps should be taken, including the use of a complaints procedure, to assess the effectiveness of the means used and to adapt them as necessary.

22. The different initiatives concerned with the safe use of downstream products, for example pesticides, and the organizations that sponsor them, should harmonize their efforts in order to increase their effectiveness and send a clear message to distributors and users of the products.

Role of the ILO

23. ILO activities in this field should give priority to the most needful areas, in particular developing and newly industrializing countries and the countries of Central and Eastern Europe. The activities should take the forms of: further research on how Responsible Care and the Global Safe Use Initiative have been applied in those regions, their achievements and shortcomings; promotion and conduct of training related to chemical safety, especially through ILO field offices; and the use of ILO good offices to promote dialogue at various levels between employers and workers with respect to voluntary initiatives.

Resolution concerning employment creation in the chemical industries¹

The Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries,

Having met in Geneva from 22 to 26 February 1999,

Recalling the Employment Policy Convention, 1964 (No. 122), which calls on member States to stimulate economic growth and development, on the basis of full, productive and freely chosen employment,

¹ Adopted unanimously.
Considering that economic difficulties are causing widespread unemployment and poverty in many countries and have an adverse impact on the workforce of the chemical industries,

Considering that chemical industries are an important factor for the development of national economies and the improvement of living standards and quality of life,

Considering that successful enterprises are necessary for employment creation,

Considering that product and process innovation are fundamental to successful chemical enterprises,

Pointing out that a severe deterioration of general economic conditions in any country may have negative consequences for economic activity and employment in other countries as well,

Considering that increased economic activity and employment creation are of common interest to employers, workers, their representatives\(^1\) and governments,

Recognizing the contribution that industry makes to training, education and research,

Considering that appropriate labour market arrangements are a factor for the success of the economies in general and of structural changes caused by globalization;

Adopts this twenty-sixth day of February 1999 the following resolution:

The Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries invites the Governing Body of the International Labour Office:

(1) to appeal to governments to continue efforts to:
   (a) use appropriate measures to facilitate an environment that encourages investments and promotes entrepreneurship leading to successful enterprises and employment creation, sustainable development and growth;
   (b) take appropriate actions to facilitate innovation and creation of an environment that promotes competitiveness and investment leading to job creation by successful enterprises;
   (c) improve science education and infrastructure for academic research and encourage development of partnership between the companies in the industry and education at all levels;
   (d) implement financial measures through appropriate financial institutions designed to help countries most seriously affected by economic crises to begin recovery;

(2) to request the Director-General of the ILO to:
   (a) undertake a survey of successful general economic and enterprise-level measures taken by governments of member States in the field of employment creation and their impact in order to enable governments, employers, workers and their respective organizations to benefit from experiences around the world and adapt them to their local needs;
   (b) provide the necessary expertise and technical assistance within its mandate to promote and assist projects undertaken or planned in member States in order to aid economic recovery and employment creation.

\(^1\) The term "workers' representatives" refers to Article 3 of the Workers' Representatives Convention, 1971 (No. 135), which reads as follows: "For the purpose of this Convention the term 'workers' representatives' means persons who are recognised as such under national law or practice, whether they are: (a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned."
Resolution concerning industrial relations within the global chemical sector

The Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries,
Having met in Geneva from 22 to 26 February 1999,
Noting the many challenges facing the global chemical industry, including financial, structural and organizational changes such as company investments, mergers and acquisitions, employment losses and creation,
Noting that the dependency on the global chemical sector and many of its products is increasing,
Noting the rapidly increasing educational and technical demands on companies and workers,
Noting also the increased pressure from continuing public scepticism and mistrust of a number of aspects of the chemical sector and its products,
Recognizing that such scepticism and mistrust are sometimes based on insufficient understanding and misinformation,
Considering the importance of the need for mutual trust and cooperation between employers, workers and their representatives to face such challenges,
Considering the benefits provided by genuine mutual respect and cooperation between employers, workers and their representatives in their industrial relations;
Adopts this twenty-sixth day of February 1999 the following resolution:
The Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries:
(1) calls upon the Governing Body of the International Labour Office to request the Director-General to:
(a) conduct a comparative survey of industrial relations systems in the chemical sector with the cooperation of all ILO constituents;
(b) produce a report on the industrial relations practices in the chemical sector with a view to promoting mutual trust and openness;
(2) requests the ILO to assist in the above by providing assistance to develop and promote programmes aimed at improving industrial relations within the chemical sector.

