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INFORMATION

Membership of the International Labour Organization

By virtue of article 1, paragraph 3, of the Constitution of the ILO and article 27 of the Standing Orders of the International Labour Conference, a member of the United Nations Organization may become a Member of the International Labour Organization by communicating to the Director-General its formal acceptance of its obligations under the Constitution.

KIRIBATI

By a communication of 29 December 1999, the original of which was received on 3 February 2000, the Government of Kiribati, a member State of the United Nations, communicated to the Director-General its formal acceptance of the obligations under the Constitution of the International Labour Organization. Kiribati accordingly became the 175th Member of the International Labour Organization on 3 February 2000.
The 277th Session of the Governing Body of the International Labour Office was held from Tuesday, 28 to Friday, 31 March 2000, under the chairmanship of Mr. Jean-Jacques Elmiger (Government representative, Switzerland).

The agenda was as follows:

1. Approval of the minutes of the 276th Session.
2. Date, place and agenda of the 90th Session (2002) of the Conference.
3. Review of annual reports under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work:
   - Introduction by the ILO Declaration Expert-Advisers to the compilation of annual reports.
   - Compilation of annual reports by the International Labour Office.
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).
10. Reports of the Programme, Financial and Administrative Committee.
11. Reports of the Committee on Legal Issues and International Labour Standards.

Supplementary reports:

1 The Governing Body approved the minutes.
2 The Governing Body took note of the compilation.
3 The Governing Body took note of the Office papers and of the oral statement made by the Reporter of the Symposium.
4 The Governing Body took note of the document.
5 The Governing Body took note of the report.
— Appointment of an Executive Director.
— 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), the Old-Age Insurance (Agriculture) Convention, 1933 (No. 36), the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), and the Invalidity Insurance (Agriculture) Convention, 1933 (No. 38), made under article 24 of the ILO Constitution by certain national workers’ unions of the private sector pension funds (AFPs).
— Representation alleging non-observance by Ethiopia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the National Confederation of Eritrean Workers (NCEW): interim report.

18. 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) and the Colombian Medical Trade Union Association (ASMEDAS).
— Representation alleging non-observance by the Czech Republic of the Protection of Wages Convention, 1949 (No. 95), made under article 24 of the ILO Constitution by the Czech-Moravian Confederation of Trade Unions (CMKOS).1
— Representation alleging non-observance by Denmark of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the National Confederation of Trade Unions of Greenland (Sulinermik Inussuitassarsitut Kattuffiat SIK).
— Representation alleging non-observance by Ecuador of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Ecuadorian Confederation of Free Trade Union Organizations (CEOSL).
— Representation alleging non-observance by Turkey of the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the Confederation of Turkish Trade Unions (TÜRK-IS).

19. 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 2000-01.
— Symposia, seminars and similar meetings.
— Requests from non-governmental international organizations wishing to be represented at the 88th Session (2000) of the International Labour Conference.

* * *

The following is an account of the action taken on the above agenda.2


The Governing Body:
(a) decided that the 90th Session (2002) of the Conference should open on Tuesday, 4 June 2002, and that it should be held in Geneva;

1 The Governing Body noted that the representation had been withdrawn.
2 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.
(b) decided to place on the agenda of the 90th Session (2002) of the International Labour Conference an item relating to the withdrawal of Recommendations Nos. 1, 5, 11, 15, 37, 38, 39, 42, 45, 50, 51, 54, 56, 59, 63, 64, 65, 66, 72 and 73;

(c) deferred all other decisions concerning the agenda of the 90th Session (2002) of the International Labour Conference until its 279th Session (November 2000).

REVIEW OF ANNUAL REPORTS UNDER THE FOLLOW-UP TO THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

Introduction by the ILO Declaration Expert-Advisers
to the compilation of annual reports

Compilation of annual reports
by the International Labour Office

The Governing Body took note of the compilation and an oral report by the Chairperson on the discussion in the committee of the whole on the Office compilation and the Introduction by the Expert-Advisers, and of clarifications provided by the Director-General and the Legal Adviser. It endorsed the recommendations in paragraphs 22 to 25 of the Introduction, and accordingly requested the International Labour Office to:

(a) continue to promote respect for the fundamental principles and rights in all countries, regardless of prevailing social and economic conditions;

(b) increase efforts to enhance the understanding of the Declaration, especially in countries that have not yet ratified the fundamental Conventions;

(c) respond to as many requests for technical assistance indicated in the reports as possible, to increase awareness of the fundamental principles and to assist the countries to respect these principles and rights fully;

(d) mobilize additional external resources and support for the follow-up to the Declaration, to assist countries in their efforts;

(e) concentrate its outreach efforts on countries that still owe initial reports under the Declaration follow-up;

(f) increase assistance to governments in the preparation of reports, to improve their content so as to provide a more comprehensive analysis of the current situation and to identify technical cooperation needs;

(g) review examples of regional integration groups that are making strides in promoting fundamental principles and rights at work, and disseminate information on the lessons that can be drawn from these experiences;

(h) strengthen links in particular with the international organizations with which it has ties under article 12 of the ILO Constitution; it should use them as channels through which to encourage respect for the fundamental principles and rights in the pursuit of sustainable economic growth and poverty reduction;

(i) consider moving the deadline for replies to the report forms to 1 September of each year;

(j) translate the report forms into the other official languages in which they are not yet available;

(k) include a covering letter specifying the information that would be most useful in providing a good insight into developments within countries, since a review of the report form is not possible at the March 2000 Session of the Governing Body.
The Governing Body called on governments to:

(a) view the action taken under the follow-up to the Declaration as distinct from supervisory mechanisms, accept its promotional nature and be forthcoming with information regarding the situation in their country, so as to work in closer collaboration with the ILO;

(b) seek contributions from the social partners in completing their reports;

(c) return reports in time to be considered in the next round of reporting;

(d) submit full reports for consecutive years in order to provide good baselines for gauging further progress.

The Governing Body decided to:

(a) examine a set of revised report forms;

(b) review the schedule of the Expert-Advisers’ meeting, to allow more time for discussions and for preparation by the Office.

The Governing Body urged national, regional and international workers’ and employers’ organizations to:

(a) participate more actively in the follow-up;

(b) use the Declaration in the promotional spirit in which it is intended at the national and international level.

REPORT AND CONCLUSIONS OF THE NINTH AFRICAN REGIONAL MEETING

(Abidjan, 8-11 December 1999)

The Governing Body requested the Director-General to:

(a) draw the attention of the governments of member States of the African region and, through them, that of their national employers’ and workers’ organizations, to the conclusions adopted by the Meeting;¹

(b) bear the conclusions in mind in executing ongoing programmes and in preparing future programme and budget proposals;

(c) 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, taking into account the statements made and reservations expressed, and recalling that the continuation of dialogue with the Government of Myanmar must be based on the resolution on the widespread use of forced labour in

¹ For the text of the conclusions and resolution adopted by the Ninth African Regional Meeting, see pp. 24-30 below.
Myanmar adopted by the International Labour Conference in 1999, and that such dialogue should deal with the implementation of the recommendations of the Commission of Inquiry:

(a) decided to place on the agenda of the 88th Session of the Conference (May-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 on Forced Labour in Myanmar (Burma)";

(b) decided to submit to the International Labour Conference, at its 88th Session (2000), a resolution recommending that it adopt one or several measures addressed respectively to the different bodies of the Organization, to other international organizations and to the United Nations Organization and to the Director-General;¹

(c) noted that the Conference would take its decision on the draft resolution in the light of discussions held at the present session of the Governing Body as reflected in the report to the Conference and of any new developments.

CONSIDERATION OF THE DIRECTOR-GENERAL’S REPORT
ON THE SITUATION OF WORKERS OF THE OCCUPIED ARAB TERRITORIES
CONFERENCE

The Governing Body decided that the consideration of the Director-General’s report on the situation of workers of the occupied Arab territories at the 88th Session (2000) of the Conference should not be undertaken in a special sitting of the Conference.

REPORT OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

320th Report

The Governing Body considered and adopted the 320th Report of its Committee on Freedom of Association.²

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
as at 31 December 1999
(including transfers between budget items)

The Governing Body, in accordance with article 16 of the Financial Regulations, approved the transfers between budget items listed in the appendix to the report.

² The text of this report is reproduced in Official Bulletin, Vol. LXXXIII, 2000, Series B.
Programme and Budget for 2000-01

Treatment of 1998-99 cash surplus

The Governing Body decided:

(a) to propose to the 88th Session (June 2000) of the International Labour Conference that, as an exceptional one-time measure and in derogation of article 18.2 of the Financial Regulations, the 1998-99 cash surplus of 41,711,581 Swiss francs (equivalent to US$27,262,471 at the 2000-01 budget rate of exchange of 1.53 Swiss francs to the US dollar) be used in part to finance the establishment of an information technology systems fund, and that it adopt a resolution in this regard.¹

(b) subject to the decision of the International Labour Conference on the treatment of the 1998-99 cash surplus, the Governing Body:

(i) approved the establishment in a special account of an information technology systems fund with an initial capital of 38,250,000 Swiss francs;

(ii) approved the upgrading of the ILO's financial systems, which would be financed to the extent of US$20 million from the information technology systems fund.

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

The Governing Body delegated to its Officers, for the period of the 88th Session (June 2000) 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 67th financial period ending 31 December 2001.

Other financial and general questions

Follow-up on the reports of the Joint Inspection Unit

The Governing Body agreed that the JIU proposals concerning follow-up on its reports be implemented by the Office in the manner indicated in document GB.277/PFA/7/2.

Governing Body representation at the Special Session
of the General Assembly entitled
"World Summit for Social Development and Beyond:
Achieving social development for all in a globalizing world"

The Governing Body decided that the cost of a tripartite delegation to accompany the Director-General at the Special Session of the General Assembly, estimated at a maximum of US$16,000, be financed from savings under Part I of the budget.

Financial arrangements for a tripartite monitoring and evaluation review of technical cooperation in 2000-01

The Governing Body decided that the cost of the review in the 2000-01 biennium, estimated at some US$54,000, be financed from savings in Part I of the budget.

**Personnel questions**

**ILO human resources strategy**

The Governing Body noted the progress made in implementing the human resources strategy and endorsed the approach described in paragraphs 10 to 19 of document GB.277/PFA/10.

**Work and well-being:**

**Work and family responsibilities in the ILO**

The Governing Body decided that, should the Office decide to participate in the crèche proposed to be established and operated by the Association Crèche Scoubidou, the funding would be provided from the provision in the Programme and Budget for 2000-01 for this purpose, and that an additional 70,000 Swiss francs would 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.

**Matters relating to the Administrative Tribunal of the ILO**

The Governing Body requested the Office to convey to Mr. Barberis its appreciation for the services that he had rendered to the work of the Administrative Tribunal over the last five years.

The Governing Body took note that, as regards the second vacant post, due to the date at which he was informed of Mr. Barberis' resignation, the Director-General had been unable to carry out a search that would allow it, in accordance with the usual practice, to propose a candidate to the Conference to fill the vacant post. The Governing Body accordingly authorized its Officers to submit a proposal on its behalf direct to the Conference in order to fill the vacancy left by Mr. Barberis.

The Governing Body decided to submit to the International Labour Conference, for adoption at its forthcoming session, a resolution aimed at renewing the appointment of Mr. Seydou Ba (Senegal) and that of Mr. James K. Hugessen (Canada) for a term of three years, to express its appreciation to Mr. Julio Barberis for the services which he had rendered to the work of the Administrative Tribunal of the International Labour Organization over the last five years and to appoint as judges of the ILO Administrative Tribunal for a term of three years with effect from July 2000, Ms. Flerida Ruth P. Romero and another candidate to be directly proposed by the Officers of the Governing Body.1

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Scale of assessment of contributions to the budget for 2001

The Governing Body decided that the adoption of the scale of assessments for 2001 should be deferred to the 88th Session of the International Labour Conference and that the Government members of the Programme, Financial and Administrative Committee should meet by delegation of the Governing Body to prepare a draft scale of assessments for 2001 during the Conference, taking into account any relevant developments which may take place and to submit it direct to the Finance Committee of Government Representatives at the Conference.

Procedure for the possible continuation of the work of the Government members of the Programme, Financial and Administrative Committee in relation to allocations matters during the International Labour Conference

The Governing Body authorized the Government members of the Programme, Financial and Administrative Committee to continue their work, if necessary, after the Governing Body had concluded its work at its 277th Session and to submit their report direct to the Finance Committee of Government Representatives at the Conference.

REPORTS OF THE COMMITTEE ON LEGAL ISSUES AND INTERNATIONAL LABOUR STANDARDS

Legal issues

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

The Governing Body noted that, in the absence of any consensus regarding changes to the representation procedure, discussion on the question was postponed until a later session.

Possible improvements in the standard-setting activities of the ILO: The role of standards in the achievement of the ILO's objectives

Taking into account the acknowledged importance of the issue, the Governing Body decided to:
(a) postpone discussion on improvements in standard-setting activities until its 279th Session in November 2000;
(b) request the Director-General to submit a document to the Governing Body in November 2000 reflecting the discussions within the Committee and the Governing Body and any consultations that had taken place.

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 in Appendix I to the report and of the opinions expressed by the Committee during its meeting;
(b) approved the recommendations contained in the corresponding paragraphs of the report on which there was consensus within the Working Party and the Committee.
Form for reports on unratified Conventions
(article 19 of the Constitution):
Dock Work Convention, 1973 (No. 137),
and Recommendation, 1973 (No. 145)

The Governing Body adopted the draft report form included in Appendix II to the report, relating to the Dock Work Convention, 1973 (No. 137), and Recommendation, 1973 (No. 145).

REPORT OF THE SUBCOMMITTEE ON MULTINATIONAL ENTERPRISES

Updating of references annexed to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

With a view to cementing the relationship between the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the Declaration on Fundamental Principles and Rights at Work, the Governing Body adopted an addendum to the Tripartite Declaration.¹

REPORT OF THE COMMITTEE ON EMPLOYMENT AND SOCIAL POLICY

Preparations for the Special Session of the General Assembly of the United Nations — World Summit for Social Development and Beyond: Achieving social development for all in a globalizing world

The Governing Body:
(a) took note of the overall ILO contribution to the preparatory process, in particular the document entitled Decent work and poverty reduction in the global economy, submitted by the Director-General to the Second Session of the Preparatory Committee;
(b) appointed a tripartite delegation, consisting of one member from each group, to accompany the Director-General as part of the ILO delegation to the Special Session of the General Assembly;
(c) decided that, without excluding consideration of the matter in other organs of the Governing Body, an item concerning the outcome of the Special Session should be included on the agenda of the Committee on Employment and Social Policy at the Governing Body's 279th Session (November 2000).

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

Effect to be given to the recommendations of sectoral meetings

Symposium on the Social and Labour Consequences of Technological Developments, Deregulation and Privatization of Transport
(Geneva, 20-24 September 1999)

The Governing Body:
(a) authorized the Director-General to communicate the report: (i) to governments, requesting them to communicate the texts to the employers' and workers' ¹ For the text of the addendum, see p. 45 below.
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 Symposium in paragraphs 1 to 15 of the conclusions.¹

Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce
(Geneva, 25-29 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 work of the Office, the wishes expressed by the Meeting in paragraphs 16 and 22 of the conclusions and the relevant part of the resolution.²

Tripartite Meeting on Safety and Health in the Fishing Industry
(Geneva, 13-17 December 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 23 to 27 of the conclusions, paragraph 21 of the report of the Working Party as appended to the conclusions, and the relevant parts of the resolution.³

Report of the Meeting of the Joint IMO/ ILO Ad Hoc Expert Working Group on liability and compensation regarding claims for death, personal injury and abandonment of seafarers
(London, 11-15 October 1999)
The Governing Body took note of the report of the Working Group and approved its recommendations.⁴

Report of the International Symposium on Trade Unions and the Informal Sector
(Geneva, 18-22 October 1999)
The Governing Body took note of the report and requested the Director-General to take the recommendations into account in implementing future programmes of activity, while noting the reservations expressed.⁵

¹ For the text of the conclusions, see pp. 31-32 below.
² For the text of the conclusions and resolution, see pp. 33-38 below.
³ For the text of the conclusions and resolution, see pp. 39-44 below.
⁴ The recommendations of the Working Party are contained in document GB.277/STM/4.
⁵ The conclusions and recommendations adopted during the Symposium are reproduced in the appendix to document GB.277/STM/5.
Report of the Meeting of Experts on Safety in the Use of Insulation Wools
(Geneva, 17-26 January 2000)

The Governing Body:
(a) took note of the report of the Meeting of Experts on Safety in the Use of Insulation Wools, and authorized the Director-General to publish the report and the Code of practice on safety in the use of synthetic vitreous fibre insulation wools (glass wool, rock wool, slag wool)\(^1\) and distribute these documents to:
(i) governments, employers' and workers' organizations;
(ii) the international employers' and workers' organizations concerned;
(iii) international organizations;
(iv) other organizations as appropriate.
(b) requested the Director-General to bear in mind, when drawing up proposals for the future programme and budget, the recommendations made by the Meeting in paragraphs 41 to 43 of its report.

Report of the Second Session of the Joint FAO/ILO/IMO Working Group
on Fishermen's Training and Certification
(London, 18-22 January 1999)

The Governing Body:
(a) took note of the report of the Second Session of the Joint FAO/ILO/IMO Working Group on Fishermen's Training;
(b) authorized the Director-General to consult with the Secretary-General of the International Maritime Organization and the Director-General of the Food and Agriculture Organization of the United Nations on the publication, as soon as possible, of the revised Document for Guidance on the Training and Certification of Fishermen under the new title of Document for Guidance on the Training and Certification of Fishing Vessel Personnel.\(^2\)

REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION

Monitoring and evaluation: Report of the meeting of the Officers of the Committee and follow-up activities

The Governing Body:
(a) approved the proposal to conduct two on-the-spot reviews of field activities in each year of the 2000-01 biennium, which would be undertaken in conjunction with a regional or other meeting. Each review would be conducted by three members of the Governing Body, one from each group, who would be participating in the regional or other meeting, from the regions concerned. Reviews would be carried out in Europe and the Americas in 2000 and in Africa and Asia in 2001. The reports of the four reviews would be consolidated during a two-day meeting in Geneva of the members of all four review teams immediately before the 282nd Session (November 2001) of the Governing Body;
(b) approved the establishment of a Working Group of the Committee on Technical Cooperation to examine the involvement of the Governing Body in such activities beyond the present biennium.

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\(^1\) The code of practice will be published by the International Labour Office.
\(^2\) The document will be published by the IMO on behalf of the three organizations concerned.
REPORT OF THE WORKING PARTY ON THE SOCIAL DIMENSIONS OF THE LIBERALIZATION OF INTERNATIONAL TRADE

The Governing Body took note of an oral report by the Chairperson of the Working Party. In particular, it approved the change of the title of the Working Party to "Working Party on the Social Dimension of Globalization" and decided that the range of problems discussed by the Working Party would continue to extend beyond the liberalization of trade, as was already the case.

REPORT OF THE DIRECTOR-GENERAL

Obituary

The Governing Body paid tribute to the deceased and requested the Director-General to convey its sympathy to the family of Gerd Muhr and to the German Confederation of Trade Unions.

Appointment of an Executive Director

The Governing Body took note of the appointment of Mr. Assane Diop as an Executive Director with the grade of Assistant Director-General, with effect from 15 April 2000.

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), the Old-Age Insurance (Agriculture) Convention, 1933 (No. 36), the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), and the Invalidity Insurance (Agriculture) Convention, 1933 (No. 38), made under article 24 of the ILO Constitution by certain national workers' unions of the private sector pension funds (AFPs)

The Governing Body:
(a) adopted the report;
(b) requested the Government of Chile, in the light of the conclusions in paragraphs 18 to 35 of the report and the observations made for many years by the Committee of Experts, to take the measures necessary so that:

(i) pension insurance is managed by non-profit institutions, in accordance with the provisions of Conventions Nos. 35 and 36 (Article 10, paragraph 1) and Conventions Nos. 37 and 38 (Article 11, paragraph 1), except for cases in which the administration is entrusted to institutions founded on the initiative of the parties concerned or their organizations and duly approved by the public authorities, in accordance with Conventions Nos. 35 and 36 (Article 10, paragraph 2) and Conventions Nos. 37 and 38 (Article 11, paragraph 2);

(ii) representatives of the insured persons participate in the management of the system under conditions laid down by the national legislation, in accordance with the provisions of Conventions Nos. 35 and 36 (Article 10, paragraph 4) and Conventions Nos. 37 and 38 (Article 11, paragraph 4);

(iii) the competent services carry out and strengthen their supervision of employers and that appropriate sanctions are imposed so as to avoid new cases of non-payment of social security contributions;

1 The Governing Body took note of the information submitted to it concerning progress in international labour legislation, internal administration, publications and documents.
(c) invited the Government in the next reports that it was due to present under article 22 of the ILO Constitution to provide complete information on the measures taken to give effect to the above recommendations, and the information requested in paragraphs 27, 33 and in particular in paragraph 35 of the conclusions of the report, so as to permit the Committee of Experts on the Application of Conventions and Recommendations to continue considering the problems raised by the application of the Conventions;

(d) declared closed the procedure initiated before the Governing Body as a result of the representation.

Representation alleging non-observance by Ethiopia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the National Confederation of Eritrean Workers (NCEW):
Interim report

In the light of Eritrea’s and Ethiopia’s stated intent to resolve their dispute in accordance with the OAU Framework Agreement, the Governing Body:

(a) urged the governments to cease hostilities and to move as rapidly as possible toward a peaceful resolution of the underlying dispute under the auspices of the OAU;

(b) encouraged the governments to undertake negotiations immediately following resolution of the conflict, in order to remedy as fully as possible the situation of the displaced workers of both countries, with the assistance of the ILO, if necessary;

(c) requested the governments to inform the Committee, no later than 15 September 2000, of the steps taken or under way to remedy the situation of displaced workers of both countries, so that the Governing Body is in a position to adopt a final report no later than at its 279th Session (November 2000).

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) and the Colombian Medical Trade Union Association (ASMEDAS)

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

Representation alleging non-observance by Denmark of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the National Confederation of Trade Unions of Greenland (Sulinermik Inuussutissarsiarneqartut Kattuffiat-SIK)

The Governing Body decided that the representation was receivable, and appointed a committee to examine it.
Representation alleging non-observance by Ecuador of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), made under article 24 of the ILO Constitution by the Ecuadorian Confederation of Free Trade Union Organizations (CEOSL)

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

Representation alleging non-observance by Turkey of the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the Confederation of Turkish Trade Unions (TÜRK-IS)

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

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Tripartite Meeting of Experts on the Management of Disability at the Workplace (Geneva, October 2001)

The Governing Body approved the following agenda for the Meeting: Examination and adoption of a code of practice on management of disability-related issues in the workplace.

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

Meeting of Experts on Labour Statistics (Geneva, October 2001)

The Governing Body approved the following agenda for the Meeting:

1. Consumer price indices.
2. Household income and expenditure statistics.

The Governing Body decided that the Meeting should be attended by 14 experts nominated after consultations with governments, seven after consultations with the Employers' group, and seven after consultations with the Workers' group of the Governing Body. The experts nominated should be well acquainted with the items on the agenda.