Resolution concerning small and medium-sized enterprises in the chemical sector

The Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries,
Having met in Geneva from 22 to 26 February 1999,

1 Adopted unanimously.
2 The term 'workers' representatives' refers to Article 3 of the Workers' Representatives Convention, 1971 (No. 135), which reads as follows: "For the purpose of this Convention the term 'workers' representatives' means persons who are recognised as such under national law or practice, whether they are: (a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned."
3 Adopted unanimously.
Recognizing the important position of the chemical industry and its products in both the industrialized and developing economies of the world,

Noting the extremely important role of small and medium-sized enterprises (SMEs) in the chemical sector as a factor that is critical in economic growth and development and that is increasingly responsible for job creation throughout the world,

Recognizing that the challenges facing SMEs and their workers can be of a different nature and scale to those being faced by the larger enterprises in the sector;

Adopts this twenty-sixth day of February 1999 the following resolution:

The Tripartite Meeting on Voluntary Initiatives Affecting Training and Education on Safety, Health and Environment in the Chemical Industries calls on the Governing Body of the International Labour Office:

(1) to promote and strengthen activities to identify the needs of workers and their representatives in SMEs in the chemical sector, in order to promote the improvement of industrial relations practices;

(2) to encourage all member States to ratify the ILO Chemicals Convention, 1990 (No. 170), and the Prevention of Major Industrial Accidents Convention, 1993 (No. 174), and to apply their accompanying Recommendations;

(3) to encourage all member States to ratify and apply the fundamental Conventions relating to freedom of association and collective bargaining, forced labour, discrimination and child labour;

(4) to encourage all member States to respect, promote and realize in good faith the objectives of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up adopted by the International Labour Conference in June 1998.

---

1 The term "workers' representatives" refers to Article 3 of the Workers' Representatives Convention, 1971 (No. 135), which reads as follows: "For the purpose of this Convention the term 'workers' representatives' means persons who are recognised as such under national law or practice, whether they are: (a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned."
Tripartite Meeting on Managing the Privatization and Restructuring of Public Utilities

(Geneva, 12-16 April 1999)

CONCLUSIONS ADOPTED

Conclusions on managing the privatization and restructuring of public utilities (water, gas and electricity)

The Tripartite Meeting on Managing the Privatization and Restructuring of Public Utilities,

Having met in Geneva from 12 to 16 April 1999,

Recalling that the World Summit for Social Development in Copenhagen in 1995 included basic workers' rights in its conclusions and recommended a reinforcement of cooperation between all competent international institutions, including the UN and its specialized agencies, the World Bank and the International Monetary Fund,

Recalling that in 1996 the Ministerial Conference of the World Trade Organization in Singapore renewed the commitment to observe internationally recognized core labour standards and reaffirmed that the ILO is the competent body to set and deal with these standards,

Also recalling articles 20 and 25 of the UN Declaration of Human Rights,

Recalling the conclusions of the ILO's Joint Meeting on the Impact of Structural Adjustment in the Public Services (Efficiency, Quality Improvement and Working Conditions) (1995), the conclusions adopted by the ILO's Joint Meeting on Human Resource Development in the Public Service in the Context of Structural Adjustment and Transition (1998) and the conclusions of the Joint Meeting on Employment and Conditions of Work in Water, Gas and Electricity Supply Services held in 1987,

Further recalling the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of 1977 and the adoption in June 1998 of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up;

Adopts this sixteenth day of April 1999 the following conclusions:

General considerations

1. Water, gas and electricity services have a vital role to play in the provision of basic services for the population, the growth of other economic sectors and more generally in the development of society as a whole.

2. The regulatory and structural changes in public utilities services since the Joint Meeting on Employment and Conditions of Work in Water, Gas and Electricity Supply Services of 1987 are very significant. Liberalization of electricity and gas provision in some cases has meant the gradual opening up of some of these services which were formerly supplied by national public or private monopolies.

3. The provision of water, gas and electricity supplies for all — regardless of the type of ownership of the provider — must be in the public interest. However, access to these services, particularly the provision of clean water, is still often inadequate and inequalities persist between countries and within countries. It remains a challenge throughout the world, especially in the developing countries, to ensure universal access at least to clean water, which is essential to human health and survival.

1 Adopted unanimously.
Privatization and restructuring methods

4. It is important to distinguish between the processes involving privatization and restructuring. Each of these terms can be defined and understood in a number of ways and, therefore, the concerns and benefits may be different.

5. Restructuring of a public utility can represent an alternative to privatization in terms of improving services. Where privatization takes place, it may be preceded by restructuring. Whether the option be restructuring or privatization, the participation of workers' representatives in such processes, as well as transparency in information and procedures, should be taken into consideration so that there can be positive results for all.

6. Privatization cannot be a substitute for the State's responsibility for ensuring basic services, whether they be public or private. Also, public accountability is necessary for restructuring or privatization, to strengthen public utility services and prevent deterioration in quality of and access to services.

7. Once governments decide to proceed with privatization of public utilities, it is important for all parties that a structured and coherent plan and timetable be elaborated and implemented in accordance with national realities. This could include defining the scope of privatization, identifying the priorities and principles, undertaking general tripartite discussions and dialogue with all parties and stakeholders concerned. Such a process could provide a good basis for the development and implementation of legislation, sectoral agreements and agreements with investors. Consultations with workers' representatives at an early stage of the process should be an important consideration in the drawing up of such texts.

8. Restructuring and privatization of utilities are often part of broader economic reform programmes, making causal links even more difficult to establish. More data collection and research, including the development of indicators for data analysis, are required to measure and evaluate the experiences of restructuring and privatization of public utilities. In preparing for the data collection and research, the ILO should consult widely with governments, employers and workers' representatives on agreed criteria to ensure that the data collection is on a common basis and within common parameters.

9. Where corruption and bribery practices exist in the utilities sector, these hamper the development and delivery of efficient services and are condemned. Measures should be developed and enforced to outlaw such practices and ensure that restructuring and privatization take place within the normally recognized business parameters in a democratic and transparent framework.

10. Where international and national institutions provide support in terms of loans and investment for the development of utility infrastructure and services, such support should be extended equally to both private and public sectors.

11. A proper assessment of the benefits, effects and costs before undertaking restructuring or privatization can help to avoid problems arising from short-term political considerations. The range and type of options will vary depending on national and other circumstances and there is no one model that can be applied to different situations. Such an evaluation should be based on comparative assessments of different options and include provisions within the public sector. Lessons about the effectiveness of, benefits and

---

1 Throughout this text, the term "workers' representatives" is used as defined in Article 3 of the Workers' Representatives Convention, 1971 (No. 135), which reads as follows: "For the purpose of this Convention the term 'workers' representatives' means persons who are recognised as such under national law or practice, whether they are: (a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned."
problems arising from different approaches can also be learned from countries which have carried out extensive restructuring or privatization.

12. In developing national competition policy, the concept of a public benefit test could be useful to explore as a means of providing a framework for discussing potential costs and benefits before proceeding with restructuring or privatization of public utilities. Such a public benefit assessment could include financial and budgetary considerations and implications for economic and regional development, including employment, as well as environmental, social welfare and equity issues, implications for consumers, and the full range of labour issues, that is, employment levels, working conditions, industrial relations and occupational safety and health. Such a test must take into account a balanced approach and the full impact on the community and be carried out by a competent body.

Role of the government in terms of the employment and social effects of privatization and restructuring

13. Governments have a crucial role not only towards the public in the provision of utility services, but also as employers when they decide to restructure or privatize as they are the owners of public utility enterprises. Governments decide to restructure or privatize, and so they should be accountable for driving the consultative process. When private utility enterprises decide to restructure, workers and their representatives should be consulted. Governments are also responsible for developing adequate regulatory and monitoring mechanisms.

14. The rapidity, extent and complexity of change in the utilities sector in recent years make it difficult to establish direct causal links between the restructuring and privatization of utilities and national economic, employment and service delivery indicators. However, it is clear that when public utilities are restructured or privatized there are often significant job losses.

15. Governments also play an important role in providing a social safety net particularly to employees affected by privatization and restructuring. The extent to which governments can provide such a safety net varies in accordance with the economic and political situation of the country concerned. They should develop, if required by the social partners, trust funds and other measures for retraining, reskilling and handling of redundancies in the first stage of restructuring or privatization and for which the new employer can be responsible later on. A registry of displaced workers could be kept and matched up with job opportunities in the labour market. Assistance can also be given to workers to find jobs or start up small businesses through the setting up of employment exchanges and providing labour market information. Agreements on reserving a percentage of the income from privatization for compensation packages and retraining for displaced workers are another means of mitigating negative employment and social consequences. The possibility for workers to acquire shares in privatized companies is sometimes available. Framework agreements and guidelines are important when dealing with downsizing and can also help address the problems created by unemployment.

Social dialogue in restructuring and privatization of public utilities

16. The parties record that the term "social dialogue" does have broad and varied meanings worldwide. Social dialogue should take place at all appropriate stages of the decision-making process, including within the regulatory framework. Such dialogue should not be over-prescriptive, should be adapted to circumstances and should include particularly those affected by the changes, taking their views into account.

17. Social dialogue and a participatory approach to the labour-related aspects of restructuring and privatization, as well as to the actual design, planning, implementation
and follow-up of restructuring can enhance the legitimacy of social partnership and also produce positive results for the enterprise and its services to consumers.

18. When a public utility is to be privatized, there should be discussion at the earliest appropriate stage between the government, the workers’ representatives and the private employer on how to handle transfers and develop social safety nets. Once a utility is privatized, then it is up to the management of the utility, subject to the industrial relations system and labour laws in place in the countries concerned, to determine how to organize, for example, the consultation process and contracting-out arrangements. Depending on the circumstances there are a range of practices, as for example maintaining jobs and collective agreements already in existence, as well as social benefits and workers’ rights. In other situations, it is up to workers to decide to transfer voluntarily to the privatized utility. The experience with the European Directive on the rights of employees in the event of transfers is one of a range of examples of a means of safeguarding the rights of workers in the process of change.

19. A fundamental requirement of restructuring and privatization is that it is carried out in an open and transparent process involving all parties concerned without damaging commercial confidentiality. Care needs to be taken in this regard to ensure the representation of those most in need of utility services. Wide consultation and dialogue, including discussions on criteria for tendering and making information publicly available at an early stage, are important to ensure a democratic process.