The Governing Body took note that, in order to obtain the government nominations, the Director-General intended to approach the governments of 14 countries, the list of which would be communicated at a later stage.

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:

1 As regards meetings, only the decisions concerning their composition and agenda are published in the Official Bulletin.
Tripartite Meeting on Moving to Sustainable Agricultural Development through the Modernization of Agriculture and Employment in a Globalized Economy (Geneva, 18-22 September 2000)

Mr. Schlettwein (Government, Namibia).


Ms. Sasso Mazzufferi (Employer member).

MATTERS ON WHICH THE OFFICERS OF THE GOVERNING BODY TOOK DECISIONS ON ITS BEHALF

Programme of meetings for 2000-01

The Officers of the Governing Body approved the following programme of meetings for 2000-01.

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2000</strong></td>
<td></td>
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<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>
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<tr>
<td>8-12 May</td>
<td>Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment</td>
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<tr>
<td>15-19 May</td>
<td>Meeting of Experts on Workers in Situations Needing Protection</td>
<td>&quot;</td>
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<tr>
<td>25-26 May</td>
<td>Governing Body Committee on Freedom of Association</td>
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<tr>
<td>30 May-15 June</td>
<td>88th Session of the International Labour Conference</td>
<td>&quot;</td>
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<tr>
<td>16 June</td>
<td>278th Session of the Governing Body</td>
<td>&quot;</td>
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<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>
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<tr>
<td>16-20 October</td>
<td>Tripartite Meeting on Labour Practices in the Footwear, Leather, Textiles and Clothing Industries</td>
<td>&quot;</td>
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<tr>
<td>2-17 November</td>
<td>279th Session of the Governing Body and its committees</td>
<td>&quot;</td>
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<tr>
<td>23 November-8 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
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<tr>
<td>12-15 December</td>
<td>Sixth European Regional Meeting</td>
<td>&quot;</td>
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<tr>
<td><strong>2001</strong></td>
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<tr>
<td>22-26 January</td>
<td>29th Session of the Joint Maritime Commission</td>
<td>Geneva</td>
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<tr>
<td>29 January-2 February</td>
<td>Meeting of ILO Declaration Expert-Advisers</td>
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<tr>
<td>Date</td>
<td>Title of meeting</td>
<td>Place</td>
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<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>Geneva</td>
</tr>
<tr>
<td>8-30 March</td>
<td>280th Session of the Governing Body and its committees</td>
<td>&quot;</td>
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<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>
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<tr>
<td>8-15 May</td>
<td>Meeting of Experts on Safety and Health in the Non-ferrous Metals Industries</td>
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<tr>
<td>31 May-1 June</td>
<td>Governing Body Committee on Freedom of Association</td>
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<tr>
<td>5-21 June</td>
<td>89th Session of the International Labour Conference</td>
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<tr>
<td>22 June</td>
<td>281st Session of the Governing Body</td>
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<tr>
<td>July</td>
<td>Meeting of Experts on Occupational Safety and Health Management Systems and Safety Culture</td>
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<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>
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<tr>
<td>24-28 September</td>
<td>International Symposium to Strengthen Workers’ Participation in the United Nations System and Impact on Bretton Woods Institutions</td>
<td>&quot;</td>
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<tr>
<td>3-12 October</td>
<td>Tripartite Meeting of Experts on the Management of Disability at the Workplace</td>
<td>&quot;</td>
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<tr>
<td>15-19 October</td>
<td>Joint Meeting on the Impact of Decentralization and Privatization on Municipal Services</td>
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</tr>
<tr>
<td>22-31 October</td>
<td>Meeting of Experts on Labour Statistics</td>
<td>&quot;</td>
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<tr>
<td>1-16 November</td>
<td>282nd Session of the Governing Body and its committees</td>
<td>&quot;</td>
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<tr>
<td>22 November-7 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>&quot;</td>
</tr>
<tr>
<td>10-14 December</td>
<td>Tripartite Meeting on the Construction Industry in the Twenty-first Century: Its Image, Employment Prospects and Skill Requirements</td>
<td>&quot;</td>
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<tr>
<td>To be determined</td>
<td>World Employment Forum</td>
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<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>
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<tr>
<td>To be determined</td>
<td>Thirteenth Asian Regional Meeting</td>
<td>Bangkok</td>
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</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 document GB.277/Inf.2.
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 two employers' organizations, 28 workers' organizations and 23 other organizations\(^1\) to be represented at the 88th Session (2000) 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 have 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 was recognized.

\(^1\) The list of organizations is contained in document GB.277/Inf.3.
Official measures taken regarding decisions of the International Labour Conference

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

Ratifications and 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>Antigua and Barbuda</td>
<td>Acceptance</td>
<td>17 April 2000</td>
</tr>
<tr>
<td>Turkey</td>
<td>Ratification</td>
<td>23 February 2000</td>
</tr>
<tr>
<td>United Kingdom*</td>
<td>Ratification</td>
<td>23 March 2000</td>
</tr>
</tbody>
</table>

* State of chief industrial importance.

The total number of ratifications and acceptances is thus 53, including three by States of chief industrial importance.

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1 Period covered: 1 January to 30 April 2000.
International Labour Conventions: Ratifications, denunciations and declarations

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 declaration made under a specific provision of a Convention and declarations concerning the application of Conventions to non-metropolitan territories (article 35 of the Constitution). 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</th>
<th>Date of effect</th>
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<tbody>
<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>
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<tr>
<td>Belize</td>
<td>Maternity Protection Convention (Revised), 1952 (No. 103)</td>
<td>6 March 2000</td>
<td>6 March 2001</td>
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<td></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
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<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>
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<tr>
<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
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<td>Labour Administration Convention, 1978 (No. 150)</td>
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<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
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<td>Benin</td>
<td>Labour Statistics Convention, 1985 (No. 160)</td>
<td>6 April 2000</td>
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<td><em>Acceptance of Articles 7, 8 and 12-15 of Part II has been specified pursuant to Article 16, paragraph 2, of the Convention.</em></td>
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<td>Botswana</td>
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<td>Brazil</td>
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<td>Eritrea</td>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>22 February 2000</td>
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<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
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<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
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<td>Equal Remuneration Convention, 1951 (No. 100)</td>
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<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
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<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
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<td>Finland</td>
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<td>17 January 2000</td>
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<td>Hungary</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>20 April 2000</td>
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<td>Indonesia</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>28 March 2000</td>
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<td>Italy</td>
<td>Private Employment Agencies Convention, 1997 (No. 181)</td>
<td>1 February 2000</td>
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<td>Part-Time Work Convention, 1994 (No. 175)</td>
<td>13 April 2000</td>
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<td>Jordan</td>
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<td>Lebanon</td>
<td>Benzene Convention, 1971 (No. 136)</td>
<td>23 February 2000</td>
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<td></td>
<td>Occupational Cancer Convention, 1974 (No. 139)</td>
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<td>Human Resources Development Convention, 1975 (No. 142)</td>
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<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
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<td>Working Conditions (Hotels and Restaurants) Convention, 1991 (No. 172)</td>
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<td>Safety and Health in Mines Convention, 1995 (No. 176)</td>
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<td>Equal Remuneration Convention, 1951 (No. 100)</td>
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<td><strong>Moldova, Republic of (cont.)</strong></td>
<td>Minimum Wage Fixing Convention, 1970 (No. 131)</td>
<td>23 March 2001</td>
<td>23 March 2001</td>
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<td></td>
<td>Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)</td>
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<td><em>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</em></td>
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<td>Seychelles</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>7 March 2000</td>
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<td><em>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 15 years has been specified.</em></td>
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<td>South Africa</td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>30 March 2000</td>
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<td>Minimum Age Convention, 1973 (No. 138)</td>
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<tr>
<td>Tanzania, United Republic of</td>
<td>Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)</td>
<td>18 April 2000</td>
<td>18 April 2001</td>
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<tr>
<td>Tunisia</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>28 February 2000</td>
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<td>Ukraine</td>
<td>Workers with Family Responsibilities Convention, 1981 (No. 156)</td>
<td>11 April 2000</td>
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<td>United Kingdom</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>22 March 2000</td>
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</table>

**II. Denunciations**

<table>
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<tr>
<th>State</th>
<th>Convention</th>
<th>Date of registration</th>
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<tbody>
<tr>
<td>Mauritius</td>
<td>Recruiting of Indigenous Workers Convention, 1936 (No. 50)</td>
<td>2 March 2000</td>
<td>2 March 2001</td>
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<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
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<tr>
<td>Mauritius (cont.)</td>
<td>The text of the communication concerning the denunciation by Mauritius of this Convention reads as follows: &quot;In accordance with Article 29 of the Recruiting of Indigenous Workers Convention, 1936 (No. 50), I, Satya Veyash Faugoo, on behalf of the Government of the Republic of Mauritius, hereby denounced the above-named ILO Convention on the ground that the provisions of the Convention have no relevance to the Republic of Mauritius. I have signed this instrument of denunciation in my capacity as Minister of Labour and Industrial Relations, Employment and Human Resource Development of the Government of Mauritius.&quot;</td>
<td></td>
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</tr>
<tr>
<td>Netherlands</td>
<td>Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)</td>
<td>2 March 2000</td>
<td>2 March 2001</td>
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<tr>
<td></td>
<td>The text of the communication concerning the denunciation by the Netherlands of this Convention reads as follows: &quot;The Minister for Foreign Affairs of the Kingdom of the Netherlands declares, in conformity with the provisions of Article 16, paragraph 1, of the Convention concerning weekly rest in commerce and offices, adopted by the General Conference of the International Labour Organization during its 40th Session on 5 June 1957, that the Kingdom of the Netherlands (for the Kingdom in Europe and Aruba) denounces the said Convention.&quot;</td>
<td></td>
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<tr>
<td>Cyprus</td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>20 January 2000</td>
<td>20 January 2001</td>
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<td></td>
<td>Pursuant to Article 25, paragraph 2, of the Convention, the Government has sent a new declaration, that has accepted the provisions of Part II of the Convention. This declaration cancels the previous declaration.</td>
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<tr>
<td>France</td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>5 April 2000</td>
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<td>Applicable without modification: New Caledonia.</td>
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<td></td>
<td>Denounced: Aruba.</td>
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</table>
CONCLUSIONS AND RESOLUTION ADOPTED

Conclusions

1. The delegates at the Ninth African Regional Meeting of the ILO fully endorse the contents of the Report of the Director-General of the ILO, *ILO activities in Africa: 1994-99* and the Report *Decent work and protection for all in Africa*. In particular, they endorse the choice for the 2000-01 biennium of the following four strategic objectives which they consider to be particularly relevant to the problems and needs of African countries:
   - promoting and reinforcing fundamental principles and rights at work and international labour standards;
   - creating greater opportunities for women and men to secure decent employment and income;
   - social protection for all;
   - strengthening tripartism and social dialogue.

The delegates also attach particular importance to giving due consideration to gender equality and development which should be a component of all the programmes undertaken. In the interests of attaining those objectives, the delegates would like to see the eight InFocus programmes that are set out in the Programme and Budget proposals for 2000-01 implemented without delay.

2. Focusing on the unemployment and poverty situation and the fact that two decades of structural adjustment programmes have not improved the situation, the delegates consider that in the context of global markets, Africa suffers from trade imbalances. Development in different countries presupposes that appropriate economic and social policies are in place, the latter being closely linked to the former. Debt relief and allowing access to external markets and sources of finance are the prerequisites for achieving growth in the countries of Africa. The Meeting recalls the crucial social dimension of globalization, which is a precondition of any real and sustainable development. It requests the ILO to be even more active in its advocacy vis-à-vis the international community (especially the developed countries and donors) and would like to see the Organization acquire greater visibility and influence within the international community and enhance its synergy with other organizations to achieve globalization of social progress.

3. The delegates request the ILO to provide concrete assistance to its constituents in order to promote real social justice, by strengthening their capabilities through technical cooperation programmes that are relevant and have a significant impact in the light of current problems and needs.

4. The continent is beset by many conflicts which are the source of pointless human suffering and jeopardize economic development and social cohesion. In this context, the social partners can play a major role in promoting social dialogue, social justice, and lasting peace, thereby allowing all to contribute to development, of which peace and
security are the preconditions. It is particularly appropriate to recall the original values on which the ILO was founded. The delegates request the ILO to continue to be active in crisis-affected countries and to develop its activities as soon as conditions permit in the interests of consolidating peace.

Fundamental principles and rights at work and international labour standards

5. The delegates recall that respect for international labour standards is not an option but a necessity and one which promotes growth, which in turn stimulates development. Reducing poverty, achieving economic growth and respect for workers' fundamental rights are all indissolubly linked. Ratification at national level of the fundamental Conventions is a concrete expression of the adoption by the International Labour Conference of the ILO Declaration on Fundamental Principles and Rights at Work, and is the best response to the social problems posed by economic growth and globalization. All countries are therefore called on to ratify the fundamental Conventions, if they have not already done so, to bring their legislation into conformity with them and to implement them.

6. Violations of workers' rights are still frequent occurrences in Africa, despite the real progress that has been made in establishing democracy, and as a result of this, workers still often face difficult situations. Governments and the social partners must take appropriate action to promote respect for the fundamental freedoms and trade union rights, encourage good governance and improve the effectiveness of democratic institutions. The first step is ratification of Conventions Nos. 87 and 98.

7. Child labour is a blatant violation of human rights. Crises, war, poverty and unemployment increase the likelihood of its spreading, and the elimination of child labour therefore represents a real challenge. But being African means above all respecting and preparing for Africa's future through its children. The elimination of child labour, beginning with its worst forms and those that are the most detrimental to children, which cannot be justified even by poverty, is therefore a high priority for everyone, and the delegates urge all countries to ratify Conventions Nos. 138 and 182 without delay and to ensure their implementation. They emphasize that it is essential that this action be coordinated and concerted, and that everyone share responsibility for it.

8. The delegates also request that the International Programme on the Elimination of Child Labour (IPEC) be extended to the countries of Africa that have not yet been able to benefit from its assistance, in order to ensure that studies can be undertaken without delay, with subsequent action plans and support programmes aimed at the progressive elimination of child labour and, in the more immediate future, of the worst forms of exploitation. Since IPEC intervenes in response to an expression of national will, governments are invited to indicate their commitment and their needs, and to seek partnerships on this issue with employers' and workers' organizations. The international community is invited to support the efforts and the willingness expressed by the African countries and accordingly to increase the resources available to IPEC.

9. The delegates emphasize the need to remedy the causes of child labour by combating poverty through the promotion of adult employment, ensuring that children receive free education, increasing training opportunities and developing programmes for equal opportunity and social and economic integration of the most vulnerable groups. For greater efficiency IPEC will identify the best means of coordinating with other ILO programmes and international and regional organizations, as well as NGOs.
10. ILO support is also requested in setting up at the national or regional level reliable systems for the collection of statistical data on child labour and for monitoring the programmes and assessing their impact.

11. Although women play an essential role in production and services, they do not yet enjoy the same opportunities as men in training, skills and access to decent employment and income. Their representation in trade union organizations is still inadequate. The delegates draw attention to the need for concrete action to promote gender equality through appropriate provisions and programmes.

12. The delegates request the ILO to work actively towards strengthening the capabilities of the social partners to meet their respective obligations and responsibilities in full with regard to the application of standards, and to ensure that regulations are implemented.

13. They also request the ILO to step up its efforts vis-à-vis the Bretton Woods institutions to promote workers' fundamental rights so that they are systematically integrated in the formulation, implementation and evaluation of structural adjustment programmes by these institutions.

Securing decent employment and income

14. In the view of the delegates, poverty in Africa can be eradicated only by ensuring access to decent employment, both for women and for men. The delegates consider that this is the region’s top priority and that the ILO has a duty to help countries to develop effective employment policies and strategies. The States themselves, in their programmes and national and sectoral budgets, should put into practice in concrete terms the commitments to promoting employment which they entered into at the World Summit for Social Development in Copenhagen.

15. Creating more and better jobs will require measures to promote enterprises, to improve productivity, decent incomes, and better social protection. Problems of employment call for an integrated response that takes into account the many complex aspects of human resource development, employment and income.

16. Formulating and implementing policies and programmes that are relevant and effective, and carrying out follow-up and evaluation, will require employment and training information that is organized, reliable and regular, as well as a system for coordinating the activities of all the national and external partners. The ILO should continue to assist countries in setting up information and programming systems to assist decision-making in the areas of employment and training, as well as in harmonizing methodologies with a view to promoting exchanges of information and regional cooperation.

17. Creating an environment that encourages investment, guiding investments in such a way as to maximize their job-generating potential, as well as providing an enabling environment for enterprise creation and development, whether large companies or SMEs and micro-enterprises which all form vital links in the same chain, are the responsibilities of governments, but the private sector must also be involved. Programmes must be set up to help businesses develop appropriate strategies and policies to serve as a framework for promoting employment. To that end it is essential for the development agencies and donors to take coordinated and concerted action geared to countries.

18. Promotion of micro-enterprises and the implementation of measures aimed at promoting the progressive integration of the informal sector in the formal sector should be continued. The ILO should provide assistance to the countries of the region in order to ensure that the jobs thus created are decent.
19. Africa's main source of wealth is its human resources, which should be developed through appropriate lifelong training accessible to all, to enable people to realize their potential and increase their opportunities of securing decent employment and incomes. Special attention must be paid to access to employment of young persons graduating from the training system, and therefore to the problem of creating closer links between the training system and enterprises. The ILO will need to raise awareness among the other organizations of the common system, the Bretton Woods institutions and other donors of the need to integrate human resource development in all economic reform programmes.

20. A major concern is the social and economic integration of young persons, on which the future stability and development of all the African countries depend. Governments and the social partners, together with civil society at large, are responsible for contributing to their integration. In collaboration with the other development agencies and donors, the ILO must assist them in identifying appropriate strategies and implementing integrated programmes covering education, training, the creation of micro-enterprises, social protection and appropriate and sustainable systems of financing.

21. The crises and wars affecting many African countries have made large segments of the population even more vulnerable, in particular women, refugees and displaced persons, people with disabilities, etc. Governments and the social partners must develop policies and programmes to further their social and economic integration or reintegration, through access to training and decent employment and income.

22. The employment action programmes developed by the ILO must be on a wide enough scale to enable them to meet the major challenges facing countries. Those challenges are: youth employment and employment for women, raising incomes, and improving conditions in agriculture and the informal sector which employ the majority of the active population in Africa. An expansion of the Jobs for Africa and More and Better Jobs for Women programmes should be envisaged; countries are expecting these programmes to produce tangible results. All of the programmes implemented should further economic integration in Africa and should be coordinated with the regional and subregional economic communities.

23. As regards the Jobs for Africa programme, the delegates particularly appreciate the integrated nature of the programme and its suitability for incorporation in national strategies which will ensure its lasting impact. They request that every effort be made by the ILO and the UNDP to mobilize the resources that will be needed to extend the programme to all the African countries and to continue core funding of the Jobs for Africa/PRESSA programme. The delegates noted with satisfaction the interest of the African Development Bank in the programme and the fact that the Bank insists on the need to make workers' and employers' rights a part of development programmes, and underscores the importance of investing in human resources.

24. The delegates recall that there can be no decent work without adequate social protection for workers, and that the lack of social protection is detrimental to the productivity of an enterprise and therefore also to economic growth.

25. Current social protection systems cover only a small proportion of the population that is employed in the formal sector, although other social groups are in dire need of protection. The delegates request the ILO to assist countries in designing and developing sustainable and viable systems of social protection which extend coverage to
the entire population and especially to the informal sector and meet the requirement for a minimum level of cover adapted to the needs of the greatest number.

26. Traditional social security systems are also affected by serious management problems which make reform and modernization of those systems imperative. The delegates draw attention to the need for transparent management by the three partners, with increased participation of employers and workers.

27. Protection of workers also means promoting their health and safety at work and maintaining a healthy working environment, all of these things being aspects of decent work. It is also an important goal of social dialogue. It must be possible to extend these safety and health aspects to those sectors that are currently the least protected, namely, agriculture and the informal sector. Monitoring and inspection services must be prepared for that task and the social partners must be helped to adopt the appropriate measures which, apart from anything else, are conducive to greater productivity. The ILO/DANIDA subregional programme has been cited in this context and the wish has been expressed that this programme should be expanded.

28. HIV/AIDS is the cause of heavy losses of human lives in Africa and affects the youngest segment of the economically active population. It is thus not only a medical and public health problem but also a social and economic one, which jeopardizes development and employment. It often gives rise to discrimination in employment against HIV-positive workers. It also deprives many children of their parents and forces them to go out to work prematurely. The African member States, aware of the fact that the development of the AIDS pandemic in Africa alone could make it impossible to achieve the Organization's four strategic objectives, therefore request the ILO to give the highest priority to this issue and to develop appropriate programmes in coordination with governments, the social partners, other United Nations agencies (the Joint United Nations Programme on AIDS — UNAIDS) and NGOs.

29. The delegates adopted a resolution concerning HIV/AIDS in the context of the world of work in Africa and endorsed the terms of the draft Platform for action appended to it. They invite governments, employers' organizations and workers' organizations to contribute to their implementation. They request the ILO to help them to do this and to develop its activities in coordination with other agencies of the common system, in particular UNAIDS.

Tripartism and social dialogue

30. Faced with the challenges that are still ahead, the delegates emphasize the need for the social partners to achieve a better understanding of their respective roles and to assume their responsibilities fully. Strengthening their capacity through appropriate training and support must therefore be a matter of priority for the ILO.

31. Tripartism and social dialogue provide an opportunity for countries to build and consolidate social cohesion and peace, as well as development, by involving all the stakeholders in shared objectives, through training in the management of industrial disputes, through partnership in preparing and implementing decisions and a more equitable distribution of the fruits of labour. These are the values of dialogue and participation that the social partners must help to strengthen in their countries so that they may inform the whole of society and the different sectors of the economy. Dialogue among the social partners contributes directly to the effective working and strengthening of democracy.
32. It is agreed that the effectiveness of social dialogue presupposes: (a) the political will and strong commitment to promote it; (b) that social dialogue in its present structure, comprising government, employers and workers, should be strengthened; and (c) that the social partners should be strong and independent.

33. The member States are called on to ratify Conventions Nos. 87, 98 and 144, and the delegates recall that national tripartite consultations must be organized on a regular basis. Those consultations should cover specific subjects of common interest, such as vocational training, social protection, safety and health at work, etc. The delegates would like to see the ILO/Belgian programme on social dialogue in French-speaking Africa (PRODIAF) and the ILO/Portugal programme on social dialogue in Portuguese-speaking countries (PRODIAL) continue strengthening tripartite structures and dialogue and their example extended to other subregions as well.

**General recommendations**

34. In order to respond to the many complex needs and problems Africa still faces, ILO activities in the field and assistance to constituents will have to be expanded. The Meeting accordingly requests the ILO to strengthen its field structures and the multidisciplinary teams in particular, by assigning them the human resources and appropriate means to enable them to respond efficiently to requests. The ILO must live up to its objectives and fully integrate the regional dimension of the problems raised, and must promote regional integration and cooperation through its activities.

35. The ILO must remain as close as possible to its constituents in order to be always ready and able to assist them in identifying their needs and to respond to those needs in the most appropriate way.

36. The delegates would also like to see the ILO play a greater brokerage role vis-à-vis international donors so as to meet objectives in the area of poverty alleviation and social justice.