Collective bargaining, remuneration and working conditions

20. One of the effects of privatization and restructuring has been the subdivision of public utilities into different forms. This has sometimes resulted in replacing one collective agreement by several, either through a single bargaining unit or through different workers’ organizations. Such trends could imply a fragmentation of collective bargaining and the formation of new collective bodies. At the same time, in restructuring and privatization, care needs to be taken so that the rights of workers to organize and bargain collectively are not diminished. Governments should have a role in monitoring legislation and practices surrounding the collective bargaining process. Such situations, however, also reflect the important role played by the industrial relations system of a country.

21. The effects of utility privatization and restructuring on remuneration and working conditions seem to be mixed. In some cases, there have been improvements for workers including remuneration increases but, in other cases, this has been accompanied by job losses and lower wages. Changes in wage levels and structures across countries cannot be attributed only to restructuring or privatization, as a range of factors are involved. Safety and health could be jeopardized by undue stress on commercial gains, but there is also evidence that working conditions have improved in certain cases. What is important is that when privatization or restructuring is decided upon, changes affecting pay and working conditions should be properly negotiated and agreed.

Multinational utility enterprises

22. Reductions in jobs and wages should not be the main focus of multinational utility companies in improving productivity gains. Multinational utility enterprises must follow the labour and other laws of the countries in which they operate. These include, as the case may be, laws providing for the right of workers to organize and bargain collectively, as well as those which may permit or prohibit cross-subsidizing of other sectors of multinational operations from profits made from the utilities sector.

23. Consultations and agreements between workers’ representatives and particular public and private multinational utility companies could contribute to ensuring a positive
impact of the activities of these companies on human resource management, labour relations and service delivery in the countries where they operate.

The role of the State and utility regulation

24. Both privatization and restructuring of public utilities and their operation require an effective regulatory framework. Such regulation would set parameters for prices and standards of service. The replacement of the public monopoly by a private monopoly should be avoided or if monopoly continues it should be strongly regulated. If and when true competition develops in a sector of the utilities, then regulation could be reviewed and eventually changed.

25. Effective regulation includes four key elements — transparency, affordable costs for consumers, consultation and profitability. Utility and government information and methods must be open for review by industry, workers' representatives and the public. When utilities are privatized, the State should still retain a responsibility in ensuring universal access to water, electricity and gas services at affordable prices.

Future ILO action

26. The Meeting asks the Governing Body and the Director-General to encourage dialogue on proposals for restructuring and privatization of public utilities and to encourage and facilitate tripartite discussions among representatives of governments, workers and employers at the national level.

27. The Meeting invites the ILO to encourage governments and relevant international organizations to examine the implications for employment, wages, workers' conditions and rights at work, of restructuring and privatization of public utilities; to observe the importance of public service obligations, including obligations on fundamental principles; to ensure that there is information-sharing on public sector provision and financing options when restructuring or privatization is under consideration; and to ensure that regulation is based on transparency, information and consultation.

28. The Meeting calls on the ILO to encourage relevant international agencies to bear in mind the social dimension, especially the principles and rights stated in core Conventions and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998).

29. The Meeting requests the ILO to collect a comprehensive range of statistics or indices in order to analyse and monitor the full costs and benefits of privatization and restructuring of public utilities and the effects on the environment, employment, management of human resources and the rights of workers' organizations. These should include data relating to a range of economic indicators, as well as information based on country surveys. Special attention should be given to analysing the impact of privatization on employment and unemployment and the means by which redundant workers can be helped to become productive.

30. The ILO should communicate with its Members in providing this data as well as information about the various experiences, both positive and negative, of privatization and restructuring so as to better assist countries, especially developing countries, in assessing their own situations in regard to the advisability, methods and effects of privatization and restructuring of public utilities. The ILO should provide technical assistance to countries which have little or no experience of privatization or in restructuring of public utilities.

31. The ILO should fund programmes in each region to examine both the positive and negative impact of restructuring and privatization on employment, wages, working conditions and labour costs in the water, electricity and gas sectors, as well as the impact on women, ethnic minorities and other vulnerable groups in society. Such programmes
should identify the effects on industrial relations practices, membership of workers’ organizations and collective bargaining and compare the effects of different systems of regulation on employment levels, pay and conditions, safety and health, profit margins and rates of return, and levels of price and services to the public.

32. The ILO should conduct research on codes of practice on restructuring and privatization in the utilities sector and refer the research findings to an appropriate tripartite body for further action.
CONCLUSIONS AND RESOLUTION ADOPTED

Conclusions on social and labour issues in small-scale mines

The Tripartite Meeting on Social and Labour Issues in Small-scale Mines,
Having met in Geneva from 17 to 21 May 1999,
Adopts this twenty-first day of May 1999 the following conclusions:

General approach

1. Small-scale mining provides work and income for about 13 million people. It is closely linked to economic development, but its potential is often far from realized. The task for the beginning of the new millennium is to bring small-scale mining into the mainstream as a source of decent work and economic benefit.

2. The many and complex issues that surround small-scale mining mean that when assistance on labour and social issues, such as health, education and environment, is being developed and implemented, due consideration should be given to other issues, such as regulatory, financial, technical, cultural and political, that affect this sector. Conversely, assistance that targets other topics should anticipate and take heed of any labour and social implications.

3. A key to successful small-scale mining is an appropriate legal and regulatory framework including monitoring and enforcement provisions. It is the responsibility of government to establish this framework. Governments that have already successfully established such a framework should contribute their expertise and experience to the countries that have still to do so.

4. The informal nature of much small-scale mining, particularly in developing countries, may sometimes inhibit the roles that employers’ and workers’ organizations can play in addressing labour and social issues. Proposals to improve the situation in small-scale mining must lead to immediate, tangible benefits if they are to succeed.

5. Employers’ and workers’ organizations should approach those involved in small-scale mining directly, or through government agencies, the ILO or other organizations as appropriate, with concrete proposals for assistance in improving labour and social conditions in small-scale mining, or work in close cooperation to develop proposals.

6. All activities in respect of assisting small-scale mines should be governed by the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.

7. Governments, employers’ and workers’ organizations recognize that the environment is an important issue for workers and communities working or living in or nearby small-scale mines.

Safety and health

8. Occupational safety and health (OSH) are important issues for small-scale mines and their communities. The lack of reliable data and difficulties in its collection makes it
more difficult to develop effective assistance programmes and to improve safety and health performance. Nonetheless, the major OSH problems are well known.

9. In discharging their responsibilities, governments should establish a regime for effective reporting on safety and health performance in small-scale mining. In doing so, governments should place emphasis on investing in the prevention of accidents and disease.

10. Mining companies and workers’ organizations that have developed efficient, cost-effective methods of data collection and analysis should share the methodology with governments dealing with small-scale mining.

11. Employers’ and workers’ organizations should cooperate with small-scale mines and the communities to increase awareness of the benefits of safe and healthy mining and by setting appropriate examples.

12. Meetings, in line with ILO guidelines, designed to assist and develop training and education programmes in OSH, should be encouraged.

13. The ratification and implementation of the Safety and Health in Mines Convention, 1995 (No. 176), is an important means to improve OSH in small-scale mining.

Women in small-scale mining

14. Women can and do play a significant role in small-scale mining in conjunction with their other responsibilities, but the extent to which they can participate is often constrained by one or more legal, economic, social or cultural factors.

15. Support for the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up and the fulfilling by governments of their obligations arising from it are important if the barriers to women’s participation in small-scale mining that are due to discrimination are to be removed.

16. Measures to improve women’s participation include the provision of schooling for their children and of education for the women themselves. Governments have the prime responsibility for providing these services. Where appropriate, governments can enlist the support of the social partners and other relevant bodies. In acting to increase women’s participation in small-scale mining, governments should ensure that they do not inadvertently introduce other forms of discrimination.

17. Providing easier access to finance, for example through microfinance schemes, may quickly enable women’s participation to increase. The ILO and other agencies should examine ways to extend their microfinance programmes to the small-scale mining sector.

Child labour in small-scale mining

18. Child labour in small-scale mining is closely linked to poverty. The drive to eradicate poverty must not be allowed to falter at any level. Employers’ and workers’ organizations that assist small-scale mining to become more efficient and generate more income can play an important role in eliminating poverty and the need for child labour.

19. The lack of data makes it difficult to determine the extent and nature of child labour in small-scale mining but it does not obscure the fact that it is significant. Governments should improve their data collection on the extent and nature of child labour using the resources and expertise of intergovernmental organizations and other appropriate organizations.

20. The removal of children from the most hazardous tasks in small-scale mining should be immediate. This must be accompanied by the provision of the means to ensure that family income does not suffer and that the children themselves are assured of education. Governments should ensure that sufficient resources are allocated to providing
public education to all children who are below legal working age. Moreover, governments should implement a broad system of dialogue with community, cultural or other groups to accelerate and improve the provision of schooling in small-scale mining communities.

21. The obligations in the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up apply equally to child labour, and governments should fulfil them. The standard-setting activities of the ILO on child labour will be instrumental in removing children from the workplace in small-scale mines. The International Programme for the Elimination of Child Labour (IPEC) should place greater emphasis on small-scale mining projects to speed up the removal of children from hazardous work in small-scale mines and ensure that children are not exploited.

Legislation for small-scale mining

22. Where small-scale mines are illegal, appropriate regulation is an important step in transforming small-scale mining into a viable regulated source of decent work and income.

23. Employers' and workers' organizations should be consulted when legislation on small-scale mining is being drafted, including discussion on the social and economic effects on all those concerned. Once in force, laws and regulations should be applied fully and without distinction.

Links between large and small mines

24. The technical information, best practices, OSH data and information that exist throughout the mining industry should be made available by the governments and employers' and workers' organizations concerned to those involved in small-scale mining.