37. In the light of the realistic objectives that have been set and the resources that have been mobilized, there must be a framework for follow-up on the programmes and assessment of their results and, most importantly, their impact. The delegates therefore request that machinery be set in place to follow up on the conclusions and recommendations of this Regional Meeting.

**Resolution concerning HIV/AIDS in the context of the world of work in Africa**

The Ninth African Regional Meeting of the International Labour Organization, Noting the Platform for action adopted by the ILO Regional Tripartite Workshop (Windhoek, Namibia, 11-13 October 1999);1 Invites the Governing Body of the ILO:

1. to communicate to governments of the African region the Platform for action on HIV/AIDS in the context of the world of work in Africa;

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1 The text of the Platform, appended to the resolution, is reproduced in document GB277/4.
2. to appeal to governments, in collaboration with employers' and workers' organizations and other concerned groups, to use appropriate measures to implement the Platform for action on an urgent, immediate and continuous basis;

3. to request the Director-General of the ILO —
   (i) to provide, where possible, the necessary expertise and technical assistance to help member States implement the Platform for action;
   (ii) to strengthen collaboration and cooperation with concerned international agencies, especially UNAIDS, and bilateral and multilateral agencies, with a view to reinforcing national action against HIV/AIDS in the context of the world of work.
Symposium on the Social and Labour Consequences of Technological Developments, Deregulation and Privatization of Transport

(Geneva, 20-24 September 1999)

CONCLUSIONS ADOPTED

Conclusions on future activities of the ILO transport sector, i.e. air, rail and road

The Symposium on the Social and Labour Consequences of Technological Developments, Deregulation and Privatization of Transport,

Having met in Geneva from 20 to 24 September 1999;

Adopts this twenty-fourth day of September 1999 the following conclusions:

The ILO should:

(1) ensure that its work in the transport sector is undertaken in accordance with its four strategic objectives and their related InFocus programmes — promote and realize fundamental principles and rights at work; create greater opportunities for women and men to secure decent employment; enhance coverage and effectiveness of social protection for all; strengthen tripartism and social dialogue — and its two cross-cutting themes — development and gender. Particular emphasis should be placed on activities related to social dialogue in the transport sector;

(2) hold meetings dealing with the transport sector which should be more focused, dealing either with the transport sector as a whole, or subsector by subsector, depending on the issues to be discussed;

(3) promote social dialogue in the transport sector; strengthen the institutions, machinery and processes of social dialogue in the transport sector in the ILO's member States; and strengthen the representation, capacity and services of the parties to social dialogue in the transport sector. Such activity should take place at the regional and national level where appropriate;

(4) carry out studies on the impact of change on the industrial relations systems and practices in the transport sector, with particular reference to developing countries, and publish the results;

(5) collect and compare examples of evolution and change in the transport sector and describe the extent to which social, labour, economic development, environment and productivity improvement factors have been taken into account with a view to identifying and disseminating examples of successful practices and programmes, including an analysis of the employment effects, training, retraining and the impact on fundamental rights at work with the objective of promoting employment, productivity and improved working conditions as far as is possible, and publish the results;

(6) collect, analyse and disseminate data and information on measures relating to new working methods in the different branches of the transport sector, such as flexible, temporary, part-time and contract work, and on any occupational safety and health and environmental effects arising from them and measures taken to address these effects;

(7) expand and enhance its cooperation and collaboration with multilateral financial institutions, and with relevant transportation safety agencies and organizations so that, in developing and undertaking their transport-related activities, including the

1 Adopted unanimously.
development of policies and standards, the social and labour dimensions of transport are taken fully into account, including the importance of tripartite consultations and continuous social dialogue;

(8) noting its standard-setting activity, revise, with a view to improving and modernizing, those standards affecting the transport sector that are considered to be obsolete;

(9) assist ILO member States to meet their obligations under the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up with a view to having a positive impact on social and labour conditions in the transport sector;

(10) devote available resources that will ensure its activities, in assisting its constituents in dealing with the social and labour effects of change in the transport sector, are undertaken in a sufficient and sustained manner;

(11) establish a small standing tripartite strategy forum to oversee its activities in the transport sector;

(12) pay specific attention to the impact of change on women transport workers;

(13) in conjunction with UNAIDS, develop initiatives to promote best practice in the workplace dimension of HIV/AIDS prevention and protection policies, with particular reference to regions with a high incidence of the disease;

(14) undertake studies of the medium- and long-term positive or negative impact of changes in the transport sector, including:
   (a) an analysis of employment of displaced workers;
   (b) information exchange on labour-management practices across a range of countries to help developing countries obtain and share economic and other appropriate information on transport;
   (c) collect and disseminate data concerning employment terms and conditions and other social and labour issues, including comparative data from other industries;

(15) position itself as the international centre for expertise and data of interest to the constituents for research into the broad range of labour market issues and policies relating to the transport sector.

When reviewing the delivery of the ILO's sector-specific programmes, the Governing Body should examine how the needs of the transport sector can best be met and make recommendations accordingly.
Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce
(Geneva, 25-29 October 1999)

CONCLUSIONS AND RESOLUTION ADOPTED

Conclusions on the human resource implications of globalization and restructuring in commerce

The Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce,

Having met in Geneva from 25 to 29 October 1999;

Adopts this twenty-ninth day of October 1999 the following conclusions:

General considerations

1. Commerce is a wide-ranging activity, encompassing both the highly organized, modern sector and sometimes a rudimentary, informal sector. The sector plays a multiple and central function in the satisfaction of consumer needs, as a major source of employment, and as a catalyst for the economy as a whole. Both the wholesale and retail are, as such, indispensable engines of economic development. A healthy economy is likewise a prerequisite for a vibrant commerce sector.

2. Commerce the world over has undergone profound change over the last decade; earlier regional expansion is being replaced by globalization of big business. Globalization most often takes the form of international mergers and acquisitions, joint ventures between multinational distributors and local operators, strategic alliances between retailers in different countries and increased franchising arrangements. Among other effects, these activities are resulting in the consolidation of the sector into fewer, bigger operators with better scale advantages, higher purchasing and economic power and retailers better prepared for expanded global competition.

3. In addition to globalization, internal market deregulation, increased competition and changes in consumer behaviour are accelerating the sector's restructuring. Among some of the consequences of this process are the crowding out of smaller, independent community wholesalers and retailers in some parts of commerce, and the ability of local enterprises to establish themselves in the market-place has deteriorated, with attendant job losses and impacts on previously vibrant urban and rural shopping areas. These problems are also extremely serious in developing countries. Another consequence of changes in consumer behaviour and increased competition is growing pressure in many countries for liberalization of shop opening hours, which are a product of long-standing traditions, cultural considerations and specific local or national circumstances.

4. Notwithstanding the additional convenience for many customers, liberalization has been found to affect commerce workers' employment and working conditions, without always contributing to job growth. In addition to existing social and labour legislation in each country, the specific concerns of the sector can be complemented by negotiated agreements between the social partners.

5. Gains in marketing and distribution efficiencies have also been achieved as a result of retailers' new operating styles and philosophy, including improved responsiveness

1 Adopted unanimously.
to consumer demand, closer retailer-led partnerships within the supply-distribution chain, and the introduction of new information technologies.

6. All these developments have contributed significantly to increased productivity and corresponding profitability for many large retailers and wholesalers, especially in the industrialized countries. The ability of commerce workers to share significantly in the success of their companies through consultation related to restructuring, including issues of improved pay, job security and better working conditions, will be a decisive factor towards productivity and profitability which will be sustained with the continuing changes.

Employment

7. An expanding commerce sector has generally been good for employment creation in many countries, generating the job growth required to replace some of those lost in other parts of the economy, especially in manufacturing. There are however countries where employment in commerce has started to decline. The lack of reliable statistics concerning the structure of the commerce labour force makes it difficult to assess the employment development in terms of annual hours worked.

8. There are both positive and negative effects of the processes of globalization, restructuring and the introduction of new technologies on existing jobs and employment in general. In a number of cases, some occupations have simply been rendered obsolete and ceased to exist, while others have been transformed beyond recognition and new jobs have been created.

Working and employment conditions

9. Restructuring, constant relaxation of zoning and establishment regulations, and increasing business demands for labour flexibility have contributed to a situation where there are not enough full-time jobs available and to an increase in part-time and atypical work.

10. Globalization means that expanding wholesale and retail activities in a competitive market-place require the capacity to attract qualified people. One way to achieve this is for commerce to promote stable and secure quality employment, training and career opportunities, satisfactory wages and favourable and healthy working conditions.

Equal opportunity

11. A striking characteristic of commerce is that it provides jobs to more women and young people than any other sector. Indeed, the majority of commerce workers are indeed from these two categories, and growth in the commerce sector would expand their opportunities. In light of the effects of globalization and restructuring and in order to improve equal opportunity, better policies by employers and, where appropriate, by governments are needed however. Such policy action should aim at expanding career options, secure employment and equal pay and ensure that training and other benefits are available to these categories of workers. Particular attention must be paid to improve the position of women workers in developing countries to ensure their equal access to quality employment in commerce. In this context, the availability of education and training opportunities is of particular importance.

12. Flexibility can have both positive and negative effects. On the positive side, flexibility has created work opportunities, especially for men and women who might
otherwise not be able to work. On the other hand, flexibility may increase job instability and diminish working conditions. In addition, increased temporary and part-time work may not always provide access to training opportunities, thus hampering career progress. Social dialogue at appropriate levels which reflect the needs in the particular countries concerned is a good way to establish a satisfactory framework on equal opportunity.

**Informal sector**

13. In a great number of developing countries as well as in some of those in transition, globalization has brought a rising number of multinationals into these new markets, and given some local firms the opportunity to expand beyond national borders. There are cases where the efficiencies introduced by this new competition and the ensuing restructuring of the distribution sector have led to a rising number of retrenched workers swelling the ranks of those forced into an ever-expanding informal sector.

14. The continued growth of the informal sector can generate downward pressure on wages and working conditions in the formal commerce sector with which it is in competition. The challenge to the tripartite partners is therefore to work towards the creation of conditions conducive to the integration of informal sector workers, be they independent traders or employees of micro and small businesses, into the mainstream economy. Another challenge facing governments and social partners is the growing problem of child labour in the informal commerce sector. Vigorous promotional work on both the Worst Forms of Child Labour Convention, 1999 (No. 182), and the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up of 1998 should be undertaken and targeted at the informal sector.

15. Quite apart from the fact that workers in the informal sector usually work for very long hours for low wages, they also lack even the bare minimum of social and workplace protections. This situation must be corrected.

16. The paucity of reliable statistical data on the informal sector renders it impossible to develop and implement properly targeted policies and programmes on the informal sector. The ILO should undertake to ensure that the statistical methodologies which it has developed specifically for the informal sector will be used to collect information about informal commerce, and to carry out analytical studies on different aspects of the sector in order to provide a scientific basis for decision-makers.

**Electronic commerce**

17. Information technology, in which the wholesale and retail enterprises have invested significant resources, has brought many practical benefits, especially for the consumer, the enterprise and the sector's growing number of information technology personnel. However, these benefits need to be spread as widely as possible to all the workers in the sector if their impact is to be maximized.

18. Electronic commerce is a new and high-growth marketing and distribution tool, whose full potential is yet to be realized, and whose overall effect on employment can only be tentatively estimated at present. However, extrapolating from current trends, it is clear that in the next decade electronic commerce will have a very significant impact on the structure of commerce, its ability to generate employment, the organization of work and working relations, occupational categories, and the range of skills requirements. Although many of the existing labour laws can be applied to work in both traditional commerce as in

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1 Reference is made to the Minimum Age Convention, 1973 (No. 138).
cyber-commerce, certain provisions such as those relating to hours of work, are difficult to enforce. Governments and the social partners need to watch closely the continued growth and direction of electronic commerce, with a view to developing policies and programmes to take full advantage of this technology and to minimize its potential disruptions on business, workers and communities.

**Human resource development**

19. It is worth recalling that the enterprise interacts with the customers through its employees. Past policies that emphasized on-the-job learning with little prior training can no longer be considered sufficient. In the context of fast-changing consumer demand, a highly competitive market environment, and increased use of information technologies, the social partners need an active and cooperative approach on human resource development policies. These should include efforts to ensure that commerce gets a fair share of education and training resources, the development and implementation of lifelong learning programmes and the multiskilling of existing workers.

**Small and medium-sized enterprises**

20. Small and medium-sized enterprises (SMEs) have often been able to find efficient ways of improving their competitiveness through the establishment of different forms of partnerships and associations; through staff training; the introduction of new technology; and through new methods of work organization. In addition, SMEs frequently play an important role, beyond the purely economic field.

**Labour relations**

21. Freedom of association and collective bargaining rights and continuous social dialogue, on the basis of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up of 1998, are also valid in the commerce sector.

22. The ILO should undertake promotion of all the international labour Conventions relevant to commerce, as well as social dialogue at appropriate levels. The ILO should, in cooperation with the social partners, also develop and widely distribute a manual on social dialogue in commerce to assist the social partners, particularly in countries where the institutional framework for social dialogue is still weak or non-existent.

**Voluntary codes of conduct**

23. Voluntary codes of conduct are one of the methods which have been introduced in the commerce sector which have had positive effects. They encourage good business practice, have a pioneering role in social progress, and have led to positive alliances, including among business, workers' representatives and other sections of civil society. Their increased application, together with other innovative voluntary initiatives, should be encouraged and widely disseminated.

1 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 the trade unions in the country concerned."
Resolution on the establishment of a tripartite forum
for consultation concerning employment and working conditions
in commerce

The Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce,

Having met in Geneva from 25 to 29 October 1999,

Considering that commerce is the essential link between producers and consumers, distributing goods and producing services, that it is one of the most important employers, providing employment and livelihood for hundreds of millions of workers around the world, and that it is also an industry which continuously needs to adapt to demographic and other changes in consumer demand and expectations,

Noting that the commerce sector is undergoing important structural and technological changes as a global market-place is being created, with large retail and wholesale enterprises, already well established on regional markets, expanding fast on a worldwide level, and small and medium-sized commerce companies seeking new approaches to retain and strengthen their competitiveness,

Further noting that the informal sector continues to play an important role in commerce, particularly in many developing countries, but increasingly also in the transition economies of Europe,

Recognizing that the expansion of electronic commerce and Internet trade will bring new actors, structures and procedures to the commerce scene,

Considering that employment, qualifications and working conditions for commercial workers are affected by the globalization process and that the constant change in wholesale and retail trade poses important challenges not only to the companies, but to governments and social partners as well,

Being aware of the major effects that the entry of global enterprises into national markets will have on commerce structures and thus also on employment in countries all around the world,

Recognizing that this process, together with technological developments, including electronic commerce and new ways of structuring and conducting business-to-business transactions, will lead to changes in the whole structure of the commerce sector, that new areas of work will be created, that many traditional ones will be redefined and that others will disappear,

Considering that future developments in commerce may cause changes in work organization, procedures, job design and qualification requirements and that it is therefore important for the social partners in commerce to address these challenges, to consider their impact on new organization of work and to conduct a dialogue with each other and with the relevant public authorities about measures to be taken to reinforce and support positive employment developments and to counteract negative ones,

Recognizing that for commerce to be able to face successfully the challenges of globalization, there is a need of an active social dialogue between employers and workers' organizations and a dialogue between the social partners and the relevant national and international public authorities,

Taking into account that commerce is changing and continues to change at an increasingly rapid pace and that the effects on employment and working conditions of these changes are profound, affecting large numbers of workers and causing major changes in the conditions for many of them;

1 Adopted unanimously.
Adopts this twenty-ninth day of October 1999 the following resolution:

The Tripartite Meeting on the Human Resource Implications of Globalization and Restructuring in Commerce calls on the Governing Body of the International Labour Office to request the Director-General of the ILO to set up a small tripartite forum to convene regularly and as often as possible for dialogue on global developments in commerce and their implications for employment, working conditions and labour relations. Among the priority issues that could be placed on its agenda are e-commerce, gender issues, flexibility, productivity, vocational training, job creation, employment security, social protection and issues specific to developing countries and countries in transition.
Tripartite Meeting on Safety and Health in the Fishing Industry
(Geneva, 13-17 December 1999)

CONCLUSIONS AND RESOLUTION ADOPTED

Conclusions on safety and health in the fishing industry

The Tripartite Meeting on Safety and Health in the Fishing Industry,
Having met in Geneva from 13 to 17 December 1999;
Adopts this seventeenth day of December 1999 the following conclusions:

General considerations

1. Fishing is a hazardous occupation when compared to other occupations. Sustained efforts are needed at all levels and by all parties to improve the safety and health of fishermen. The issue of safety and health must be considered broadly in order to identify and mitigate — if not eliminate — the underlying causes of accidents and diseases in this sector. Consideration also needs to be given to the great diversity within the industry based on the size of the vessel, type of fishing and gear, area of operation, etc.

Priority areas for improving occupational safety and health

2. The areas of priority for improving occupational safety and health in the fishing industry are:
(a) implementing and improving safety and health training;
(b) enhancing social dialogue at all levels in the sector;
(c) extending social protection to cover fishermen where it does not exist;
(d) collecting and disseminating statistics, data and safety information;
(e) promoting appropriate international standards;
(f) providing international guidance for the safety and health of fishermen, particularly on vessels under 24 metres in length;
(g) addressing the human element aspect, such as fatigue and manning; and
(h) the implications for fishing vessels of the entry into force of GMDSS\(^2\) and the planned phasing out of radio watchkeeping on VHFCH16.

Roles of legal, regulatory and other measures

3. International standards concerning the safety of fishing vessels should be ratified and fully implemented, in particular, the STCW-F Convention.\(^3\)

4. Safety and health improvements cannot be achieved solely through legislation. A safety culture should be promoted in the fishing industry, including the use of safety management systems appropriate to the enterprise and the dissemination of safety information. Governments, employers and workers' organizations should be involved in the development and implementation of such systems.

1 Adopted unanimously.
2 Global Maritime Distress and Safety System.
Promoting enforcement or application of laws, regulations and good practices

5. Laws and regulations, essential for the promotion of safety and health in the fishing industry, are only of value if they are implemented. Government agencies responsible for enforcement must be given sufficient resources to monitor the implementation of safety and health requirements, ensuring, in particular, that vessel inspection services are adequate.

6. Governments should ratify the ILO’s Occupational Safety and Health Convention, 1981 (No. 155), and apply its provisions to the fishing industry.

7. Like workers in other sectors, fishermen should have access to social security protection; this should cover issues such as sickness, disability, occupational injuries, illness compensation, loss of life and pension schemes.

8. When flag-state legislation does not provide for insurance, fishing vessel owners, regardless of the size of the vessels, should carry insurance or other appropriate social security coverage for occupational injuries to fishermen. Insurance should cover medical treatment and compensation as well as survivor benefits.

9. Medical examinations are important to safety and health protection. All fishermen should undergo periodic medical examinations.

Improving coordination by all ministries, and the role of labour ministries

10. Governments should ensure coordination of all ministries and agencies (national, regional and local) with an interest in the safety and health of fishermen and should avoid duplication of efforts. Officials responsible for fishing safety and health issues should have a thorough understanding of the fishing industry and its specific safety and health problems.

Tripartite action in training and measures to improve safety and health

11. Social dialogue is essential to improving the safety and health of fishermen, and it should be promoted at the enterprise, local, national, regional and international level and in all forums where fishing issues are discussed. This should include measures to build the capacity of employers’ and workers’ organizations, and facilitate their emergence where none exists.

12. Employers’ and workers’ organizations should be consulted during the development, monitoring and revising of laws and regulations relevant to the safety and health of fishermen. The social partners should also be consulted on other non-legislative efforts to address these issues. Standing consultative bodies, drawing on a wide range of interests in the fishing industry, should be established for the purpose of discussing safety and health issues.

13. Training is an essential means of addressing occupational safety and health issues, and occupational safety and health issues should be an integral part of all training programmes for fishermen. Training, including refresher courses, should address different types of fishing gear, fishing operations and disaster preparedness, and should reflect the provisions of the STCW-F Convention, ILO’s Vocational Training (Fishermen) Recommendation, 1966 (No. 126), and other relevant international codes and guidance.
14. Governments, employers, workers' organizations and research institutes should contribute to the development of hazardous occupation data sheets for all types of fishing occupations and operations. They should submit studies, manuals and other material to the ILO for inclusion in the ILO's CIS database. Such actions will assist in worldwide dissemination of knowledge, experience and guidance on safety and health in the fishing industry.

Safety and health for small-scale and artisanal fishermen

15. A pragmatic approach is needed to address the safety and health issues of many small-scale and artisanal fishermen. This approach should take into account their vessel types, equipment, education level and cultural background. Development assistance related to poverty alleviation may also be an appropriate means of aiding these fishermen. The costs of safety measures should be met by governments where appropriate, for example, through insurance and national welfare schemes, which should also compensate fishermen for lost income when fishing is prohibited by the competent authority due to extreme weather conditions.

Action on safety, health and related issues for vulnerable groups of workers

16. Governments should take urgent steps to ratify and implement the Worst Forms of Child Labour Convention, 1999 (No. 182). Implementation should include removing children from all hazardous work in the fishing industry. National action programmes to eradicate the worst forms of child labour should include schemes to assist fishing communities.

17. Better employment opportunities should be provided for women in the fishing industry. Furthermore, the involvement of fishermen's spouses and families in safety and health campaigns had been very effective in many countries. Spouses and families are also important sources of information on fishermen's safety, health and other problems. School curricula in fishing communities should include basic information on health and safety in fishing.

18. Action should be taken to improve the situation of abandoned fishermen and non-domiciled fishermen. Flag States should ensure compliance with national requirements and minimum international standards in respect of the social conditions, safety and health and environmental conditions on board fishing vessels flying their flag. Coastal States should make provision of decent living and working conditions on board fishing vessels a condition which must be met in order to obtain and retain permission to fish in the coastal State's exclusive economic zone.

Improving data on the incidence and severity of accidents and disease

19. Reliable data and statistics are needed to identify fishermen's safety and health problems and focus response and resources effectively. Underreporting of occupational accidents and diseases of fishermen is a very serious problem. Governments, employers' and workers' organizations should assist in developing or improving reporting systems.

Identical to those established under the ILO InFocus Programme on SafeWork.
Governments should approach insurance providers to exchange information, where appropriate, on accidents, injuries and diseases.

20. Harmonization of data is important. The collection of data on occupational accidents and diseases in the fishing industry can be improved by the use of standardized forms. Statistics and lessons learned should be widely disseminated, especially to employers and fishermen. In order to prevent statistics on fishing from being lost in the general category of "agriculture, hunting, forestry and fishing", governments should adopt classification schemes which are convertible to the International Standard Industrial Classification of all Economic Activities (ISIC), Revision 3, as recommended by the ILO.

21. All maritime casualties involving fishing vessels should be investigated and subject to inquiries in accordance with international Conventions.

22. More information should be collected on occupational diseases and other health problems experienced by fishermen. This information should be collated and made available to the ILO's constituents in the form of suitable guidelines addressed to fishermen.

ILO standards concerning fishermen

ILO action to promote safety and health in the fishing industry

23. The revised text of the FAO/ ILO/IMO Document for Guidance on Fishermen's Training and Certification requires no additional substantive changes prior to completion, and the IMO should be encouraged to finalize and publish this document as soon as possible.

24. The ILO should participate in the revision of the FAO/ILO/IMO Code of Safety for Fishermen and Fishing Vessels, Part B, Safety and Health Requirements for the Construction and Equipment of Fishing Vessels, and, following consultation with the IMO, should take a leading role in revising the Code of Safety for Fishermen and Fishing Vessels, Part A, Safety and Health Practice for Skippers and Crews.

25. The ILO, in consultation with its tripartite constituents, should develop a user-friendly manual on safety and health in the fishing industry specifically aimed at working fishermen and covering various types of fishing operations as well as both large and small vessels. This manual should reflect the reality of fishing operations.

26. The ILO, together with the IMO and WHO, should undertake to revise the ILO/IMO/WHO Medical Guide for Ships.

27. Moreover, the ILO should:

— consider that fishing is a "hazardous occupation" when implementing the InFocus Programme on SafeWork;

— continue to collect and disseminate information on "best practices" concerning safety and health in the fishing industry;

— develop hazardous occupation data sheets for all aspects of all types of fishing operations;

1 The report of the Working Party on Standards annexed to these conclusions, figures in document TMFI/1999/12, reproduced as an annex to document GB.277/STM/3/3.

2 The proposed title of the revised publication is FAO/ILO/IMO Document for Guidance on the Training and Certification of Fishing Vessel Personnel.
— promote the holding of tripartite national and regional seminars on safety and health in the fishing industry;
— through the InFocus Programme on Strengthening Social Dialogue, strengthen the framework and institutions for social dialogue and through the Bureaux for Workers' and Employers' Activities, enhance the capabilities of the workers' and employers' organizations to engage in and contribute to social dialogue in the fishing sector, particularly as concerns safety and health issues;
— through its International Programme on the Elimination of Child Labour (IPEC), assist the endeavours of tripartite constituents to eradicate child labour, and, in particular, its worst forms in the fishing industry;
— take into account the problems of abandoned fishermen when considering the issue of abandoned seafarers;
— address the problem of fatigue;
— take appropriate measures to eliminate the ill-treatment of fishermen.

Resolution concerning future ILO activities in the fisheries sector and social dialogue

1

The Tripartite Meeting on Safety and Health in the Fishing Industry,
Having met in Geneva from 13 to 17 December 1999,
Noting that the 84th (Maritime) Session of the International Labour Conference which met from 8 to 22 October 1996 adopted a resolution on the application of the Recruitment and Placement of Seafarers Convention, 1996 (No. 179), which revises Convention No. 9, to the fisheries sector and, in doing so, recognized that the current crisis in the fishing industry has serious repercussions on the labour and social standards of fishermen,
Noting also that the International Labour Organization has adopted four strategic objectives covering: the promotion and realization of fundamental principles and rights at work; the creation of greater employment and income opportunities for women and men; the enhancement of the coverage and effectiveness of social protection; and strengthening social dialogue and tripartism, which are of great relevance to the fisheries sector and to the problems fishermen and their organizations face,
Further noting that the United Nations Convention on the Law of the Sea provides the legal framework under which fishing activities are undertaken and that the Convention extended the jurisdiction of coastal States by permitting them to establish 200-mile exclusive economic zones,
Being aware that the 1988 ILO Committee on Conditions of Work in the Fishing Industry had adopted a resolution on the protection of the livelihood of fishermen,
Recalling that the challenges of the sustainable use and conservation of marine living resources of the high seas and the sustainable use and conservation of marine living resources under national jurisdiction were considered at the 1992 Rio Earth Summit and are addressed in Chapter 17 of Agenda 21,
Recalling also that the United Nations Food and Agriculture Organization (FAO) has adopted a Code of Conduct for Responsible Fisheries, the importance of which has been recognized, inter alia, within the United Nations General Assembly and the United Nations Commission for Sustainable Development,
Further recalling that a FAO Ministerial Meeting on Fisheries which was held on 10-11 March 1999 adopted the Rome Declaration on the Implementation of the Code of Conduct for Responsible Fisheries which, inter alia, attached high priority to the

1 Adopted unanimously.
implementation of the FAO International Plan of Action for the Management of Fishing Capacity,

Recognizing that the concept of sustainable development is essential to the fisheries sector and that sustainable development consists of three integral pillars: environmental, social and economic,

Recognizing also that the moves towards responsible fisheries and the restructuring which is taking place as a result of increased coastal state jurisdiction have profound implications for many fishermen and fishing communities and that the social dimension must be addressed,

Considering that the International Labour Organization is the appropriate United Nations agency to address the social dimension of both the moves to responsible fisheries and the restructuring of the industry and that they should be addressed in the context of the four strategic objectives of the Organization,

Considering also that by bringing to bear the special expertise of the International Labour Organization to address the social dimension of responsible fisheries and the restructuring of the industry, it could substantially assist other United Nations bodies in achieving their objectives related to securing a sustainable fisheries regime;

Adopts this seventeenth day of December 1999 the following resolution:

The Tripartite Meeting on Safety and Health in the Fishing Industry requests the Governing Body of the International Labour Office:

(1) to instruct the Director-General:

(a) to pursue studies relating to the social implications of responsible fisheries and the restructuring of the fisheries industry, in collaboration with other international and regional organizations relevant to the fishing industry;

(b) to take all necessary measures so that the fundamental principles and rights at work of fishermen, as well as the interests of the sector as a whole, are not undermined, and to examine how appropriate social adjustment strategies (such as retraining, job creation, early retirement and income support) can lead to the creation of alternative employment opportunities for those persons who have to leave the industry;

(c) to take appropriate measures to promote social dialogue within the fisheries sector and, in doing so, to increase the capacity of both the employers' and workers' organizations to respond to the problems which beset the fisheries industry;

(2) to urge governments and employers' and workers' organizations\(^1\) to formulate and implement agreed strategies, on the basis of tripartite dialogue at the appropriate level, to promote sustainable development within the sector and, thereby, promote increased awareness of the FAO Code of Conduct for Responsible Fisheries.

\(^1\) The term "workers' organizations" is used essentially to mean "unions".
ADDENDUM TO THE TRIPARTITE DECLARATION OF PRINCIPLES CONCERNING MULTINATIONAL ENTERPRISES AND SOCIAL POLICY

(adopted by the Governing Body at its 277th Session
(Geneva, March 2000))

UPDATING OF REFERENCES ANNEXED TO THE TRIPARTITE DECLARATION OF PRINCIPLES CONCERNING MULTINATIONAL ENTERPRISES AND SOCIAL POLICY

The International Labour Conference adopted in June 1998 the ILO Declaration on Fundamental Principles and Rights at Work. By this adoption, Members renewed their commitment to respect, promote and realize the following fundamental principles and rights at work, namely: (a) freedom of association and the effective recognition of the right to collective bargaining; (b) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; and (d) the elimination of discrimination in respect of employment and occupation. The ILO Declaration on Fundamental Principles and Rights at Work applies to all Members. Nevertheless, the contribution of multinational enterprises to its implementation can prove an important element in the attainment of its objectives. In this context, the interpretation and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy should fully take into account the objectives of the ILO Declaration on Fundamental Principles and Rights at Work.

This reference does not in any way affect the voluntary character or the meaning of the provisions of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.
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| V.     | Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Safety and health in agriculture” | 84    |
| VI.    | Resolution concerning the arrears of contributions of the Republic of Kazakhstan | 84    |
| VII.   | Resolution concerning the arrears of contributions of Ukraine              | 85    |
| VIII.  | Resolution concerning the arrears of contributions of the Republic of Liberia | 85    |
| X.     | Resolution concerning treatment of the 1998-99 cash surplus                | 86    |
| XI.    | Resolution concerning the assessment of contributions of new member States | 86    |
| XII.   | Resolution concerning the scale of assessments of contributions to the budget for 2001 | 86    |
| XIII.  | Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization | 87    |

## 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 88th Session of the International Labour Conference was held from Tuesday, 30 May to Thursday, 15 June 2000, under the presidency of Mr. Mario Alberto Flamarique, Minister of Labour of Argentina.

The agenda was as follows:

**Standing items**
I. (a) Reports of the Chairman of the Governing Body and of the Director-General.
   (b) Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work.
II. Programme and budget and other 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. Revision of the Maternity Protection Convention (Revised), 1952 (No. 103), and Recommendation, 1952 (No. 95) (second discussion).
V. Human Resources training and development: Vocational guidance and vocational training (general discussion).
VI. Safety and health in agriculture (first discussion).

1 The text of the instruments, withdrawals and resolutions adopted by the Conference appear on pp. 61-87 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 88th Session.
VII. Withdrawal of the Hours of Work (Coal Mines) Convention, 1931 (No. 31); the Hours of Work (Coal Mines) Convention (Revised), 1935 (No. 46); the Reduction of Hours of Work (Public Works) Convention, 1936 (No. 51); the Reduction of Hours of Work (Textiles) Convention, 1937 (No. 61) and the Migration for Employment Convention, 1939 (No. 66).

VIII. 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 entitled *Forced Labour in Myanmar (Burma)*.
278th Session of the Governing Body of the International Labour Office
(Geneva, 16 June 2000)

The 278th Session of the Governing Body of the International Labour Office was held on Friday, 16 June 2000, under the chairmanship of Mr. C.L.N. Amorim (Government representative, Brazil).

The agenda was as follows:
2. Questions arising out of the 88th Session of the International Labour Conference.¹
5. Report of the Director-General:
   Supplementary Report:
   — Report of the Committee set up to examine the 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.
6. Reports of the Officers of the Governing Body.²
7. Composition and agenda of standing bodies and meetings:

Matters on which the Officers of the Governing Body took decisions on its behalf:
— Programme of meetings for the remainder of 2000 and for 2001.
— Symposia, seminars and similar meetings.

***

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

Election of the Officers of the Governing Body for 2000-01

Election of the Chairperson

The Governing Body elected Mr. C.L.N. Amorim, representative of the Government of Brazil, as its Chairperson for the year 2000-01.

Election of the Vice-Chairpersons

The Governing Body re-elected Mr. R. Thusing as Employer Vice-Chairperson and Lord Brett as Worker Vice-Chairperson for the year 2000-01.

¹ The Governing Body took note of statements made by several speakers.
² The Governing Body noted that no business was foreseen under this item.
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 examined and adopted the 321st and 322nd Reports of its Committee on Freedom of Association.


The Governing Body requested the Director-General to appoint a Special Representative of the Director-General for cooperation with Colombia in order to assist in and verify the actions taken by the Government and the employers’ and workers’ organizations to implement the conclusions of the direct contacts mission and the recommendations of the Committee on Freedom of Association in the pending cases concerning Colombia. For this purpose, the Governing Body requested the Director-General to consider favourably the technical cooperation needs that may be required by constituents. The Special Representative would report through the Director-General to the Governing Body at its March and November sessions on the general situation in the country as it affects trade union rights and the security of trade unionists and on progress achieved in the implementation of the above recommendations. The Special Representative would advise on any other steps that could be taken by the Governing Body. The Governing Body requested the Director-General to establish with the Government the appropriate conditions for the Special Representative to carry out his or her mission. The Governing Body decided to review all pending questions at its session in June 2001.

REPORT OF THE DIRECTOR-GENERAL

Report of the Committee set up to examine the 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:
(a) approved the report and, in particular, in the light of the conclusions in paragraphs 20 to 35 of the report, invited the Government to supply detailed information on all the measures taken or envisaged with a view to:
(i) ensuring the regular payment of wages and on the consequent development of the situation, and in particular on:

1 These reports are contained in the Official Bulletin, Vol. LXXXIII, Series B.
2 The report of the direct contacts mission is appended to document GB.278/3/2.
— the number of workers affected, the amount of the wages owed, the average delay in the payment of wages, and the number and nature of the establishments and enterprises concerned;
— the number of punishable offences observed regarding the regular payment of wages and the number and nature of penalties imposed, including any relevant court decisions;
— the ongoing legislative reforms to improve the supervision of the application of labour laws, including the establishment of a Labour Inspectorate;
— progress in the discussions with the most representative workers' organizations to agree on a yearly schedule for the payment of wage arrears and the extent to which such schedule is observed in practice, including information as to the extent to which wage arrears are paid off in kind;

(ii) putting an end to the practice of partial payment of wages in the form of alcoholic drinks and tobacco products or any other allowance in kind which would be in violation of Convention No. 95, and in particular on:
— the number of workers affected, the number and nature of the establishments and enterprises reported to practise partial payment in kind involving alcoholic drinks or tobacco products and the scale of such practices;
— the nature of institutions or agencies responsible for the enforcement of relevant laws and regulations, the number of complaints investigated or infringements observed and the nature of sanctions imposed;
— any initiatives for stricter and more effective regulation of the payment of wages in the form of allowances in kind, and on the consequent evolution of the situation;

(b) declared closed the procedure initiated before the Governing Body as a result of the representation made by the General Federation of Trade Unions of the Republic of Moldova concerning the application by the Republic of Moldova of the Protection of Wages Convention, 1949 (No. 95).

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Committee of Experts on the Application of Conventions and Recommendations

Reappointments

The Governing Body reappointed the following members of the Committee of Experts on the Application of Conventions and Recommendations for a period of three years:
— Mr. Toshio Yamaguchi (Japan)
— Mr. Tan Boon Chiang (Singapore)
— Mr. Cassio Mesquita Barros (Brazil)
— Ms. Robyn A. Layton (Australia).

1 As regards meetings, only decisions concerning their composition and agenda are published in the Official Bulletin.
Agenda

The Governing Body approved the following agenda for the meeting: to examine and adopt a Code of Practice on Occupational Safety and Health Management Systems (ILO Guidelines).

Composition

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

The Governing Body took note that, in order to obtain the government nominations, the Director-General intended to approach the governments of the following countries: Brazil, Germany, Guinea, Japan, Mexico, New Zealand and Poland. Should any of them fail to nominate a participant, the Director-General would approach the Governments of Colombia, Indonesia, South Africa and Spain.


The Governing Body appointed its Officers as part of the ILO delegation to accompany the Director-General to the Special Session of the General Assembly.

Government member: Mr. C.L.N. Amorim (Brazil)
Employer member: Mr. R. Thüsing
Worker member: Lord Brett
MATTERS ON WHICH THE OFFICERS OF THE GOVERNING BODY TOOK DECISIONS ON ITS BEHALF

Programme of meetings for the remainder of 2000 and for 2001

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>2000</td>
<td></td>
<td></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>Geneva</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>2001</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>29 January-2 February</td>
<td>Meeting of ILO Declaration Expert-Advisers</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>19-27 April</td>
<td>Meeting of Experts on ILO Guidelines on Occupational Safety and Health Management Systems</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>27-29 June</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>10-14 September</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>Date</td>
<td>Title of meeting</td>
<td>Place</td>
</tr>
<tr>
<td>--------------------</td>
<td>----------------------------------------------------------------------------------</td>
<td>--------------</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>Geneva</td>
</tr>
<tr>
<td>25-28 September</td>
<td>Thirteenth Asian Regional Meeting</td>
<td>Bangkok</td>
</tr>
<tr>
<td>3-12 October</td>
<td>Tripartite Meeting of Experts on the Management of Disability at the Workplace</td>
<td>Geneva</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>1-3 November</td>
<td>World Employment Forum</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>
<tr>
<td>10-14 December</td>
<td>Tripartite Meeting on the Construction Industry in the Twenty-first Century: Its Image, Employment Prospects and Skill Requirements</td>
<td>&quot;</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 these meetings is contained in document GB.278/Inf.2.
Official measures taken regarding decisions of the International Labour Conference

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

Ratifications and 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 acceptances 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>Bangladesh</td>
<td>Ratification</td>
<td>9 August 2000</td>
</tr>
<tr>
<td>Switzerland</td>
<td>Ratification</td>
<td>28 June 2000</td>
</tr>
<tr>
<td>Syrian Arab Republic</td>
<td>Acceptance</td>
<td>1 August 2000</td>
</tr>
<tr>
<td>Togo</td>
<td>Acceptance</td>
<td>1 June 2000</td>
</tr>
<tr>
<td>Yemen</td>
<td>Acceptance</td>
<td>11 August 2000</td>
</tr>
</tbody>
</table>

The total number of ratifications and acceptances is thus 58, including three by States of chief industrial importance.

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1 Period covered: 1 May to 31 August 2000.
International labour Conventions: Ratifications and denunciations

Notice is hereby given that the Director-General of the International Labour Office has registered the following ratifications and denunciations. In pursuance of article 20 of the Constitution of the International Labour Organization, particulars of these ratifications and denunciations 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 or denunciation), 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>Argentina</td>
<td>Indigenous and Tribal Peoples Convention, 1989 (No. 169)</td>
<td>3 July 2000</td>
<td>3 July 2001</td>
</tr>
<tr>
<td>Azerbaijan</td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>9 August 2000</td>
<td>9 August 2001</td>
</tr>
<tr>
<td></td>
<td>Protocol of 1995 to the Labour Inspection Convention, 1947</td>
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<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td></td>
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<tr>
<td></td>
<td>Labour Inspection (Agriculture) Convention, 1969 (No. 129)</td>
<td></td>
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</tr>
<tr>
<td></td>
<td><em>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 16 years has been specified.</em></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>6 June 2000</td>
<td>6 June 2001</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>State</td>
<td>Convention</td>
<td>Date of registration</td>
<td>Date of effect</td>
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</tr>
<tr>
<td><strong>Central African Republic (cont.)</strong></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>28 June 2000</td>
<td>28 June 2001</td>
</tr>
<tr>
<td>Chile</td>
<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
<td>17 July 2000</td>
<td>17 July 2001</td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Denmark</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>14 August 2000</td>
<td>14 August 2001</td>
</tr>
<tr>
<td>Ghana</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>13 June 2000</td>
<td>13 June 2001</td>
</tr>
<tr>
<td>Iceland</td>
<td>Workers with Family Responsibilities Convention, 1981 (No. 156)</td>
<td>22 June 2000</td>
<td>22 June 2001</td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>29 May 2000</td>
<td>29 May 2001</td>
</tr>
<tr>
<td>Italy</td>
<td>Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)</td>
<td>7 June 2000</td>
<td>7 June 2001</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>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Japan</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>5 June 2000</td>
<td>5 June 2001</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>
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</tr>
<tr>
<td>Kuwait</td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
<td>15 August 2000</td>
<td>15 August 2001</td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Kyrgyzstan</td>
<td>Labour Inspection Convention, 1947 (No. 81)</td>
<td>26 July 2000</td>
<td>26 July 2001</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>Madagascar</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>31 May 2000</td>
<td>31 May 2001</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>Mali</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>14 July 2000</td>
<td>14 July 2001</td>
</tr>
<tr>
<td>Mauritius</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>8 June 2000</td>
<td>8 June 2001</td>
</tr>
<tr>
<td>Mexico</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>30 June 2000</td>
<td>30 June 2001</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
<td>Date of effect</td>
</tr>
<tr>
<td>------------------------</td>
<td>-----------------------------------------------------------------------------</td>
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</tr>
<tr>
<td></td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td></td>
<td>Maternity Protection Convention (Revised), 1952 (No. 103)</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>Termination of Employment Convention, 1982 (No. 158)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Portugal</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>15 June 2000</td>
<td>15 June 2001</td>
</tr>
<tr>
<td>Qatar</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>30 May 2000</td>
<td>30 May 2001</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>Senegal</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>1 June 2000</td>
<td>1 June 2001</td>
</tr>
<tr>
<td>South Africa</td>
<td>Safety and Health in Mines Convention, 1995 (No. 176)</td>
<td>9 June 2000</td>
<td>9 June 2001</td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>7 June 2000</td>
<td>7 June 2001</td>
</tr>
<tr>
<td></td>
<td>Worst Forms of ChildLabour Convention, 1999 (No. 182)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Turkey</td>
<td>Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159)</td>
<td>26 June 2000</td>
<td>26 June 2001</td>
</tr>
<tr>
<td>United Kingdom^1</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>7 June 2000</td>
<td>7 June 2001</td>
</tr>
</tbody>
</table>

Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 16 years has been specified.
State | Convention | Date of registration | Date of effect
--- | --- | --- | ---
Yemen | Minimum Age Convention, 1973 (No. 138) | 15 June 2000 | 15 June 2001

*Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.*

Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) | | |

Worst Forms of Child Labour Convention, 1999 (No. 182) | | |

Zimbabwe | Minimum Age Convention, 1973 (No. 138) | 6 June 2000 | 6 June 2001

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II. Denunciations

Chile

Workmen's Compensation (Accidents) Convention, 1925 (No. 17) | 8 August 2000 | 8 August 2001

Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18) | | |

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

*(Translation)*

"I have the pleasure of writing to you concerning the invitation made by the Governing Body to member States which are parties to the Workmen's Compensation (Accidents) Convention, 1925 (No. 17), and the Workmen's Compensation (Occupational Diseases) Convention, 1925 (No. 18), and which have also ratified the Employment Injury Benefits Convention, 1964 (No. 121), (Schedule I of which was amended in 1980), to denounce Conventions Nos. 17 and 18."

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1 The declaration by the United Kingdom, pursuant to Article 2, paragraph 1, of the Convention, reads as follows:

"The Government of the United Kingdom of Great Britain and Northern Ireland declares, pursuant to Article 2, paragraph 1, of the Convention, that the minimum age for admission to employment or work in the United Kingdom is the age at which a person ceases to be of compulsory school age.

The employment of children and young persons in England and Wales is regulated by the Children and Young Persons Act, 1933, as amended by, inter alia, the Children (Protection at Work) Regulations, 2000. The Act defines a child as "a person not over compulsory school age construed in accordance with the Education Act, 1996". Children at present cease to be of compulsory school age on the last Friday of June in the school year in which they reach age 16. This means, in effect, that children will cease to be of compulsory school age between the ages of (roughly) 15 years 10 months and 16 years 10 months. The form of words usually used in the definition is "normal school leaving age (16 in most cases)". Section 18 of the 1933 Act prohibits work, other than light work, in respect of children under compulsory school age.

Light work is allowed under the 1933 Act to be carried out by children over the age of 14. In the case of light agricultural or horticultural work, the minimum age at which this may be authorised by local authority bye-laws is thirteen. Local authority bye-laws authorising children who have attained the age of 14 years to take part in street trading must contain provisions determining the days and hours during which, and the places at which, they may do so. Only persons aged 16 and who are also over compulsory school age may take part in certain "performances". These provisions satisfy the requirements of Article 7 of the Convention.

Identical provisions relating to the employment of children in Scotland exist in the Children and Young Persons (Scotland) Act, 1937, as amended by the Children (Protection at Work) (Scotland) Regulations, 2000. Under section 33 of the Education (Scotland) Act, 1980, children who reach the age of 16 between 1 March and 30 September can leave school on 31 May. Other children can leave once the Christmas holiday commences. So children may leave school, depending on their birthday, between (roughly) 15 years 9 months and 16 years 3 months.