25. Employers' and workers' organizations, particularly at the local level, should assist small-scale mines to improve their operations and social conditions at the mine sites and in the community. Donor assistance to mobilize efforts on behalf of small-scale mining should be sought. If required, the ILO should supervise and coordinate pilot projects that include employers' and workers' organizations from large mines to deal with problems in the sector.

26. Governments, employers' and workers' organizations should explore how large mines and their workers could act as mentors to small-scale mines.

Assistance to small-scale mining

27. Any assistance to small-scale mining must take into account the immediate needs of all those involved and of their community if it is to succeed.

28. The World Bank's proposals for a consultative body that are described in the ILO report will be enhanced if it includes participation by the social partners.

29. At the national level, government leadership is central to providing assistance to small-scale mining, particularly as far as permits, exploration, credit and marketing are concerned. Governments should consider setting up broad-based national or local consultative groups that would develop assistance and direct it to where it is needed most. Governments should also be aware of the effects of their fiscal and other policies on small-scale mining.

30. Employers' and workers' organizations should use their considerable expertise to assist small-scale mining, especially in developing countries, by providing information, resources, training and technical assistance, such as the adaptation of technology or equipment for use in small-scale mines, and in marketing.
31. The ILO and other development agencies should ensure that information on successful small-scale mining projects is collected and disseminated.

**Role of the ILO**

32. In addition to the measures outlined above, the ILO should maintain its interest and activities in small-scale mining and expand its networking capacity through greater use of information technology to communicate quickly and effectively with its constituents. Information on the ILO's global programmes and on national programmes arising from them should be disseminated as a matter of priority.

33. The ILO's considerable experience in technical cooperation should be used to bring together the parties involved in small-scale mining in order to deal with the issues raised in the report.

34. The ILO should be active in any coordinating body that is established to assist small-scale mining and ensure that the social partners also play their role.

**Resolution concerning the fundamental Conventions of the International Labour Organization and future activities of the ILO in small-scale mines**

The Tripartite Meeting on Social and Labour Issues in Small-scale Mines,

Having met in Geneva from 17 to 21 May 1999,

Recalling that small-scale mines form part of the mining sector,

Recalling that the governments present at the United Nations World Summit for Social Development (the Social Summit) in Copenhagen called for the universal application of fundamental principles and rights at work,

Recalling that the Social Summit recommended a reinforcement of cooperation between all competent international institutions, including the United Nations and its specialized agencies as well as the World Bank and the International Monetary Fund,

Recalling the adoption in June 1998 of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up,

Recalling resolutions Nos. 101 and 102 adopted at the Thirteenth Session (1995) of the ILO Coal Mines Committee,

Recalling the adoption by the International Labour Conference of the Safety and Health in Mines Convention, 1995 (No. 176), and appreciating the high level of ratification by governments of this crucial sectoral instrument,

Recalling the ILO's efforts and activities to eliminate child labour which is on the agenda of the forthcoming International Labour Conference as well as the ILO's activities to remove all forms of discrimination at work especially with regard to women,

Recognizing that the present slump on world markets of the price of most metallic and non-metallic minerals adds increased pressure on a number of governments, employers and workers' representatives to ensure the full respect of the fundamental Conventions of the International Labour Organization and the provision of adequate social measures in small-scale mines in both developed and developing countries,

Wishing to encourage the ILO to adopt a comprehensive programme to assist the social partners in adhering to and complying with fundamental human rights and the rights of

---

1 Adapted unanimously.
workers and their representatives in small-scale mines and in particular in those parts of the industry where the enforcement of laws and regulations is particularly arduous;

Adopts this twenty-first day of May 1999 the following resolution:

The Tripartite Meeting on Social and Labour Issues in Small-scale Mines:

(1) calls on the Governing Body and the Director-General of the International Labour Office to promote social dialogue in small-scale mines. To this end, the ILO should:

(a) promote tripartite dialogue which may also include cooperation with other relevant stakeholders wherever appropriate to improve working conditions in small-scale mines;

(b) increase its efforts to further encourage member States to ratify the Safety and Health in Mines Convention, 1995 (No. 176), and ensure by appropriate programmes the fullest implementation of its provisions in all parts of small-scale mining;

(c) ensure that its International Programme on the Elimination of Child Labour (IPEC) avails itself to the fullest extent to all countries where child labour in small-scale mining is common;

(2) invites the ILO, in its cooperation with the World Bank, financial institutions and other international agencies, to ensure that in planning and implementing its activities and programmes within small-scale mines, full consultation takes place with employers' and workers' representatives;

(3) requests the ILO to intensify its research and monitoring activities with particular reference to the respect of the application of its fundamental Conventions in small-scale mines;

(4) calls upon member States to:

(a) honour and promote their obligations in respect of the ILO Declaration 'on Fundamental Principles and Rights at Work and its Follow-up;

(b) give full support to the ILO's activities towards the elimination of child labour, in particular international labour standards related to this issue and IPEC, and the elimination of any discrimination at work, in particular against women;

(c) contribute to the planning and implementation of programmes aimed at improving social and economic structures of areas concerned through education and training and by encouraging the creation of healthy and safe jobs.