In Northern Ireland child employment law is based on the Children (Northern Ireland) Order, 1995 (No. 775 (NI.2)) and the Employment of Children (Northern Ireland) Regulations 1996 (No. 447). The 1996 Regulations provide that no person under school leaving age shall be employed in any occupation other than in specified and listed occupations which constitute light work. The Regulations regulate the conditions of employment for children under the age of 15 and over the age of 15 in such permitted employment. Article 135(1) of the Children (Northern Ireland) Order, 1995 provides that no child shall be employed under the age of 13. The school leaving age in Northern Ireland is 16 as laid down in the Education Reform (Northern Ireland) Order, 1989 SI 2406 (NI.20)."
Exchange of letters between the Director-General of the International Labour Office and the Minister of Foreign Affairs of the Socialist Republic of Viet Nam concerning the conclusion of a provisional arrangement with a view to the establishment of an ILO Office in Hanoi

On 15 August 2000, the Director-General of the International Labour Office addressed the following letter to the Minister of Foreign Affairs of the Socialist Republic of Viet Nam.

Dear Mr. Minister,

I have the honour to refer to discussions between officials of the Government of the Socialist Republic of Viet Nam and of the International Labour Office concerning the conclusion of a provisional arrangement which would enable the ILO to continue its cooperation with the Government and to take the first steps for the establishment of an ILO Office in Hanoi. I understand that the following has been agreed between your Government and our Organization:

In order to enable the ILO to continue its cooperation, and to take the first steps for the establishment of such an Office, pending the successful outcome of negotiations now taking place and the entry into force of the resulting agreement, the Government undertakes to grant to the ILO and its internationally-recruited officials performing functions in Viet Nam, as well as to its property, funds and assets, the privileges and immunities provided for in the Convention on the Privileges and Immunities of the Specialized Agencies adopted by the General Assembly of the United Nations on 21 November 1947.

Locally-recruited officials shall enjoy such immunities, privileges and exemptions as are enjoyed by locally-recruited officials of the United Nations in accordance with the Convention on the Privileges and Immunities of the United Nations.

All relevant provisions of the aforementioned Convention of 1947 shall apply to the grant of such privileges and immunities, including the Organization’s duty to waive immunity in the circumstances defined in Section 22 and to cooperate with the Government authorities for the proper administration of justice in accordance with Section 23.

I look forward to receiving your Government’s confirmation that the above provisional arrangement faithfully reflects the agreement that has been reached between us, and propose that this arrangement enter into effect immediately.

(Signed) Juan Somavia

By a letter dated 1 September 2000, the Minister of Foreign Affairs of the Socialist Republic of Viet Nam confirmed to the Director-General of the ILO that the terms of the provisional arrangement set forth in his letter faithfully reflected the agreement reached between the Socialist Republic of Viet Nam and the ILO and that the arrangement would enter into effect immediately.
Convention, Recommendation, withdrawal of Conventions and resolutions adopted by the 88th Session of the International Labour Conference

(Geneva, June 2000)

CONVENTION

Convention 183

Convention concerning the revision of the Maternity Protection Convention (Revised), 1952

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 88th Session on 30 May 2000, and

Noting the need to revise the Maternity Protection Convention (Revised), 1952, and the Maternity Protection Recommendation, 1952, in order to further promote equality of all women in the workforce and the health and safety of the mother and child, and in order to recognize the diversity in economic and social development of Members, as well as the diversity of enterprises, and the development of the protection of maternity in national law and practice, and


Taking into account the circumstances of women workers and the need to provide protection for pregnancy, which are the shared responsibility of government and society, and

Having decided upon the adoption of certain proposals with regard to the revision of the Maternity Protection Convention (Revised), 1952, and Recommendation, 1952, 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;

adopts this fifteenth day of June of the year two thousand the following Convention, which may be cited as the Maternity Protection Convention, 2000.

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1 This section contains the decisions of the Conference, without details of the circumstances of their adoption except where they were the 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 88th Session of the Conference.

2 Adopted on 15 June 2000 by 304 votes in favour, 22 votes against, and 116 abstentions.
SCOPE

Article 1

For the purposes of this Convention, the term "woman" applies to any female person without discrimination whatsoever and the term "child" applies to any child without discrimination whatsoever.

Article 2

1. This Convention applies to all employed women, including those in atypical forms of dependent work.

2. However, each Member which ratifies this Convention may, after consulting the representative organizations of employers and workers concerned, exclude wholly or partly from the scope of the Convention limited categories of workers when its application to them would raise special problems of a substantial nature.

3. Each Member which avails itself of the possibility afforded in the preceding paragraph shall, in its first report on the application of the Convention under article 22 of the Constitution of the International Labour Organization, list the categories of workers thus excluded and the reasons for their exclusion. In its subsequent reports, the Member shall describe the measures taken with a view to progressively extending the provisions of the Convention to these categories.

HEALTH PROTECTION

Article 3

Each Member shall, after consulting the representative organizations of employers and workers, adopt appropriate measures to ensure that pregnant or breastfeeding women are not obliged to perform work which has been determined by the competent authority to be prejudicial to the health of the mother or the child, or where an assessment has established a significant risk to the mother's health or that of her child.

MATERNITY LEAVE

Article 4

1. On production of a medical certificate or other appropriate certification, as determined by national law and practice, stating the presumed date of childbirth, a woman to whom this Convention applies shall be entitled to a period of maternity leave of not less than 14 weeks.

2. The length of the period of leave referred to above shall be specified by each Member in a declaration accompanying its ratification of this Convention.

3. Each Member may subsequently deposit with the Director-General of the International Labour Office a further declaration extending the period of maternity leave.

4. With due regard to the protection of the health of the mother and that of the child, maternity leave shall include a period of six weeks' compulsory leave after childbirth, unless otherwise agreed at the national level by the government and the representative organizations of employers and workers.

5. The prenatal portion of maternity leave shall be extended by any period elapsing between the presumed date of childbirth and the actual date of childbirth, without reduction in any compulsory portion of postnatal leave.
LEAVE IN CASE OF ILLNESS OR COMPLICATIONS

Article 5

On production of a medical certificate, leave shall be provided before or after the maternity leave period in the case of illness, complications or risk of complications arising out of pregnancy or childbirth. The nature and the maximum duration of such leave may be specified in accordance with national law and practice.

BENEFITS

Article 6

1. Cash benefits shall be provided, in accordance with national laws and regulations, or in any other manner consistent with national practice, to women who are absent from work on leave referred to in Articles 4 or 5.

2. Cash benefits shall be at a level which ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living.

3. Where, under national law or practice, cash benefits paid with respect to leave referred to in Article 4 are based on previous earnings, the amount of such benefits shall not be less than two-thirds of the woman's previous earnings or of such of those earnings as are taken into account for the purpose of computing benefits.

4. Where, under national law or practice, other methods are used to determine the cash benefits paid with respect to leave referred to in Article 4, the amount of such benefits shall be comparable to the amount resulting on average from the application of the preceding paragraph.

5. Each Member shall ensure that the conditions to qualify for cash benefits can be satisfied by a large majority of the women to whom this Convention applies.

6. Where a woman does not meet the conditions to qualify for cash benefits under national laws and regulations or in any other manner consistent with national practice, she shall be entitled to adequate benefits out of social assistance funds, subject to the means test required for such assistance.

7. Medical benefits shall be provided for the woman and her child in accordance with national laws and regulations or in any other manner consistent with national practice. Medical benefits shall include prenatal, childbirth and postnatal care, as well as hospitalization care when necessary.

8. In order to protect the situation of women in the labour market, benefits in respect of the leave referred to in Articles 4 and 5 shall be provided through compulsory social insurance or public funds, or in a manner determined by national law and practice. An employer shall not be individually liable for the direct cost of any such monetary benefit to a woman employed by him or her without that employer's specific agreement except where:

(a) such is provided for in national law or practice in a member State prior to the date of adoption of this Convention by the International Labour Conference; or

(b) it is subsequently agreed at the national level by the government and the representative organizations of employers and workers.

Article 7

1. A Member whose economy and social security system are insufficiently developed shall be deemed to be in compliance with Article 6, paragraphs 3 and 4, if cash benefits are provided at a rate no lower than a rate payable for sickness or temporary disability in accordance with national laws and regulations.
2. A Member which avails itself of the possibility afforded in the preceding paragraph shall, in its first report on the application of this Convention under article 22 of the Constitution of the International Labour Organization, explain the reasons therefor and indicate the rate at which cash benefits are provided. In its subsequent reports, the Member shall describe the measures taken with a view to progressively raising the rate of benefits.

EMPLOYMENT PROTECTION AND NON-DISCRIMINATION

Article 8

1. It shall be unlawful for an employer to terminate the employment of a woman during her pregnancy or absence on leave referred to in Articles 4 or 5 or during a period following her return to work to be prescribed by national laws or regulations, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing. The burden of proving that the reasons for dismissal are unrelated to pregnancy or childbirth and its consequences or nursing shall rest on the employer.

2. A woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave.

Article 9

1. Each Member shall adopt appropriate measures to ensure that maternity does not constitute a source of discrimination in employment, including — notwithstanding Article 2, paragraph 1 — access to employment.

2. Measures referred to in the preceding paragraph shall include a prohibition from requiring a test for pregnancy or a certificate of such a test when a woman is applying for employment, except where required by national laws or regulations in respect of work that is:

   (a) prohibited or restricted for pregnant or nursing women under national laws or regulations; or

   (b) where there is a recognized or significant risk to the health of the woman and child.

BREASTFEEDING MOTHERS

Article 10

1. A woman shall be provided with the right to one or more daily breaks or a daily reduction of hours of work to breastfeed her child.

2. The period during which nursing breaks or the reduction of daily hours of work are allowed, their number, the duration of nursing breaks and the procedures for the reduction of daily hours of work shall be determined by national law and practice. These breaks or the reduction of daily hours of work shall be counted as working time and remunerated accordingly.

PERIODIC REVIEW

Article 11

Each Member shall examine periodically, in consultation with the representative organizations of employers and workers, the appropriateness of extending the period of leave referred to in Article 4 or of increasing the amount or the rate of the cash benefits referred to in Article 6.
IMPLEMENTATION

Article 12
This Convention shall be implemented by means of laws or regulations, except in so far as effect is given to it by other means such as collective agreements, arbitration awards, court decisions, or in any other manner consistent with national practice.

FINAL PROVISIONS

Article 13
This Convention revises the Maternity Protection Convention (Revised), 1952.

Article 14
The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 15
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 16
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 17
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 18
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 19**

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 20**

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 16 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 21**

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

The foregoing is the authentic text of the Convention duly adopted by the General Conference of the International Labour Organization during its Eighty-eighth Session which was held at Geneva and declared closed on 15 June 2000.

IN FAITH WHEREOF we have appended our signatures this sixteenth day of June 2000.

_The President of the Conference,_

MARIO ALBERTO FLAMARIQUE

_The Director-General of the International Labour Office,_

JUAN SOMAVIA

**RECOMMENDATION**

**Recommendation 191**

_Recommendation concerning the revision of the Maternity Protection Recommendation, 1952_¹

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 88th Session on 30 May 2000, and

¹ Adopted by the Conference on 15 June 2000 by 315 votes in favour, 16 against and 108 abstentions.
Having decided upon the adoption of certain proposals with regard to maternity protection, 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 Maternity Protection Convention, 2000 (hereinafter referred to as “the Convention”);

adopts this fifteenth day of June of the year two thousand the following Recommendation, which may be cited as the Maternity Protection Recommendation, 2000.

MATERNITY LEAVE

1. (1) Members should endeavour to extend the period of maternity leave referred to in Article 4 of the Convention to at least 18 weeks.
   (2) Provision should be made for an extension of the maternity leave in the event of multiple births.
   (3) To the extent possible, measures should be taken to ensure that the woman is entitled to choose freely the time at which she takes any non-compulsory portion of her maternity leave, before or after childbirth.

BENEFITS

2. Where practicable, and after consultation with the representative organizations of employers and workers, the cash benefits to which a woman is entitled during leave referred to in Articles 4 and 5 of the Convention should be raised to the full amount of the woman’s previous earnings or of such of those earnings as are taken into account for the purpose of computing benefits.

3. To the extent possible, the medical benefits provided for in Article 6, paragraph 7, of the Convention should include:
   (a) care given in a doctor’s office, at home or in a hospital or other medical establishment by a general practitioner or a specialist;
   (b) maternity care given by a qualified midwife or by another maternity service at home or in a hospital or other medical establishment;
   (c) maintenance in a hospital or other medical establishment;
   (d) any necessary pharmaceutical and medical supplies, examinations and tests prescribed by a medical practitioner or other qualified person; and
   (e) dental and surgical care.

FINANCING OF BENEFITS

4. Any contribution due under compulsory social insurance providing maternity benefits and any tax based upon payrolls which is raised for the purpose of providing such benefits, whether paid by both the employer and the employees or by the employer, should be paid in respect of the total number of men and women employed, without distinction of sex.

EMPLOYMENT PROTECTION AND NON-DISCRIMINATION

5. A woman should be entitled to return to her former position or an equivalent position paid at the same rate at the end of her leave referred to in Article 5 of the Convention. The period of leave referred to in Articles 4 and 5 of the Convention should be considered as a period of service for the determination of her rights.
HEALTH PROTECTION

6. (1) Members should take measures to ensure assessment of any workplace risks related to the safety and health of the pregnant or nursing woman and her child. The results of the assessment should be made available to the woman concerned.

(2) In any of the situations referred to in Article 3 of the Convention or where a significant risk has been identified under subparagraph (1) above, measures should be taken to provide, on the basis of a medical certificate as appropriate, an alternative to such work in the form of:
(a) elimination of risk;
(b) an adaptation of her conditions of work;
(c) a transfer to another post, without loss of pay, when such an adaptation is not feasible; or
(d) paid leave, in accordance with national laws, regulations or practice, when such a transfer is not feasible.

(3) Measures referred to in subparagraph (2) should in particular be taken in respect of:
(a) arduous work involving the manual lifting, carrying, pushing or pulling of loads;
(b) work involving exposure to biological, chemical or physical agents which represent a reproductive health hazard;
(c) work requiring special equilibrium;
(d) work involving physical strain due to prolonged periods of sitting or standing, to extreme temperatures, or to vibration.

(4) A pregnant or nursing woman should not be obliged to do night work if a medical certificate declares such work to be incompatible with her pregnancy or nursing.

(5) The woman should retain the right to return to her job or an equivalent job as soon as it is safe for her to do so.

(6) A woman should be allowed to leave her workplace, if necessary, after notifying her employer, for the purpose of undergoing medical examinations relating to her pregnancy.

BREASTFEEDING MOTHERS

7. On production of a medical certificate or other appropriate certification as determined by national law and practice, the frequency and length of nursing breaks should be adapted to particular needs.

8. Where practicable and with the agreement of the employer and the woman concerned, it should be possible to combine the time allotted for daily nursing breaks to allow a reduction of hours of work at the beginning or at the end of the working day.

9. Where practicable, provision should be made for the establishment of facilities for nursing under adequate hygienic conditions at or near the workplace.

RELATED TYPES OF LEAVE

10. (1) In the case of the death of the mother before the expiry of postnatal leave, the employed father of the child should be entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave.

(2) In the case of sickness or hospitalization of the mother after childbirth and before the expiry of postnatal leave, and where the mother cannot look after the child, the employed father of the child should be entitled to leave of a duration equal to the unexpired
portion of the postnatal maternity leave, in accordance with national law and practice, to look after the child.

(3) The employed mother or the employed father of the child should be entitled to parental leave during a period following the expiry of maternity leave.

(4) The period during which parental leave might be granted, the length of the leave and other modalities, including the payment of parental benefits and the use and distribution of parental leave between the employed parents, should be determined by national laws or regulations or in any manner consistent with national practice.

(5) Where national law and practice provide for adoption, adoptive parents should have access to the system of protection offered by the Convention, especially regarding leave, benefits and employment protection.

The foregoing is the authentic text of the Recommendation duly adopted by the General Conference of the International Labour Organization during its Eighty-eighth Session which was held at Geneva and declared closed on 15 June 2000.

IN FAITH WHEREOF we have appended our signatures this sixteenth day of June 2000.

The President of the Conference,
MARIO ALBERTO FLAMARIQUE

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

WITHDRAWALS OF CONVENTIONS

Withdrawal of Convention 31

Withdrawal of the Hours of Work (Coal Mines) Convention, 1931

The General Conference of the International Labour Organization,
Having been convened in Geneva by the Governing Body of the International Labour Office, and having met in its 88th Session on 30 May 2000, and

Following consideration of the proposal for the withdrawal of several international labour Conventions, which is the seventh item on the agenda of this session;

decides this fifteenth day of June of the year two thousand to withdraw the Hours of Work (Coal Mines) Convention, 1931 (No. 31).

The Director-General of the International Labour Office shall notify all Members of the International Labour Organization as well as the Secretary-General of the United Nations of this decision to withdraw the instrument.

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

1 Adopted by the Conference on 15 June 2000 by 421 votes in favour, 9 against and 2 abstentions.
The foregoing is the authentic text of the decision to withdraw Convention No. 31, taken by the General Conference of the International Labour Organization during its Eighty-eighth Session which was held at Geneva and declared closed on 15 June 2000.

IN FAITH WHEREOF we have appended our signatures this sixteenth day of June 2000.

The President of the Conference,
MARIO ALBERTO FLAMARIQUE

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

Withdrawal of Convention 46

Withdrawal of the Hours of Work (Coal Mines) Convention (Revised), 1935

The General Conference of the International Labour Organization,
Having been convened in Geneva by the Governing Body of the International Labour Office, and having met in its 88th Session on 30 May 2000, and

Following consideration of the proposal for the withdrawal of several international labour Conventions, which is the seventh item on the agenda of this session;

decides this fifteenth day of June of the year two thousand to withdraw the Hours of Work (Coal Mines) Convention (Revised), 1935 (No. 46).

The Director-General of the International Labour Office shall notify all Members of the International Labour Organization as well as the Secretary-General of the United Nations of this decision to withdraw the instrument.

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

The foregoing is the authentic text of the decision to withdraw Convention No. 46, taken by the General Conference of the International Labour Organization during its Eighty-eighth Session which was held at Geneva and declared closed on 15 June 2000.

IN FAITH WHEREOF we have appended our signatures this sixteenth day of June 2000.

The President of the Conference,
MARIO ALBERTO FLAMARIQUE

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

Withdrawal of Convention 51

Withdrawal of the Reduction of Hours of Work (Public Works) Convention, 1936

The General Conference of the International Labour Organization,
Having been convened in Geneva by the Governing Body of the International Labour Office, and having met in its 88th Session on 30 May 2000, and
Following consideration of the proposal for the withdrawal of several international labour Conventions, which is the seventh item on the agenda of this session; decides this fifteenth day of June of the year two thousand to withdraw the Reduction of Hours of Work (Public Works) Convention, 1936 (No. 51).

The Director-General of the International Labour Office shall notify all Members of the International Labour Organization as well as the Secretary-General of the United Nations of this decision to withdraw the instrument.

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

The foregoing is the authentic text of the decision to withdraw Convention No. 51, taken by the General Conference of the International Labour Organization during its Eighty-eighth Session which was held at Geneva and declared closed on 15 June 2000.

IN FAITH WHEREOF we have appended our signatures this sixteenth day of June 2000.

The President of the Conference,
MARIO ALBERTO FLAMARIQUE

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

Withdrawal of Convention 61

Withdrawal of the Reduction of Hours of Work
(Textiles) Convention, 1937

The General Conference of the International Labour Organization, Having been convened in Geneva by the Governing Body of the International Labour Office, and having met in its 88th Session on 30 May 2000, and

Following consideration of the proposal for the withdrawal of several international labour Conventions, which is the seventh item on the agenda of this session;
decides this fifteenth day of June of the year two thousand to withdraw the Reduction of Hours of Work (Textiles) Convention, 1937 (No. 61).

The Director-General of the International Labour Office shall notify all Members of the International Labour Organization as well as the Secretary-General of the United Nations of this decision to withdraw the instrument.

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

The foregoing is the authentic text of the decision to withdraw Convention No. 61, taken by the General Conference of the International Labour Organization during its Eighty-eighth Session which was held at Geneva and declared closed on 15 June 2000.

IN FAITH WHEREOF we have appended our signatures this sixteenth day of June 2000.

The President of the Conference,
MARIO ALBERTO FLAMARIQUE

The Director-General of the International Labour Office,
JUAN SOMAVIA
Withdrawal of Convention 66

Withdrawal of the Migration for Employment Convention, 1939

The General Conference of the International Labour Organization,
Having been convened in Geneva by the Governing Body of the International Labour Office, and having met in its 88th Session on 30 May 2000, and
Following consideration of the proposal for the withdrawal of several international labour Conventions, which is the seventh item on the agenda of this session;
decides this fifteenth day of June of the year two thousand to withdraw the Migration for Employment Convention, 1939 (No. 66).

The Director-General of the International Labour Office shall notify all Members of the International Labour Organization as well as the Secretary-General of the United Nations of this decision to withdraw the instrument.

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

The foregoing is the authentic text of the decision to withdraw Convention No. 66, taken by the General Conference of the International Labour Organization during its Eighty-eighth Session which was held at Geneva and declared closed on 15 June 2000.

IN FAITH WHEREOF we have appended our signatures this sixteenth day of June 2000.

The President of the Conference,
MARIO ALBERTO FLAMARIQUE

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

RESOLUTIONS

I
Resolution concerning the measures recommended by the Governing Body under article 33 of the ILO Constitution on the subject of Myanmar

The General Conference of the International Labour Organization, Meeting at its 88th Session in Geneva from 30 May to 15 June 2000,
Considering the proposals by the Governing Body which are before it, under the eighth item of its agenda (Provisional Record No. 4), with a view to the adoption, under article 33 of the ILO Constitution, of action to secure compliance with the recommendations of the Commission of Inquiry established to examine the observance by Myanmar of its obligations in respect of the Forced Labour Convention, 1930 (No. 29),

1 Adopted on 14 June 2000 by 257 votes in favour, 41 against, with 31 abstentions.
Having taken note of the additional information contained in the report of the ILO technical cooperation mission sent to Yangon from 23 to 27 May 2000 (Provisional Record No. 8) and, in particular, of the letter dated 27 May 2000 from the Minister of Labour to the Director-General, which resulted from the mission,

Considering that, while this letter contains aspects which seem to reflect a welcome intention on the part of the Myanmar authorities to take measures to give effect to the recommendations of the Commission of Inquiry, the factual situation on which the recommendations of the Governing Body were based has nevertheless remained unchanged to date,

Believing that the Conference cannot, without failing in its responsibilities to the workers subjected to various forms of forced or compulsory labour, abstain from the immediate application of the measures recommended by the Governing Body unless the Myanmar authorities promptly take concrete action to adopt the necessary framework for implementing the Commission of Inquiry's recommendations, thereby ensuring that the situation of the said workers will be remedied more expeditiously and under more satisfactory conditions for all concerned;

1. Approves in principle, subject to the conditions stated in paragraph 2 below, the actions recommended by the Governing Body, namely:

(a) to decide that the question of the implementation of the Commission of Inquiry's recommendations and of the application of Convention No. 29 by Myanmar should be discussed at future sessions of the International Labour Conference, at a sitting of the Committee on the Application of Standards specially set aside for the purpose, so long as this Member has not been shown to have fulfilled its obligations;

(b) to recommend to the Organization's constituents as a whole — governments, employers and workers — that they: (i) review, in the light of the conclusions of the Commission of Inquiry, the relations that they may have with the member State concerned and take appropriate measures to ensure that the said Member cannot take advantage of such relations to perpetuate or extend the system of forced or compulsory labour referred to by the Commission of Inquiry, and to contribute as far as possible to the implementation of its recommendations; and (ii) report back in due course and at appropriate intervals to the Governing Body;

(c) as regards international organizations, to invite the Director-General: (i) to inform the international organizations referred to in article 12, paragraph 1, of the Constitution of the Member's failure to comply; (ii) to call on the relevant bodies of these organizations to reconsider, within their terms of reference and in the light of the conclusions of the Commission of Inquiry, any cooperation they may be engaged in with the Member concerned and, if appropriate, to cease as soon as possible any activity that could have the effect of directly or indirectly abetting the practice of forced or compulsory labour;

(d) regarding the United Nations specifically, to invite the Director-General to request the Economic and Social Council (ECOSOC) to place an item on the agenda of its July 2001 session concerning the failure of Myanmar to implement the recommendations contained in the report of the Commission of Inquiry and seeking the adoption of recommendations directed by ECOSOC or by the General Assembly, or by both, to governments and to other specialized agencies and including requests similar to those proposed in paragraphs (b) and (c) above;

(e) to invite the Director-General to submit to the Governing Body, in the appropriate manner and at suitable intervals, a periodic report on the outcome of the measures set out in paragraphs (c) and (d) above, and to inform the international organizations concerned of any developments in the implementation by Myanmar of the recommendations of the Commission of Inquiry;
2. Decides that those measures will take effect on 30 November 2000 unless, before that date, the Governing Body is satisfied that the intentions expressed by the Minister of Labour of Myanmar in his letter dated 27 May have been translated into a framework of legislative, executive and administrative measures that are sufficiently concrete and detailed to demonstrate that the recommendations of the Commission of Inquiry have been fulfilled and therefore render the implementation of one or more of these measures inappropriate;

3. Authorizes the Director-General to respond positively to all requests by Myanmar that are made with the sole purpose of establishing, before the above deadline, the framework mentioned in the conclusions of the ILO technical cooperation mission (points (i), (ii) and (iii), page 8/11 of Provisional Record No. 8), supported by a sustained ILO presence on the spot if the Governing Body confirms that the conditions are met for such presence to be truly useful and effective.

II

Resolution concerning HIV/AIDS and the world of work

The General Conference of the International Labour Organization,
Recalling that HIV/AIDS is at present a universal pandemic that threatens all people, but also recognizing that it disproportionately impacts on economically and socially disadvantaged and excluded groups,
Recognizing that HIV/AIDS is a growing health problem, as well as a developmental crisis with disastrous consequences for the social and economic progress of many countries,
Noting with deep concern that, of the nearly 34 million people worldwide currently living with HIV/AIDS, 95 per cent are in the developing countries; that in African countries development gains of the past 50 years, including the increase in child survival and in life expectancy, are being reversed by the HIV/AIDS epidemic, and that HIV infection is increasing rapidly in Asia, particularly in South and South-East Asia, and in the Caribbean, and that it threatens the political, economic and social sustainability of these regions, while recognizing that in the rest of the world a complacent attitude cannot be adopted and efforts on prevention reduced,
Recognizing the effects of HIV/AIDS on the world of work: discrimination in employment, social exclusion of persons living with HIV/AIDS, additional distortion of gender inequalities, increased number of AIDS orphans, increased incidence of child labour, and the retention of older persons in the labour force,
Recognizing that HIV/AIDS threatens decent work in an all-embracing manner, and noting that HIV/AIDS has adversely impacted on economic growth and employment in all sectors of the economy, depleted human resources, challenged social security and health systems, and threatened occupational health and safety systems,
Recognizing that the spread of AIDS can be prevented, including through actions at the level of the workplace, and that it is possible, by a multidimensional, integrated, sustained and coordinated international response, to prevent its spread and protect those who live with it and its consequences, including the families and communities affected,
Noting that a number of important initiatives have already been undertaken, including those by the United Nations organs and specialized agencies,

1 Adopted on 13 June 2000.
Recognizing that the non-availability and limited access to HIV/AIDS-related drugs and treatments at affordable costs in developing countries also has further accentuated the spread of the disease in those countries,

Recalling the adoption by the International Labour Conference of relevant and related instruments, including the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), the Occupational Safety and Health Convention, 1981 (No. 155) and the Occupational Health Services Convention, 1985 (No. 161),

Also recalling the adoption by the International Labour Conference of the Declaration on Fundamental Principles and Rights at Work, in 1998,

Noting the effect of some structural adjustment programmes on public health structures and services, education and social protection systems,

Recognizing the enormous potential of employers’ and workers’ organizations, in partnership with governments, to contribute to the fight against the spread of HIV/AIDS and to support the needs of workers living with HIV/AIDS;

1. Calls upon the governments of member States and, where applicable, employers’ and workers’ organizations to:
(a) raise national awareness, including by involving other concerned groups as appropriate, particularly of the world of work, with a view to eliminating the stigma and discrimination attached to HIV/AIDS, as well as to fight the culture of denial, and thereby preventing the spread of HIV/AIDS;
(b) strengthen the capacity of the social partners to address the pandemic;
(c) strengthen occupational safety and health systems to protect groups at risk;
(d) formulate and implement social and labour policies and programmes that mitigate the effects of AIDS;
(e) effectively mobilize resources;

2. Requests the Governing Body of the International Labour Office to instruct the Director-General to:
(a) continue and intensify, where appropriate, research on action to be taken and behaviours to be adopted in dealing with HIV/AIDS at the workplace;
(b) present, within the framework of the discussion of the Programme and Budget for 2002-03, a proposal regarding a meeting of experts which will develop international guidelines on action to be taken and behaviour to adopt on HIV/AIDS at the workplace;
(c) collaborate with concerned international organizations in order to avoid duplication of efforts;
(d) expand its capacity to deal with HIV/AIDS at the workplace, especially in its multidisciplinary teams;
(e) undertake research and surveys to determine the implications of HIV/AIDS for the world of work;
(f) document and disseminate all useful information on national experiences including examples of good practices on HIV/AIDS at the workplace;
(g) engage in advocacy and training on HIV/AIDS and the world of work;
(h) strengthen the capacity of the social partners to formulate and effectively implement policies, programmes and activities at the national and enterprise levels.
III

Resolution concerning human resources training and development

The General Conference of the International Labour Organization, meeting at its 88th Session, 2000,

Having undertaken a general discussion on the basis of Report V, "Training for employment: Social inclusion, productivity and youth employment";

Adopts the following conclusions and invites the Governing Body to request the Director-General to give due consideration to them for the future work of the Office and to take them into account when preparing the programme and budget for the 2002-03 biennium.

Conclusions concerning human resources training and development

1. A critical challenge that faces human society at the start of the twenty-first century is to attain full employment and sustained economic growth in the global economy and social inclusivity. The ILO’s framework of decent work addresses both the quality and quantity of employment and provides a basis for new education and training policies and strategies. Human resources development, education and training contribute significantly to promoting the interests of individuals, enterprises, economy and society. By making individuals employable and informed citizens, human resources development and training contribute to economic development and to achieving full employment and promoting social inclusion. They also help individuals to gain access to decent work and good jobs, and escape poverty and marginalization. Education and skills formation could lead to less unemployment and to more equity in employment. The economy and society at large, like individuals and enterprises, benefit from human resources development and training. The economy becomes more productive, innovative and competitive through the existence of more skilled human potential. Human resources development and training also underpin the fundamental values of society — equity, justice, gender equality, non-discrimination, social responsibility, and participation.

2. Technological changes, changes in financial markets, the emergence of global markets for products and services, international competition, dramatic increases in foreign direct investment, new business strategies, new management practices, new forms of business organization and of the organization of work are among the more significant developments that are transforming the world of work. Many of these developments are also components of globalization which is the name given to the various processes producing the dramatically increased integration of economic activity in the world today. These developments offer both opportunities and challenges for enterprises, workers and countries. For enterprises increased competition has meant more winners and losers. For countries globalization has increased both national development and disadvantages as globalization has exacerbated differences in the relative advantages of countries. For some workers these developments have resulted in career opportunities or successful self-employment, improved living standards and prosperity but for other workers they have resulted in job insecurity or unemployment, declining living standards and poverty. Many of these developments are dramatically increasing the importance of the application of human knowledge and skills to economic activity. Human resources development, education and training are necessary and essential elements required to take both full advantage of the opportunities and to rise to the challenges of these developments for

1 Adopted on 14 June 2000.
enterprises, workers and countries. There is a growing recognition that globalization has a social dimension that requires a social response. Education and training are components to both the economic and social response to globalization.

3. Education and training cannot alone address this challenge, but should go hand-in-hand with economic, employment and other policies to establish, in an equitable manner, the new knowledge and skills-based society in the global economy. Education and training have distinct but converging outcomes as society is changing. They have both a dual rationale: develop skills and knowledge that will help countries, enterprises and individuals utilize the new opportunities and enhance the employability, productivity and income-earning capacity of many population groups that have been adversely affected by globalization and changes in society at large. Education and training are necessary for economic and employment growth and social development. They also contribute to personal growth and provide the foundation of an informed citizenry. Education and training are a means to empower people, improve the quality and organization of work, enhance citizens' productivity, raise workers' incomes, improve enterprise competitiveness, promote job security and social equity and inclusion. Education and training are therefore a central pillar of decent work. Education and training help individuals become more employable in rapidly changing internal and external labour markets.

4. Human resources training and development are fundamental, but are by themselves insufficient to ensure sustainable economic and social development, or resolve the aggregate employment challenge. They should be coherent and form an integrated part of comprehensive economic, labour market and social policies and programmes that promote economic and employment growth. Policies that expand aggregate demand in the economy such as macroeconomic and other measures must be combined with supply-side policies, e.g. science and technology, education and training, and industrial and enterprise policies. Appropriate fiscal policies, social security and collective bargaining are among the means to distribute these economic gains on a fair and equitable basis, and constitute basic incentives to invest in training. Pursuing these integrated policies requires consideration of a new financial and social architecture for the global economy, a subject for ILO research.

5. It is the task of basic education to ensure to each individual the full development of the human personality and citizenship; and to lay the foundation for employability. Initial training develops further his or her employability by providing general core work skills, and the underpinning knowledge, and industry-based and professional competencies which are portable and facilitate the transition into the world of work. Lifelong learning ensures that the individual's skills and competencies are maintained and improved as work, technology and skill requirements change; ensures the personal and career development of workers; results in increases in aggregate productivity and income; and improves social equity. Both in developed countries as well as in developing countries there are many workers without the basic skills for literacy and numeracy. National and international strategies have to be developed to eliminate illiteracy, based on concrete targets, benchmarks and quality assessment.

6. Education and training of high quality are major instruments to improve overall socio-economic conditions and to prevent and combat social exclusion and discrimination, particularly in employment. In order to be effective they must cover everyone, including disadvantaged groups. Therefore, they must be carefully targeted at women and persons with special needs, including rural workers; people with disabilities; older workers; the long-term unemployed, including low-skilled workers; young people; migrant workers; and workers laid off as a result of economic reform programmes, or industrial and enterprise restructuring. In addressing the needs of these groups, particularly of young people, access to a combination of formal, off-the-job, and workplace learning should be systematically offered and developed as it provides for effective learning outcomes and increases the chance of entering the labour market.
7. Training can be one of the instruments that, together with other measures, address the challenge of the informal sector. The informal sector is not a sector in the traditional sense of economic classification but a name given to the economic activity of persons in a variety of situations, most of which are survival activities. Informal sector work is unprotected work that is, for the most part, characterized by low earnings and low productivity. The role of training is not to prepare people for the informal sector and keep them in the informal sector; or to expand the informal sector; but rather it should go in conjunction with other instruments, such as fiscal policies, provision of credit, and extension of social protection and labour laws, to improve the performance of enterprises and the employability of workers in order to transform what are often marginal, survival activities into decent work fully integrated into mainstream economic life. Prior learning and skills gained in the sector should be validated, as they will help the said workers gain access to the formal labour market. The social partners should be fully involved in developing these programmes.

8. Education and training are a right for all. Governments, in cooperation with the social partners, should ensure that this right is universally accessible. It is the responsibility of all persons to make use of the opportunities offered. Free universal, quality public primary and secondary education must be made available to all children, and they should not be denied sustained access to education through child labour. Education cannot be separated from training. Basic and secondary education is the foundation on which an effective vocational education and training system should be built. Good quality basic education and initial training, availability of adult and second chance education, together with a learning culture, ensure high levels of participation in continuous education and training. Qualified teachers and trainers are the fundamental key to providing quality education for helping children and adults reach high standards in academic and vocational competencies. Their recruitment, remuneration, education, training and retraining, assignment and provision of adequate facilities are critical elements of any successful educational system.

In addition to education and training, career guidance and job placement services (career development services) embracing career education, career counselling, employment counselling and educational, vocational and labour market information, all have a crucial role to play in human resources development. The fostering of a career development culture throughout education, training systems as well as employment services is a means to promote continuous learning. The development of this culture among youth and adults will be of particular importance for ensuring their employability and facilitating their transition from education and training to work or further training.

9. Employability is defined broadly. It is a key outcome of education and training of high quality, as well as a range of other policies. It encompasses the skills, knowledge and competencies that enhance a worker’s ability to secure and retain a job, progress at work and cope with change, secure another job if she/he so wishes or has been laid off, and enter more easily into the labour market at different periods of the life cycle. Individuals are most employable when they have broad-based education and training, basic and portable high-level skills, including teamwork, problem solving, information and communications technology (ICT) and communication and language skills, learning to learn skills, and competencies to protect themselves and their colleagues against occupational hazards and diseases. This combination of skills enables them to adapt to changes in the world of work. Employability also covers multiple skills that are essential to secure and retain decent work. Entrepreneurship can contribute to creating opportunities for employment and hence to employability. Employability is, however, not a function only of training — it requires a range of other instruments which results in the existence of jobs, the enhancement of quality jobs, and sustainable employment. Workers’ employability can only be sustained in an economic environment that promotes job growth and rewards individual and collective investments in human resources training and development.
10. There is tripartite and international consensus about guaranteeing universal access of all to, and increasing and optimizing overall investment in, basic education, initial training and continuous training. Discrimination which limits access to training should be combated both by anti-discrimination regulations as well as by common action of social partners. These principles have been endorsed already in the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body, 1977. The Committee endorsed the core commitments made in the Cologne Charter of the Group of Eight leading industrialized nations (G8) in 1999 calling for renewed commitment of all partners to lifelong learning: "... by governments, investing to enhance education and training at all levels; by the private sector, training existing and future employees; by individuals, developing their own abilities and careers". However, structural adjustment programmes, restrictive fiscal policies, low wages, debt repayment obligations, decline of development assistance flows, competitive price pressures on enterprises and lack of resources of large sections of the population in a number of cases induce governments, enterprises and individuals to under-invest in education and training. Furthermore, market uncertainties, poaching of skills by other enterprises and the growth of insecure forms of work and consequential high turnover of staff may reduce enterprises' incentives to invest in training. This is especially true for the least developed countries, most of which are in Africa, given their dire socio-economic situation. The culture of developing, on a continuous basis, individual and collective skills for enhanced productivity and employability in a rapidly changing environment has to be improved further.

11. The cost of education and training should be seen as an investment. Increasing this investment can be fostered by recognizing that investing in education and training can be a shared responsibility of both the public and private sector. Government must always assume the primary responsibility for investing in basic education and initial training, and it should also invest in other forms of training. Government must also share the greatest responsibility for investments directed at groups where combating social exclusion or discrimination is an important objective. With respect to the responsibility of individuals, the government must also share responsibility in order that access not be denied on financial grounds and to the detriment of the broader interest of society. Government, as an employer, must also assume responsibility to invest in training. With respect to the private sector, the responsibilities of both enterprises and individuals should be recognized and, where appropriate, encouraged. These responsibilities are especially appropriate with respect to investment in workplace-based and continuous education, which can raise workers' employability and the competitiveness of enterprises. The organization and implementation of private sector responsibilities in this area can best be accomplished through partnerships between the government and enterprises, between government and the social partners or between the social partners. Ensuring increased investment for SMEs is especially suitable to a partnership approach.

12. There is no universal model of investing in training. Governments should create a general economic environment and incentives conducive to encourage individuals and enterprises to invest individually or jointly in education and training. This investment and the responsibility for it should generally be determined by the objectives of training, e.g. individual, enterprise or societal objectives. Countries can use different ways and means to foster investment in training and increase resources for training. Enterprises have a critical role to play in investment in training. A number of mechanisms used in combination to further investment in training and to guarantee access are required. These may include levy systems on enterprises accompanied by public grants, establishment of training funds, various incentives for training and learning, e.g. tax rebates, training credits, training awards, individual training accounts, collective and individual training rights, sabbatical leave, collective training agreements and emulation of national and international best practices of investing in training. The chosen mechanisms should take
into account the special needs of the SMEs. Where levies are the chosen mechanism for funding training, the governance of funding distribution should be tripartite, or where these are agreed by the social partners, such governance should be bipartite. Decisions regarding government policies on education and training should be based on genuine tripartite dialogue and give the tripartite partners the opportunity to develop the best ways and means to increase investments in training. Measures such as the provision of childcare facilities are needed to facilitate access to training.

One means of encouraging countries and companies to increase current efforts to invest in training and to provide a measurable and comparative basis towards which we can all endeavour is to develop benchmarks. The ILO should develop a database on current expenditures on vocational and continuing training, and suggest a series of benchmarks on investment in training, possibly differentiated for different regions of the world, size of companies or sector of industry, as a mirror and point of orientation for countries, sectors, and companies.

13. Flatter hierarchical structures, and devolved decision-making, initiative and control, also widen the need for higher-level skills and training, and result in increased responsibility for workers. ICT is accelerating these management trends and changes in the world of work in general.

ICT has the potential to improve enormously people's access to quality education and training, including in the workplace. There is however a danger that these technologies may create a "digital divide" and worsen existing inequalities in education and training between urban and rural areas, between rich and poor, between those who possess and those who lack literacy and numeracy skills and between developed and developing countries. Countries should expand their investment in the infrastructure needed for use of ICT, in education and training hardware and software, and in the training of teachers and trainers. Such investments should be undertaken by both the public and private sectors, and make use of collaborative local, national and international networks. Governments may also provide incentives for the private sector and individuals to encourage computer literacy and to develop new communication skills. New modes and methods need to be deployed for training and learning when using ICT.

Distance-learning methods can be used to make training available at convenient times, at accessible places or at reduced costs. Distance learning should not replace all other learning or teaching methods but can be a valuable part of the total teaching tools available. Distance learning should, as far as possible, be combined with traditional training methods in order to avoid a sense of isolation of the learner. The social framework for training needs to be adapted to these new forms of training.

14. The many driving forces, as mentioned in paragraph 2, have a significant impact on organization and working methods of companies. Also, new sectors are emerging, many of them based on the use of ICT products and services, including the Internet. All this increases demand for new skills and competencies, including personal skills and ICT competencies. Education and training need to respond to these new demands, both those related to ICT and those related to changing work organization.

15. Electronic networking provides opportunities for learners to assist each other more actively, for learners to be more active in the training and education process, and for formal and non-conventional teaching methods to be utilized. In order to apply ICT in training, trainers must master these technologies and be systematically trained. Teaching methods need to be updated to accommodate the teaching of new developments in ICT, new types of organization of schools should be devised to take full advantage of ICT; and the individual needs to learn self-learning methods. New training is needed to provide trainers and individuals with these skills. Enterprises may provide ICT facilities or support schemes for workers for the use of ICT at home or in general, and to schools or other training providers, in order to promote the diffusion of ICT skills and access in society. Appropriate government incentives could facilitate this development.
16. For many developing countries, the challenges are much more basic. Societies with huge and growing levels of adult illiteracy, and massive debt crises, will not be able to design, fund or implement the modern education and training policies which are prerequisites for development and economic growth. In the age of the knowledge society, 884 million adults are illiterate, unable to operate effectively even with the intellectual tools of the “old economy”. UNESCO estimates that, in the least developed countries, while 144 million adults were illiterate in 1985, by 2005 this will rise to 188 million — in other words, the number of illiterate adults will grow by 30 per cent in the least developed countries. Additionally, structural adjustment programmes have in specific instances operated to reduce public investment in education, thus further weakening the longer term capacity for economic growth and development.

Much of the developing world lacks access to the physical infrastructure through which much of the new knowledge is pulsing. The lack of electricity and telephones, the cost of computers and Internet access, all contribute to deprive citizens, enterprises and workers in developing countries from benefiting from the ICT revolution, and create the conditions for a “digital divide” to grow between countries. Developing countries should make greater efforts to invest in ICT and to develop ICT-appropriate methods of teaching rather than simply adding computers to existing teaching methods.

The international community should, as part of creating the conditions for skills formation in the least developed economies, undertake bold and substantial debt relief, or, where appropriate, debt cancellation; help mobilize resources for programmes to secure basic literacy and numeracy and the development of communication and information infrastructure; and assist with training in the new information and communication technologies. This is a direct challenge to the ILO and international development agencies.

Multinational corporations should be encouraged to agree fair technology transfer agreements, to develop local high-level skills in developing countries, and to help create the infrastructure for the new knowledge economy. The contributions to development that multinational companies can make through training as elaborated in the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy should be recalled.

These measures, taken together, contribute to developing the economies and societies of the poorest parts of the world. They provide a ladder through which developing countries can move up the value chain in production, making goods and providing services which add significant economic value, and which receive significant economic return in the global economy. Education and training is one of the packages of measures to leapfrog from underdevelopment to the information society.

In developing an education and training base in developing countries, the existence of new technology can open up new possibilities and possibly save costs on more traditional methods. This is a major challenge for the developing countries to invest in ICT and develop appropriate policies.

Closer collaboration is needed between the ILO, UNESCO and other international organizations; regional organizations, such as the EU and MERCOSUR; and donor countries that place high priority on human resources development and training. It should also work more closely with international financial institutions such as the International Monetary Fund, the World Bank, and regional development banks, to ensure that structural adjustment programmes do not inhibit investments in education and training. Greater national and international efforts also should be made to eradicate illiteracy worldwide. All of these measures and support can only be effective if the developing countries make efforts to set up policies and programmes to promote economic growth and develop their human talent.

17. The development of a national qualifications framework is in the interest of enterprises and workers as it facilitates lifelong learning, helps enterprises and
employment agencies match skill demand with supply, and guides individuals in their choice of training and career. The framework should consist of a number of elements: appropriate, transferable, broad and industry-based and professional competency standards, established by the social partners, that reflect the skills required in the economy and public institutions, and vocational and academic qualifications; and a credible, fair and transparent system of assessment of skills learned and competencies gained, irrespective of how and where they have been learned, e.g. through formal and non-formal education and training, work experience and on-the-job learning.

Every person should have the opportunity to have his or her experiences and skills gained through work, through society or through formal and non-formal training assessed, recognized and certified. Programmes to compensate for skill deficits by individuals through increased access to education and training should be made available as part of recognition of prior learning programmes. Assessment should identify skill gaps, be transparent, and provide a guide to the learner and training provider. The framework should also include a credible system of certification of skills that are portable and recognized across enterprises, sectors, industries and educational institutions, whether public or private.