---

1 Throughout this text when the term "workers' representatives" is used, it refers to Article 3 of the Workers' Representatives Convention, 1971 (No. 135), which reads as follows: "For the purpose of this Convention the term 'workers' representatives' means persons who are recognised as such under national law or practice, whether they are: (a) trade union representatives, namely representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognised as the exclusive prerogative of trade unions in the country concerned."
Meeting of Experts on Labour Inspection and Child Labour

(Geneva, 27 September-1 October 1999)

RECOMMENDATIONS ADOPTED

Recommendations ¹

Action at national level

A. Governments, in close collaboration with employers’ and workers’ organizations, should create, promote and ensure a political environment and policy framework within the context of national labour and social policies, which fully underscores the importance of abolishing child labour. Ministries of labour have a special responsibility in this regard. It is only with strong political commitment that the labour inspectorate of a member State can play a leading, indeed any, role in the eradication of child labour, and particularly its worst forms. Therefore:

1. Members should observe the Declaration on Fundamental Principles and Rights at Work and its Follow-up, 1998, whereby all member States have an obligation, based on the fact that they are a Member of the Organization, to respect, to promote and to realize the principles of all core labour standards including the effective abolition of child labour.

2. Members should ratify ILO Conventions on child labour, particularly the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), and on labour inspection, particularly the Labour Inspection Convention, 1947 (No. 81), and the Protocol of 1995 to the Labour Inspection Convention, 1947, the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Labour Administration Convention, 1978 (No. 150). Furthermore, they should take the complementary ILO Recommendations (Nos. 20, 81, 82, 133, 146, 158 and 190) into consideration when formulating their policy framework.

3. Members should establish a comprehensive national policy on labour inspection as well as a coherent and consistent enforcement policy that should include a clear policy on labour inspection of child labour and related issues.

4. Members should establish comprehensive, clear bodies of legislation on child labour and labour inspection to give full expression to the policy framework, and strengthen the authority of the labour inspectorate in relation to supervising compliance with child labour legislation. Legislation on child labour and legislation on labour inspection should cover all kinds of formal and informal employment or work arrangements.

5. Political commitment should include allocating a sufficient budget necessary to maintain and operate an effective labour inspection system to ensure that it can contribute to improving working conditions and eradicating child labour. In addition, adequate resources should be allocated for the rehabilitation and social integration for children removed from child labour.

B. Labour inspection should, if possible, go beyond the minimum standards contained in Article 3 of Convention No. 81 (and Article 6 of Convention No. 129), and take a more proactive, prevention-oriented role. Labour inspectors should not only identify children working in illegal conditions during an inspection, remove them from the workplace where appropriate, and prohibit the employer from continuing to employ them, but

¹ Adopted unanimously.
should also play an advisory role and facilitate measures to complement any supervisory action.

C. Labour inspection should actively participate in the national determination under Article 4 of the Worst Forms of Child Labour Convention, 1999 (No. 182), of the exact list of hazardous work to be prohibited for children under 18 years of age and to be eliminated as a matter of urgency.

D. Labour inspection systems should be functional, professional and effective, operate within efficient structures, and comprise an adequate number of properly trained, equipped and motivated inspectors. A professional labour inspection system should use the available resources in an economical and systematic way, inter alia, by means of prioritizing, proper planning and programming of all the activities that it has to perform by law. Such a system should be based on the framework of a larger labour administration system, headed by highly competent managers and strongly supported by the responsible political authorities.

E. Inspectors should be well informed, independent and well trained also in child labour issues. Familiarity with child labour issues and sensitivity to the situation of children who are working, particularly in hazardous work, are essential if labour inspectors are to contribute successfully to abolishing child labour.

F. In dealing with child labour, the labour inspectorate should plan and programme its inspection activities in such a way that every establishment liable to inspection, and where child labour is known to occur or may be expected, is inspected with reasonable frequency, and should react speedily to complaints.

1. Inspections should contribute to the gathering of information on the nature and extent of child labour, disaggregated, as far as possible, in the manner suggested in Paragraph 5(2) of the Worst Forms of Child Labour Recommendation, 1999 (No. 190).

2. Such information should be stored in a database reflecting the situation at the enterprise level, and in a workplace information management system and made accessible for planning, monitoring, research, etc.

3. The information should be used as a management tool by the labour administration to target its work on child labour, particularly the worst forms of child labour.

4. The information should contribute to building a national database on child labour and be used to develop publications on child labour, for example on the actual child labour situation at the national level and could be used to develop policies by the ministry of labour or for advocacy and awareness-raising purposes.

5. The information gathered should be communicated to the International Labour Office in a suitable form, for instance in the context of reports under article 22 of the Constitution.