The assessment methodology should be fair, linked to standards, and be non-discriminatory. Potential hidden discrimination should be actively guarded against. For example, the shift to the service sector, with an overall stronger female component, often relies on greater communication and problem-solving skills, which are not always explicitly recognized. Similarly, testing systems conducted in an individual’s second language sometimes distort results of technical and other skills possessed. New forms of work organization often shift the skills requirements within an enterprise. For example, flatter managerial structures are predicated on shifting certain responsibilities from management to the workforce. These should result in explicit recognition of the new competencies required by the workforce under these circumstances; and reward systems have to take these into account.

The vocational qualifications system should be tripartite, offer access to workers and anybody wanting to learn, should cover public and private training providers and be updated on a continuous basis. It should ensure multiple entry and exit points in the education and training system during a worker’s career. The ILO should develop a database on best practices in developing a national qualifications framework, conduct a general study on the comparability of different national qualifications frameworks based on this database, and undertake research into recognition of prior learning.

18. Trade unions and employer associations may also contribute to training by managing their own training institutions and providing education for their members. Particularly at the sector and enterprise levels, collective bargaining can set appropriate conditions for the organization and implementation of training. Such collective bargaining could encompass issues such as:

- skills required by the enterprise and the economy;
- training necessary for workers;
- assessment of basic skills and skills gained either in the workplace or during individual or associative activities;
- development of career paths for workers;
- personal training and development plans for workers;
- facilities needed to allow the maximum benefits from training;
- recognition and reward schemes, including remuneration structuring.

19. The social partners should strengthen social dialogue on training, share responsibility in formulating education and training policies, and engage in partnerships
with each other or with governments for investing in, planning and implementing training. In training, networks of cooperation also include regional and local government, various ministries, sector and professional bodies, training institutions and providers, non-governmental organizations, etc. Government should establish a framework for effective social dialogue and partnerships in training and employment. This should result in a coordinated education and training policy at national level, and long-term strategies, which are formulated in consultation with the social partners and are integrated with economic and employment policies. It should also include tripartite, national and sector training arrangements, and provide for a transparent and comprehensive training and labour market information system. Enterprises are primarily responsible for training their employees and apprentices, but also share responsibility in initial vocational training of young people to meet their future needs.

20. The scope and effectiveness of social dialogue and partnerships in training is currently limited by the capacity and resources of actors. It varies between countries, sectors and large and small enterprises. Recent regional economic integration also brings a new dimension to social dialogue on training and the need for capacity building. There is a pressing need to raise this capacity by various means such as technical cooperation, public grants to trade union and employer organizations, and exchanging experience and best practices between countries. Education and training in industrial relations and on trade union education, business administration and the social contribution by the work and the organization of the social partners, should also be an integral part of capacity building and a part of initial and vocational training. Being a tripartite organization, the ILO should lead international cooperation to build up capacities for social dialogue and partnership building in training. Additional efforts should be made for the benefit of developing countries.

21. Terms of reference for a review of the Human Resources Development Recommendation, 1975 (No. 150), should be based on the present conclusions, adopted by the International Labour Conference at its 88th Session, 2000, the conclusions of the Cologne Charter 1999, and the statements on this subject jointly made by international employer and trade union organizations; and should include the following:

(1) address training and education needs in the modern world of work in both developing and developed countries, and promote social equity in the global economy;
(2) advance the decent work concept through defining the role of education and training;
(3) promote lifelong learning, enhance employability of the world’s workers, and address the economic challenges;
(4) recognize the various responsibilities for investment and funding of education and training;
(5) promote national, regional and international qualifications frameworks which include provisions for prior learning;
(6) improve access and equity of opportunity for all workers to education and training;
(7) build the capacity of the social partners for partnerships in education and training;
(8) address the need for increased technical and financial assistance for the less advantaged countries and societies.

Recommendation No. 150 should be revised in order to reflect the new approach to training. Although some aspects of the Recommendation are still valid, others have lost their relevance. There is a need for a more dynamic instrument that is more applicable and used by member States and the social partners in formulating and implementing human resources development policies, integrated with other economic and social policies, particularly employment policies. A new Recommendation should be complemented by a practical guide and database that can be renewed on a continuous basis by the Office as part of its normal work.
IV

Resolution concerning the deposit of an act of formal confirmation by the ILO of the 1986 Vienna Convention on the Law of Treaties between States and International Organizations or between International Organizations

The General Conference of the International Labour Organization,

Noting that the Vienna Convention on the Law of Treaties between States and International Organizations or between International Organizations, adopted under the aegis of the United Nations on 21 March 1986, was signed on behalf of the International Labour Organization on 31 March 1987 pursuant to Article 82(c) of that Convention,

Having considered and approved the provisions of that Convention;

Authorizes the Director-General to deposit, on behalf of the International Labour Organization, an act of formal confirmation of the Vienna Convention on the Law of Treaties between States and International Organizations or between International Organizations, pursuant to its Article 33.

V

Resolution to place on the agenda of the next ordinary session of the Conference an item entitled “Safety and health in agriculture”

The General Conference of the International Labour Organization,

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

Having in particular approved as general conclusions, with a view to the consultation of governments, proposals for a Convention and a Recommendation concerning safety and health in agriculture;

Decides that an item entitled “Safety and health in agriculture” 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.

VI

Resolution concerning the arrears of contributions of the Republic of Kazakhstan

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 Kazakhstan for the settlement of its arrears of contributions due for the period 1993-99 to the effect that:

(a) in 2000, the Government of the Republic of Kazakhstan will pay in full its contribution for the year 2000;

(b) in subsequent years, the Government of the Republic of Kazakhstan will continue to pay its current contribution in full in the year for which it is due;

1 Adopted on 12 June 2000.
2 Adopted on 15 June 2000.
3 Adopted on 13 June 2000 by 302 votes in favour, with 4 abstentions.
(c) the Government of the Republic of Kazakhstan will settle arrears that have accumulated up to and including 31 December 1999, amounting to 5,146,707 Swiss francs, by payment, beginning in 2001, of 19 annual instalments of 257,335 Swiss francs and a final instalment of 257,342 Swiss francs;

Decides that the Republic of Kazakhstan shall be permitted to vote, in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organization, after the conclusion of the present business.

VII

Resolution concerning the arrears of contributions of Ukraine

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 Ukraine for the settlement of its arrears of contributions due for the period 1997-99 to the effect that:
(a) in 2000, the Government of Ukraine will pay in full its contribution for the year 2000;
(b) in subsequent years, the Government of Ukraine will continue to pay its current contribution in full in the year for which it is due;
(c) the Government of Ukraine will settle arrears that have accumulated up to and including 31 December 1999, amounting to 7,911,805 Swiss francs, by payment, beginning in 2000, of 14 annual equal instalments of 527,454 Swiss francs, with a final instalment of 527,449 Swiss francs;

Decides that Ukraine shall be permitted to vote, in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organization, after the conclusion of the present business.

VIII

Resolution concerning the arrears of contributions of the Republic of Liberia

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 Liberia for the settlement of its arrears of contributions due for the period 1991-99 to the effect that:
(a) in 2000, the Government of Liberia will pay in full its contribution for the year 2000;
(b) in subsequent years, the Government of Liberia will continue to pay its current contribution in full in the year for which it is due;
(c) the Government of Liberia will settle arrears that have accumulated up to and including 31 December 1999, amounting to 238,377 Swiss francs, by payment, beginning in 2001, of 19 annual instalments of 11,919 Swiss francs and a final instalment of 11,916 Swiss francs;

Decides that the Republic of Liberia shall be permitted to vote, in accordance with paragraph 4 of article 13 of the Constitution of the International Labour Organization, after the conclusion of the present business.

1 Adopted on 13 June 2000 by 306 votes in favour, with 1 against.
2 Adopted on 13 June 2000 by 294 votes in favour, 2 against, with 2 abstentions.

The General Conference of the International Labour Organization;

Resolution concerning treatment of the 1998–99 cash surplus

The General Conference of the International Labour Organization,
Noting that for the 1998-99 biennium an excess of regular budget income over regular budget expenditure has resulted in a cash surplus of 41,711,581 Swiss francs (equivalent to US$27,262,471 at the 2000-01 budget rate of exchange of 1.53 Swiss francs to the US dollar);
Decides, as an exceptional one-time measure and in derogation of article 18.2 of the Financial Regulations, to finance the establishment of an Information Technology Systems Fund in an amount of 38,250,000 Swiss francs (US$25 million) from the cash surplus;
Notes that, taking into account the above appropriation, the amount available under article 18.2 of the Financial Regulations for reducing the assessed contributions of member States will be 3,461,581 Swiss francs.

Resolution concerning the assessment of contributions of new member States

The General Conference of the International Labour Organization;
Decides, in accordance with article 9, paragraph 2, of the Financial Regulations, that the contribution of the Republic of Kiribati to the ILO budget for the period of its membership in the Organization in 2000 and 2001 be based on an annual assessment rate of 0.001 per cent.

Resolution concerning the scale of assessments of contributions to the budget for 2001

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 2001 as set out in column 3 of Appendix II to this report.

1 Adopted on 12 June 2000.
XIII

Resolution concerning the composition of the Administrative Tribunal of the International Labour Organization

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 appointment of Mr. Seydou Ba (Senegal) and that of Mr. James K. Hugessen (Canada) for a term of three years;

Expresses its appreciation to Mr. Julio Barberis for the services which he has rendered to the work of the Administrative Tribunal of the International Labour Organization over the last five years;

Decides, in accordance with article III of the Statute of the Administrative Tribunal of the International Labour Organization, to appoint as judges of the ILO Administrative Tribunal for a term of three years with effect from July 2000, Ms. Flerida Ruth P. Romero and Ms. Hildegard Rondón de Sansó.

1 Adopted on 12 June 2000.
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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, issued quarterly, 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.
Composition of the International Labour Organization

Under paragraph 3, article 1, of the Constitution of the ILO and article 27 of the Standing Orders of the International Labour Conference, a member of the United Nations may become a Member of the International Labour Organization by communicating to the Director-General of the International Labour Office its formal acceptance of the obligations of the Constitution.

FEDERAL REPUBLIC OF YUGOSLAVIA


SOCIALIST FEDERAL REPUBLIC OF YUGOSLAVIA

In accordance with the position adopted by the Governing Body in 1993,¹ it was agreed that as long as the Federal Republic of Yugoslavia was not recognized by the United Nations as the continuation of the former Socialist Federal Republic of Yugoslavia or did not become a Member of the International Labour Organization, the Socialist Federal Republic of Yugoslavia would continue to figure on the list of ILO member States. It was deleted from the list of Members on 24 November 2000, at which date the Federal Republic of Yugoslavia became a Member of the Organization.

¹ See document GB.255/12/7.
The 279th Session of the Governing Body of the International Labour Office was held from Tuesday, 14 November to Friday, 17 November 2000, with Mr. C.L.N. Amorim (Government representative, Brazil) as Chairperson.

The agenda was as follows:

1. Approval of the minutes of the 277th and 278th Sessions.¹
4. Possible improvements in ILO standards-related activities.
6. Effect given by the Government of Myanmar to the recommendations of the Commission of Inquiry established to examine the observance of the Forced Labour Convention, 1930 (No. 29).
9. Report of the Special Representative of the Director-General for Cooperation with Colombia.²
10. Reports of the Programme, Financial and Administrative Committee.
11. Reports of the Committee on Legal Issues and International Labour Standards.
17. International Institute for Labour Studies.⁴

Supplementary reports:
- Report of the Committee set up to examine the representation alleging non-observance by Ethiopia of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and the Termination of Employment Convention, 1982 (No. 158) made under article 24 of the ILO Constitution by the National Confederation of Eritrean Workers (NCEW).⁵
- Report of the Committee set up to examine the representation alleging non-observance by Turkey of the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the Confederation of Turkish Trade Unions (TÜRK-İS).

19. Reports of the Officers of the Governing Body.⁶
20. Composition and agenda of standing bodies and meetings.
- Appointment of Governing Body representatives on various bodies.

¹ The Governing Body approved the minutes.
² The Governing Body took note of the report and addendum.
⁴ The Governing Body took note of the report.
⁵ The Governing Body postponed consideration of the report to its 280th Session (March 2000).
⁶ No documents were submitted under this item.
Matters on which the Officers of the Governing Body took decisions on its behalf:
- Symposia, seminars, workshops and similar meetings.
- Requests from non-governmental international organizations wishing to be represented at the 89th (2001) Session of the International Labour Conference.

* * *

The following is an account of the action taken by the Governing Body on the above agenda.1

REPORT OF THE MEETING OF EXPERTS ON WORKERS IN SITUATIONS NEEDING PROTECTION
(Geneva, 15-19 May 2000)

The Governing Body authorized the Director-General to communicate the report:2
(a) to governments, requesting them to communicate it to the employers’ and workers’ organizations concerned; (b) to the international employers’ and workers’ organizations concerned; (c) to the international organizations concerned.


The Governing Body decided that, in addition to the standing items that the Conference would have before it, the following items should be placed on the agenda of the 90th Session (2002) of the Conference:
(a) Recording and notification of occupational accidents and diseases, including the possible revision of the list of occupational diseases, Schedule I to the Employment Injury Benefits Convention, 1964 (No. 121), including a mechanism for future updating of the list of occupational diseases (standard setting, single discussion, with a view to the adoption of a protocol and a recommendation);
(b) The informal sector (general discussion).

The Governing Body noted that, as a result of the above decisions and of the decision taken at its 277th Session (March 2000) concerning the withdrawal of a number of Recommendations,3 and having regard to the standing items that would necessarily be before the Conference and the item likely to be carried over from the 89th Session (2001), the agenda of the 90th Session (2002) of the Conference would be as follows:

Standing items
I. Reports of the Chairperson of the Governing Body and 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. Promotion of cooperatives (second discussion).
V. Recording and notification of occupational accidents and diseases, including the possible revision of the list of occupational diseases, Schedule I to the Employment Injury Benefits Convention, 1964 (No. 121), including a mechanism for future updating of the list of occupational diseases (standard setting, single discussion, with a view to the adoption of a protocol and a recommendation).

1 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.
2 The report of the Meeting is contained in document GB.279/2.
3 Recommendations Nos. 1, 5, 11, 15, 37, 38, 39, 42, 45, 50, 51, 54, 56, 59, 63, 64, 65, 66, 72 and 73.
VI. The informal sector (general discussion).
VII. Withdrawal of 20 Recommendations.¹

POSSIBLE IMPROVEMENTS IN ILO STANDARDS-RELATED ACTIVITIES

The Governing Body:
(a) agreed to the experimental implementation of the proposed integrated approach
document GB.279/5/2) including an in-depth examination of standards-related
activities in respect of occupational safety and health at the 91st Session (2003) of the
International Labour Conference;
(b) requested the Office to prepare, in consultation with constituents, further documents
for the examination of the Committee on Legal Issues and International Labour

OF THE CONFERENCE

The Governing Body requested law and practice reports or more detailed proposals on
the following subjects to be submitted to it at its 280th Session (March 2001):
1. ILO standards-related activities in the area of occupational safety and health;
2. Human resources training and development – Revision of the Human Resources
Development Recommendation, 1975 (No. 150);
3. The employment relationship (scope);
4. Investment and employment;
5. Migrant workers.

As a consequence of its approval of the proposals concerning possible improvements
in ILO standards-related activities, the Governing Body requested the Office to propose
additional themes for integrated analyses of ILO standards-related activities.

EFFECT GIVEN BY THE GOVERNMENT OF MYANMAR
TO THE RECOMMENDATIONS OF THE COMMISSION OF INQUIRY
ESTABLISHED TO EXAMINE THE OBSERVANCE OF THE FORCED LABOUR
CONVENTION, 1930 (NO. 29)

The Governing Body examined the report of the ILO mission that visited Myanmar in
October 2000 and the communications by the Government of Myanmar. The Governing
Body considered that the conditions set out in paragraph 2 of the Conference resolution had
not been met and that effect should accordingly be given to the provisions of paragraph 1
of the resolution. In the light of the discussion, it was however noted that the Director-
General should continue to extend cooperation to the Government of Myanmar in order to
promote full implementation by that Government of the recommendations of the
Commission of Inquiry and that he was expected to report to the Governing Body on this
matter at its 280th Session (March 2001).

EFFECT TO BE GIVEN TO THE RESOLUTION CONCERNING HIV/AIDS
AND THE WORLD OF WORK, ADOPTED BY THE INTERNATIONAL LABOUR
CONFERENCE AT ITS 88TH SESSION (2000)

The Governing Body requested the Director-General, when communicating the
resolution² to the governments of member States and, through them, to employers’ and
workers’ organizations, to draw attention to operative paragraph 1.

¹ Recommendations Nos. 1, 5, 11, 15, 37, 38, 39, 42, 45, 50, 51, 54, 56, 59, 63, 64, 65, 66, 72 and 73.
The Governing Body requested the Director-General to take account of the resolution when preparing future ILO activities, and in particular to utilize all means at the disposal of the Office to implement programmes along the lines indicated in the Office paper during the current biennium, and in the 2002-03 and 2004-05 biennia, in accordance with the Strategic Policy Framework for 2002-05.

REPORTS OF THE COMMITTEE ON FREEDOM OF ASSOCIATION

323rd Report


REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

Financial questions

Financial questions relating to the International Institute for Labour Studies: Authorization to accept contributions and gifts – Recommendations of the Board of the Institute

The Governing Body accepted with thanks the contribution from the Employers’ Confederations of Denmark, Finland, Norway and Sweden.

Review of the Financial Regulations governing cash surpluses and deficits

The Governing Body decided to propose to the International Labour Conference, for adoption at its 89th Session (June 2001), a draft resolution amending articles 18 and 21 of the Financial Regulations.

Financial arrangements for the appointment of a Special Representative of the Director-General for Cooperation with Colombia

The Governing Body decided that the cost of the appointment of the Special Representative in 2000-01, estimated at US$290,000, 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.

Personnel questions

ILO Human Resources Strategy: Update

The Governing Body:

(a) noted the status of implementation of the Human Resources Strategy;

(b) noted the Collective Agreement on a Procedure for the Resolution of Grievances and approved the implementation of the draft Staff Regulations to give effect to the Agreement set out in Appendix III to document GB.279/PFA/12(Add. 1), subject to the following amendments and subject to a review of the Regulations at the Governing Body session in November 2002:

(i) to replace clause 10.1(d) to the Corrigendum: Appendix I (GB.279/PFA/12 (Add.1)) with the following text:

1 The text of the report is reproduced in Official Bulletin, Vol. LXXXIII, 2000, Series B.
Where relevant, these Regulations will, subject to article 14.7 of the Staff Regulations, be amended to give effect to the provisions of a collective agreement or an amended agreement or to reflect the expiry of an agreement.

(ii) to delete section VII of Appendix III to document GB.279/PFA/12(Add.1);

(c) noted the Collective Agreement on Recruitment and Selection and approved the implementation of the draft Staff Regulations to give effect to the Agreement set out in Appendix VI, subject to the following amendment — to delete paragraph 19 of Appendix VI of GB.279/PFA/12(Add.1) — and subject to a review of the Regulations at the Governing Body session in November 2002;

(d) decided that the cost of these arrangements, estimated at $1.95 million for the 2000-01 biennium, 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;

(e) noted proposals (1) and (2) associated with the Work-Life Agenda set out in paragraph 12 and Appendix VII to document GB.279/PFA/12 and noted that related draft Staff Regulations would be presented to the Governing Body in March 2001;

(f) reaffirmed its primary role in recommending amendments to the Statute of the ILO Administrative Tribunal to the International Labour Conference;

(g) requested the Office to ensure that appropriate amendments are made to the procedure for the resolution of grievances so that the procedure does not apply to officials in the grades of Assistant Director-General, Deputy Director-General and Director-General;

(h) reaffirmed the primacy of the UN common system with respect to the establishment of terms and conditions of employment for ILO officials.

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, on the following entitlements:

(i) an increase of 5.1 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 2001;

(ii) increases in the present levels of family allowances for staff in the Professional and higher categories, with effect from 1 January 2001;

(iii) increases in the maximum education grant and maximum admissible expenses payable to eligible staff members at designated duty stations, with effect from the school year in progress on 1 January 2001;

(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 subparagraphs (a), subject to their approval by the General Assembly.

Matters relating to the Administrative Tribunal of the ILO

The Governing Body approved the recognition of the Tribunal’s jurisdiction by:

(a) the International Plant Genetic Resources Institute, effective 1 January 2001;

(b) the European and Mediterranean Plant Protection Organization.

Other questions

Strategic policy framework, 2002-05, and preview of the Programme and Budget proposals for 2002-03

Programme and Budget for 2000-01: Performance indicators and targets

ILO evaluation strategy

The Governing Body took note of the proposals contained in the report.¹

¹ Document GB.279/10/3.
REPORTS OF THE COMMITTEE ON LEGAL ISSUES AND INTERNATIONAL LABOUR STANDARDS

Legal issues

Practical arrangements for the discussion, at the 89th Session (June 2001) of the International Labour Conference, of the Global Report prepared under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work

The Governing Body decided to invite the Conference, at its 89th Session (June 2001), to adopt the proposals concerning the arrangements for the discussion of the Global Report prepared under the follow-up to the Declaration contained in the appendix to the report.

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 contained in the corresponding paragraphs of the report on which there was a consensus in the Working Party and the Committee.

Form for reports on the application of ratified Conventions (article 22 of the Constitution): The Maternity Protection Convention, 2000 (No. 183)

The Governing Body adopted the report form for the Maternity Protection Convention, 2000 (No. 183), as amended in the light of the observations of the Employer and Worker members and reproduced in Appendix II to the report.

Choice of Conventions and Recommendations on which reports should be requested in 2002 and 2003 under article 19 of the Constitution

The Governing Body decided that governments should be invited to submit reports under article 19 of the Constitution on the Protection of Wages Convention, 1949 (No. 95); and the Protection of Wages Recommendation, 1949 (No. 85).

Other questions


REPORT OF THE SUBCOMMITTEE ON MULTINATIONAL ENTERPRISES

Amendments to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

The Governing Body adopted the amendments proposed in the report.

1 The text of this report is contained in appendix 1 of the second report of the Committee (GB.279/11/2).

2 For the text of the Tripartite Declaration, its annex and addenda, as amended, see pages 108-119 below.
The Governing Body:

(a) noted the adoption of the outcome document of the 24th Special Session of the General Assembly entitled “World Summit for Social Development and Beyond: Achieving Social Development for All in a Globalizing World”;
(b) noted in particular the recognition given by the Special Session to the role to be played by the ILO to further implement the Copenhagen Declaration and Programme of Action;
(c) requested the Director-General to ensure, where appropriate, with other international organizations, the implementation of the ILO’s programme of activities, recognizing their critical role in fulfilling the goals of the Special Session;
(d) requested the Director-General to report to the Governing Body in due course on progress made in the implementation of the outcome of the World Summit for Social Development and the 24th Special Session.

The Governing Body:

(a) took note of the information, and endorsed the proposals for the ILO follow-up framework contained in document GB.279/ESP/4;
(b) requested the Director-General to maintain his strong commitment to gender equality and mobilize resources for the effective implementation of the follow-up strategy and strengthen the monitoring and accountability mechanisms to this end.