G. To eradicate child labour, a comprehensive set of measures must be taken that require the collaboration of other actors. First, it should be ensured that labour inspectors work closely with other departments of labour administration. Furthermore, the labour administration services should work in close cooperation with services responsible for health, education, training, welfare and guidance of children and young persons.

H. Good active working relationships should be sought with employers' and workers' organizations at all levels and other concerned groups such as NGOs, as these are often well placed to identify instances of abuse and to support children once they have been removed from work.

I. Labour inspectors responsible for child labour should also be competent and be given specialist support to be able to ensure the enforcement of provisions concerning hazardous types of work. This requires training of labour inspectors to successfully detect hazardous work agents, processes and working conditions.
I. Labour inspectors must be empowered to use improvement notices, stop notices, prohibition notices as well as their powers of inspection and prosecution to target the worst forms of child labour. Sanctions should be available as a powerful tool and all necessary measures should be taken to ensure that the authority of the labour inspectorate is supported by the police and judiciary system.

K. Labour inspectors should be protected in their capacity as agents of the government and should be provided with police protection where danger or threat of bodily harm is evident. In addition, they should be indemnified against legal actions arising from the due exercise of their professional duties.

L. Labour administration services should develop innovative activities to target the informal sector, for example, awareness-raising in the community, contributing to the education of employers, cooperatives, producer organizations and trade unions, forming working relationships with workers' and employers' organizations, NGOs, faith-based organizations and women’s groups. The policy should also include methods to educate children and their parents about the existing dangers and occupational consequences of child labour. Innovative mechanisms should be developed to reach illiterate populations.

M. Labour inspection should have adequate organizational structures conducive to the effective supervision and prevention of child labour.

N. Inspection services should be strengthened by ensuring adequate conditions of work for inspectors at least in line with the standards laid down in the relevant ILO instruments, in particular Article 6(1) of Convention No. 81 and Article 8(1) of Convention No. 129. All efforts must be made to ensure a balanced inspectorate in terms of race, gender, ethnicity, religion and geography and give due regard to in-service training.

O. A comprehensive national enforcement policy for labour inspection should include clear policy instructions on labour inspection and child labour, which should:
1. emphasize prevention as a main aim and develop prevention-oriented methods of intervention;
2. address the need to balance advisory and supervisory elements, unannounced inspections and the considered use of sanctions;
3. address the use of complementary measures such as birth registration and school attendance records, information services, use of media, voluntary compliance programmes and codes of practice, memoranda of understanding, credible monitoring systems, where necessary, in collaboration with other actors.

P. The policy should include methods aimed at persuading, influencing and stimulating employers of children to comply with the law on a sustainable basis.

*Future ILO action*

In order to give effect to the principles and rights contained in the 1998 Declaration on Fundamental Principles and Rights at Work and its Follow-up, the ILO as the constitutionally mandated and competent international body that sets and deals with international labour standards and promotes fundamental rights at work, should:

1. Vigorously promote the ratification and full application of ILO Conventions on labour inspection and child labour and acceptance of their accompanying Recommendations, particularly the Labour Inspection Convention, 1947 (No. 81), and the Protocol of 1995 to the Labour Inspection Convention, 1947, the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Labour Administration Convention, 1978 (No. 150), the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182).
2. Support, in full respect of tripartism, the activities of member States to eliminate child labour through technical cooperation undertaken by its International Programme on
the Elimination of Child Labour (IPEC), including continuing support for sustainable projects and credible systems of monitoring and verification.

3. Continue to develop and strengthen member States' labour administration and, in particular, labour inspection systems through increased advisory and technical cooperation services, aimed, inter alia, at enhancing the authority, status, freedom from interference, employment rights and conditions of service of labour inspectors.

4. Support inter-agency cooperation for enforcement and follow-up, and enhance interdepartmental cooperation in the ILO both at headquarters and in the field, including the strengthening of labour administration expertise in the multidisciplinary teams (MDTs).

5. Provide technical assistance to Members' labour inspectorates to combat child labour, including:
   
   (a) technical assistance, at regional and national levels, for policy development and, where necessary, legislative and organizational reform;
   
   (b) training on ILO Conventions, mainly on the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182), and related Recommendations, emphasizing the criteria defining the worst forms of child labour and hazardous child labour in Convention No. 182 and Recommendation No. 190;
   
   (c) training on enforcement of child labour legislation including ways to target the worst forms of child labour as a priority;
   
   (d) development of, and instruction in, the use of training modules on labour inspection in general, and inspection of child labour in particular.

6. Continue, through IPEC, together with governments, employers' and workers' organizations, NGOs, and international organizations such as UNICEF, to establish and implement sector-wide programmes that include monitoring of the child labour situation and working with rehabilitation programmes, including the dissemination through ILO publications of best practices in monitoring and verification systems.

7. Further its work in developing cooperation in the United Nations system and with multilateral agencies on the basis of the Declaration, taking into account the need for international policies which support the effective elimination of child labour and the strengthening of the labour inspectorates.