The Governing Body decided that the following 12 sectoral meetings should be included in the Programme and Budget proposals for 2002-03 under major programme 100 (Sectoral activities):

Meetings to be held in 2002
- Health services: Social dialogue in the health services: Institutions, capacity and effectiveness;
- Mechanical and electrical engineering industries: Lifelong learning in the mechanical and electrical engineering industries;
- Mining (coal and other mines): The evolution of employment, working time and training in the mining industry;
- Oil refining: oil and gas production: Promotion of good industrial relations in oil and gas production and oil refining;
- Postal and other communications services: Employment, employability and equal opportunities in the postal and telecommunications services;
- Transport: The restructuring of civil aviation: Consequences for management and personnel.
Meetings to be held in 2003

- Chemical industries: Best practices in work flexibility schemes and their impact on the quality of working life in the chemical industries;
- Commerce: Employment effects of mergers and acquisitions in commerce;
- Food, drink and tobacco: The future of employment in the tobacco sector;
- Public service: National social dialogue in public service reform;
- Utilities: Restructuring and regulation of public utilities – Consequences for employment, wages and working conditions;
- Other industries and topics – Service sector: Meeting of experts to develop a code of practice on violence and stress – A threat to productivity and decent work.

Effect to be given to the recommendations of sectoral meetings

Symposium on Information Technologies in the Media and Entertainment Industries: Their Impact on Employment, Working Conditions and Labour-Management Relations
(Geneva, 28 February-3 March 2000)

The Governing Body:

(a) authorized the Director-General to communicate the report: (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 symposium in its conclusions.¹

Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel
(Geneva, 10-14 April 2000)

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 23 of the conclusions and the relevant part of the resolution.²

(Geneva, 8-12 May 2000)

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 8, 15 and 16 of the conclusions, and in the relevant part of the resolution.³

¹ For the text of the conclusions, see pp. 120-121 below.
² For the texts of the conclusions and resolution, see pp. 122-126 below.
³ For the texts of the conclusions and resolution, see pp. 127-130 below.
REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION

Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work: Priorities and action plans for technical cooperation

The Governing Body endorsed the approach outlined in document GB.279/TC/3, with due attention to the report on the Committee’s discussion, and requested that it be kept informed, through the Committee on Technical Cooperation, of the implementation of the activities described.

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 Halldor Heldal and to the Government of Norway; (b) to the family of Jones Santos Neves Filho and to the National Confederation of Industry of Brazil.

Appointment of a Regional Director

The Governing Body took note of the appointment of Ms. Regina Amadi-Njoku as Regional Director responsible for ILO activities in the African region with the grade of Assistant Director-General, with effect from 15 October 2000.

Report of the Committee set up to examine the representation alleging non-observance by Turkey of the Termination of Employment Convention, 1982 (No. 158), made under article 24 of the ILO Constitution by the Confederation of Turkish Trade Unions (TÜRK-IS)

The Governing Body:
(a) adopted the report;
(b) urged the Government:
   (i) to report in detail to the Committee of Experts on the Application of Conventions and Recommendations on progress made in this respect;
   (ii) to take as soon as possible the necessary measures to give full effect to the provisions of the Convention in line with the conclusions of the present report and those of the Committee of Experts;
(c) declared closed the procedure initiated before the Governing Body following the representation made by the Confederation of Turkish Trade Unions (TÜRK-IS).

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS

Appointment of Governing Body representatives on various bodies

Joint Maritime Commission: 29th Session
(Geneva, 22-26 January 2001)

The Governing Body took note that its Chairperson would be unable to chair the meeting of the Joint Maritime Commission, and designated Ms. B. Sølling Olsen (Government, Denmark) as his replacement.

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1 The Governing Body took note of the information submitted to it on progress in international labour legislation.
2 Besides the decisions concerning their composition and agenda, the document in question contains more detailed information regarding the meetings.
The Governing Body appointed the following representatives of the Employers' and Workers' groups of the Governing Body to attend the 29th Session of the Joint Maritime Commission:

Employer representative: Mr. Suzuki;
Worker representative: Mr. Kara.

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

Tripartite Meeting on the Employment Impact of Mergers and Acquisitions in the Banking and Financial Services Sector
(Geneva, 5-9 February 2001)

Mr. Mansfield (Worker member).

Tripartite Meeting on Human Resources Development, Employment and Globalization in the Hotel, Catering and Tourism Sector
(Geneva, 2-6 April 2001)

Mr. Willers (Government, Germany).

MATTERS ON WHICH THE OFFICERS TOOK DECISIONS ON BEHALF OF THE GOVERNING BODY

Programme of meetings for the remainder of 2000 and for 2001

The Officers of the Governing Body approved the following programme of meetings for the remainder of 2000 and for 2001:

<table>
<thead>
<tr>
<th>Date</th>
<th>Title of meeting</th>
<th>Place</th>
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<tr>
<td>2000</td>
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<tr>
<td>23 November-8 December</td>
<td>Committee of Experts on the Application of Conventions and Recommendations</td>
<td>Geneva</td>
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<td>12-15 December</td>
<td>Sixth European Regional Meeting</td>
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<td>2001</td>
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<tr>
<td>22-26 January</td>
<td>29th Session of the Joint Maritime Commission</td>
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<td>29 January-2 February</td>
<td>Meeting of ILO Declaration Expert-Advisers</td>
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<td>5-9 February</td>
<td>Tripartite Meeting on the Employment Impact of Mergers and Acquisitions in the Banking and Financial Services Sector</td>
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<td>8-30 March</td>
<td>280th Session of the Governing Body and its committees</td>
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<td>2-6 April</td>
<td>Tripartite Meeting on Human Resources Development, Employment and Globalization in the Hotel, Catering and Tourism Sector</td>
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<tr>
<td>19-27 April</td>
<td>Meeting of Experts on ILO Guidelines on Occupational Safety and Health Management Systems</td>
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<td>31 May-1 June</td>
<td>Governing Body Committee on Freedom of Association</td>
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<td>5-21 June</td>
<td>89th Session of the International Labour Conference</td>
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<td>22 June</td>
<td>281st Session of the Governing Body</td>
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<tr>
<td>27-29 June</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></td>
</tr>
<tr>
<td>Date</td>
<td>Title of meeting</td>
<td>Place</td>
</tr>
<tr>
<td>------------------</td>
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</tr>
<tr>
<td>28-31 August</td>
<td>Thirteenth Asian Regional Meeting</td>
<td>Bangkok</td>
</tr>
<tr>
<td>28 August-4 September</td>
<td>Meeting of Experts on Safety and Health in the Non-ferrous Metals Industries</td>
<td>Geneva</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>24-28 September</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>3-12 October</td>
<td>Tripartite Meeting of Experts on the Management of Disability at the Workplace</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>1-3 November</td>
<td>Global Employment Forum</td>
<td>&quot;</td>
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<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>
<tr>
<td>10-14 December</td>
<td>Tripartite Meeting on the Construction Industry in the Twenty-first Century: Its Image, Employment Prospects and Skill Requirements</td>
<td>&quot;</td>
</tr>
</tbody>
</table>

**Symposia, seminars, workshops 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 89th Session (2001) of the International Labour Conference*

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

(a) to invite one employers’ organization and three other organizations2 to be represented at the 89th Session (2001) 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 these meetings is contained in document GB.279/Inf.2.
2 The list of these organizations is contained in document GB.279/Inf.3.
Official measures taken regarding decisions of the International Labour Conference

Constitution of the International Labour Organization
Instrument of Amendment, 1997

Ratifications and acceptance

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>Austria</td>
<td>Ratification</td>
<td>10 November 2000</td>
</tr>
<tr>
<td>Azerbaijan</td>
<td>Ratification</td>
<td>9 August 2000</td>
</tr>
<tr>
<td>Italy*</td>
<td>Ratification</td>
<td>28 September 2000</td>
</tr>
<tr>
<td>Malta</td>
<td>Acceptance</td>
<td>27 September 2000</td>
</tr>
<tr>
<td>Saint Vincent and the Grenadines</td>
<td>Ratification</td>
<td>25 September 2000</td>
</tr>
<tr>
<td>Trinidad and Tobago</td>
<td>Ratification</td>
<td>23 October 2000</td>
</tr>
</tbody>
</table>

*State of chief industrial importance.

The total number of ratifications and acceptances is thus 64, including four by States of chief industrial importance.

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1 Period covered: 1 September to 31 December 2000.
Notice is hereby given that the Director-General of the International Labour Office has registered the following ratifications and denunciation of international labour Conventions, as well as the following declaration made under a specific provision of a Convention and notification. In pursuance of article 20 of the Constitution of the International Labour Organization, particulars of these ratifications, denunciation, 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 a ratification, denunciation, notification 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</th>
<th>Date of effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>18 September 2000</td>
<td>18 September 2001</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>Bahrain</td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>26 September 2000</td>
<td>26 September 2001</td>
</tr>
<tr>
<td>Belarus</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>31 October 2000</td>
<td>31 October 2001</td>
</tr>
<tr>
<td>Bosnia and Herzegovina</td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>15 November 2000</td>
<td>15 November 2001</td>
</tr>
<tr>
<td>Chad</td>
<td>Protection of Workers' Claims (Employer's Insolvency) Convention, 1992 (No. 173)</td>
<td>15 December 2000</td>
<td>15 December 2001</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>Colombia</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>6 November 2000</td>
<td>6 November 2001</td>
</tr>
<tr>
<td></td>
<td>Labour Relations (Public Service) Convention, 1978 (No. 151)</td>
<td>8 December 2000</td>
<td>8 December 2001</td>
</tr>
<tr>
<td></td>
<td>Collective Bargaining Convention, 1981 (No. 154)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
<td>Date of effect</td>
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<tr>
<td>---------------</td>
<td>---------------------------------------------------------------------------</td>
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<td>-----------------</td>
</tr>
<tr>
<td>Cyprus</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>27 November 2000</td>
<td>27 November 2001</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>Workers’ Representatives Convention, 1971 (No. 135)</td>
<td>9 October 2000</td>
<td>9 October 2001</td>
</tr>
<tr>
<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>(No. 144)</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>Safety and Health in Mines Convention, 1995 (No. 176)</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td></td>
<td>Private Employment Agencies Convention, 1997 (No. 181)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>15 November 2000</td>
<td>15 November 2001</td>
</tr>
<tr>
<td>Ecuador</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>19 September 2000</td>
<td>19 September 2001</td>
</tr>
<tr>
<td></td>
<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>19 September 2000</td>
<td>19 September 2001</td>
</tr>
<tr>
<td>El Salvador</td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>12 October 2000</td>
<td>12 October 2001</td>
</tr>
<tr>
<td></td>
<td>Occupational Safety and Health Convention, 1981 (No. 155)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
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<td></td>
<td>Workers with Family Responsibilities Convention, 1981 (No. 156)</td>
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<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td>Eritrea¹</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>22 February 2000</td>
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<td>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.</td>
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<tr>
<td>Gambia</td>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>4 September 2000</td>
<td>4 September 2001</td>
</tr>
<tr>
<td></td>
<td>Freedom of Association and Protection of the Right to Organise Convention,1948 (No. 87)</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
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<td>&quot;</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
<td>Date of effect</td>
</tr>
<tr>
<td>---------------------</td>
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</tr>
<tr>
<td><strong>Gambia (cont.)</strong></td>
<td>Equal Remuneration Convention, 1951 (No. 100)</td>
<td>4 September 2000</td>
<td>4 September 2001</td>
</tr>
<tr>
<td></td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
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<tr>
<td></td>
<td>Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td><strong>Kazakhstan</strong></td>
<td>Freedom of Association and Protection of the Right to Organise Convention,</td>
<td>13 December 2000</td>
<td>13 December 2001</td>
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<tr>
<td></td>
<td>1948 (No. 87)</td>
<td>&quot;</td>
<td>&quot;</td>
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<td></td>
<td>Workers' Representatives Convention, 1971 (No. 135)</td>
<td>&quot;</td>
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<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td></td>
<td>(No. 144)</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td><strong>Libyan Arab Jamahiriya</strong></td>
<td>Freedom of Association and Protection of the Right to Organise Convention,</td>
<td>4 October 2000</td>
<td>4 October 2001</td>
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<tr>
<td></td>
<td>1948 (No. 87)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td><strong>Malawi</strong></td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>19 November 1999</td>
<td>19 November 2000</td>
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<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><strong>Malaysia</strong></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>10 November 2000</td>
<td>10 November 2001</td>
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<tr>
<td><strong>Morocco</strong></td>
<td>Labour Inspection (Seafarers) Convention, 1996 (No. 178)</td>
<td>1 December 2000</td>
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<tr>
<td></td>
<td>Recruitment and Placement of Seafarers Convention, 1996 (No. 179)</td>
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<td>&quot;</td>
</tr>
<tr>
<td></td>
<td>Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)</td>
<td>6 months after the date on which the ratifications of five Members, three of which each have at least 1 million gross tonnage of shipping, have been registered</td>
<td></td>
</tr>
<tr>
<td><strong>Namibia</strong></td>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>15 November 2000</td>
<td>15 November 2001</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
<td>Date of effect</td>
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<tr>
<td>Namibia (cont.)</td>
<td>Abolition of Forced Labour Convention, 1957 (No. 105)</td>
<td>15 November 2000</td>
<td>15 November 2001</td>
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<td>Minimum Age Convention, 1973 (No. 138)</td>
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<td><strong>Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 14 years has been specified.</strong></td>
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<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
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<td>Nicaragua</td>
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<td>6 November 2000</td>
<td>6 November 2001</td>
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<tr>
<td>Norway</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>21 December 2000</td>
<td>21 December 2001</td>
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<tr>
<td>Panama</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>31 October 2000</td>
<td>31 October 2001</td>
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<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>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>31 October 2000</td>
<td>31 October 2001</td>
</tr>
<tr>
<td>Romania</td>
<td>Seamen's Articles of Agreement Convention, 1926 (No. 22)</td>
<td>11 October 2000</td>
<td>11 October 2001</td>
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<tr>
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<td>Food and Catering (Ships' Crews) Convention, 1946 (No. 68)</td>
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<td>Accommodation of Crews Convention (Revised), 1949 (No. 92)</td>
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<td>Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)</td>
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<tr>
<td></td>
<td>Repatriation of Seafarers Convention (Revised), 1987 (No. 166)</td>
<td>&quot;</td>
<td>&quot;</td>
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<tr>
<td></td>
<td>Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)</td>
<td>&quot;</td>
<td>6 months after the date on which the ratifications of five Members, three of which each have at least 1 million gross tonnage of shipping, have been registered</td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
<td>Date of effect</td>
</tr>
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<td>------------------------------</td>
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<tr>
<td>Romania (cont.)</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>13 December 2000</td>
<td>13 December 2001</td>
</tr>
<tr>
<td>Russian Federation</td>
<td>Asbestos Convention, 1986 (No. 162)</td>
<td>4 September 2000</td>
<td>4 September 2001</td>
</tr>
<tr>
<td>Saint Kitts and Nevis</td>
<td>Forced Labour Convention, 1930 (No. 29)</td>
<td>12 October 2000</td>
<td>12 October 2001</td>
</tr>
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<td></td>
<td>Right to Organise and Collective Bargaining Convention, 1949 (No. 98)</td>
<td>4 September 2000</td>
<td>4 September 2001</td>
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<tr>
<td></td>
<td>Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)</td>
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<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
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</tr>
<tr>
<td></td>
<td>Termination of Employment Convention, 1982 (No. 158)</td>
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<tr>
<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td></td>
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</tr>
<tr>
<td>Slovakia</td>
<td>Maternity Protection Convention, 2000 (No. 183)</td>
<td>12 December 2000</td>
<td>12 months after the date of registra-</td>
</tr>
<tr>
<td></td>
<td>*Pursuant to Article 4, paragraph 2, of the Convention, the period of mat-</td>
<td></td>
<td>tion of a second ratification</td>
</tr>
<tr>
<td></td>
<td>ernity leave of 28 weeks has been specified.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sweden</td>
<td>Labour Inspection (Seafarers) Convention, 1996 (No. 178)</td>
<td>15 December 2000</td>
<td>15 December 2001</td>
</tr>
<tr>
<td></td>
<td>Seafarers' Hours of Work and the Manning of Ships Convention, 1996 (No. 180)</td>
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<td></td>
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<tr>
<td></td>
<td>Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976</td>
<td></td>
<td></td>
</tr>
<tr>
<td>State</td>
<td>Convention</td>
<td>Date of registration</td>
<td>Date of effect</td>
</tr>
<tr>
<td>------------------------------</td>
<td>----------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Sweden (cont.)</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>19 September 2000</td>
<td>19 September 2001</td>
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<td></td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>&quot;</td>
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</tr>
<tr>
<td>Togo</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>19 December 2000</td>
<td>19 December 2001</td>
</tr>
<tr>
<td>Ukraine</td>
<td>Worst Forms of Child Labour Convention, 1999 (No. 182)</td>
<td>11 December 2000</td>
<td>11 December 2001</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>Survivors' Insurance (Agriculture) Convention, 1933 (No. 40)</td>
<td>27 September 2000</td>
<td>27 September 2001</td>
</tr>
</tbody>
</table>

### II. Denunciation

The Director-General has registered the following notification concerning the application of an international labour Convention, without modification, to the Special Administrative Region of Macau.

<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</td>
<td>Minimum Age Convention, 1973 (No. 138)</td>
<td>6 October 2000</td>
<td>6 October 2000</td>
</tr>
<tr>
<td>Administrative Region</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Pursuant to Article 2, paragraph 1, of the Convention, the minimum age of 16 years has been specified.

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1 The declaration by Eritrea, pursuant to Article 5 of the Convention, reads as follows:

"The labour legislation of Eritrea will ensure, as a minimum, the coverage of the branches of economic activity or types of undertakings listed in Article 5, paragraph 3, of Convention No. 138."
Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
(adopted by the Governing Body of the International Labour Office at its 204th Session (Geneva, November 1977), as amended at its 279th Session (Geneva, November 2000))

The Governing Body of the International Labour Office;
Recalling that the International Labour Organization for many years has been involved with certain social issues related to the activities of multinational enterprises;
Noting in particular that various Industrial Committees, Regional Conferences, and the International Labour Conference since the mid-1960s have requested appropriate action by the Governing Body in the field of multinational enterprises and social policy;
Having been informed of the activities of other international bodies, in particular the UN Commission on Transnational Corporations and the Organisation for Economic Co-operation and Development (OECD);
Considering that the ILO, with its unique tripartite structure, its competence, and its long-standing experience in the social field, has an essential role to play in evolving principles for the guidance of governments, workers’ and employers’ organizations, and multinational enterprises themselves;
Recalling that it convened a Tripartite Meeting of Experts on the Relationship between Multinational Enterprises and Social Policy in 1972, which recommended an ILO programme of research and study, and a Tripartite Advisory Meeting on the Relationship of Multinational Enterprises and Social Policy in 1976 for the purpose of reviewing the ILO programme of research and suggesting appropriate ILO action in the social and labour field;
Bearing in mind the deliberations of the World Employment Conference;
Having thereafter decided to establish a tripartite group to prepare a Draft Tripartite Declaration of Principles covering all of the areas of ILO concern which relate to the social aspects of the activities of multinational enterprises, including employment creation in the developing countries, all the while bearing in mind the recommendations made by the Tripartite Advisory Meeting held in 1976;
Having also decided to reconvene the Tripartite Advisory Meeting to consider the Draft Declaration of Principles as prepared by the tripartite group;
Having considered the Report and the Draft Declaration of Principles submitted to it by the reconvened Tripartite Advisory Meeting;
Hereby approves the following Declaration, which may be cited as the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, adopted by the Governing Body of the International Labour Office, and invites governments of States Members of the ILO, the employers’ and workers’ organizations concerned and the multinational enterprises operating in their territories to observe the principles embodied therein.

* * *

1. Multinational enterprises play an important part in the economies of most countries and in international economic relations. This is of increasing interest to governments as well as to employers and workers and their respective organizations. Through international direct investment and other means such enterprises can bring substantial benefits to home and host countries by contributing to the more efficient utilization of capital, technology and labour. Within the framework of development policies established by governments, they can also make an important contribution to the promotion of economic and social welfare; to the improvement of living standards and the satisfaction of basic needs; to the creation of employment opportunities, both directly and indirectly; and to the enjoyment of basic human rights, including freedom of association, throughout the world. On the other hand, the advances made by multinational enterprises in organizing their operations beyond the national framework may lead to abuse of concentrations of economic power and to conflicts with national policy objectives and with the interest of the workers. In addition, the complexity of multinational

enterprises and the difficulty of clearly perceiving their diverse structures, operations and policies sometimes give rise to concern either in the home or in the host countries, or in both.

2. The aim of this Tripartite Declaration of Principles is to encourage the positive contribution which multinational enterprises can make to economic and social progress and to minimize and resolve the difficulties to which their various operations may give rise, taking into account the United Nations resolutions advocating the establishment of a New International Economic Order.

3. This aim will be furthered by appropriate laws and policies, measures and actions adopted by the governments and by cooperation among the governments and the employers’ and workers’ organizations of all countries.

4. The principles set out in this Declaration are commended to the governments, the employers’ and workers’ organizations of home and host countries and to the multinational enterprises themselves.

5. These principles are intended to guide the governments, the employers’ and workers’ organizations and the multinational enterprises in taking such measures and actions and adopting such social policies, including those based on the principles laid down in the Constitution and the relevant Conventions and Recommendations of the ILO, as would further social progress.

6. To serve its purpose this Declaration does not require a precise legal definition of multinational enterprises; this paragraph is designed to facilitate the understanding of the Declaration and not to provide such a definition. Multinational enterprises include enterprises, whether they are of public, mixed or private ownership, which own or control production, distribution, services or other facilities outside the country in which they are based. The degree of autonomy of entities within multinational enterprises in relation to each other varies widely from one such enterprise to another, depending on the nature of the links between such entities and their fields of activity and having regard to the great diversity in the form of ownership, in the size, in the nature and location of the operations of the enterprises concerned. Unless otherwise specified, the term “multinational enterprise” is used in this Declaration to designate the various entities (parent companies or local entities or both or the organization as a whole) according to the distribution of responsibilities among them, in the expectation that they will cooperate and provide assistance to one another as necessary to facilitate observance of the principles laid down in the Declaration.

7. This Declaration sets out principles in the fields of employment, training, conditions of work and life and industrial relations which governments, employers’ and workers’ organizations and multinational enterprises are recommended to observe on a voluntary basis; its provisions shall not limit or otherwise affect obligations arising out of ratification of any ILO Convention.

General policies

8. All the parties concerned by this Declaration should respect the sovereign rights of States, obey the national laws and regulations, give due consideration to local practices and respect relevant international standards. They should respect the Universal Declaration of Human Rights and the corresponding International Covenants adopted by the General Assembly of the United Nations as well as the Constitution of the International Labour Organization and its principles according to which freedom of expression and association are essential to sustained progress. They should contribute to the realization of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, adopted in 1998. They should also honour commitments which they have freely entered into, in conformity with the national law and accepted international obligations.

9. Governments which have not yet ratified Conventions Nos. 87, 98, 111, 122, 138 and 182 are urged to do so and in any event to apply, to the greatest extent possible, through their national policies, the principles embodied therein and in Recommendations Nos. 111, 119, 122, 146 and 190.1 Without prejudice to the obligation of governments to ensure compliance with Conventions they have ratified, in countries in which the Conventions and Recommendations cited in this paragraph are not complied with, all parties should refer to them for guidance in their social policy.

10. Multinational enterprises should take fully into account established general policy objectives of the countries in which they operate. Their activities should be in harmony with the development priorities and social aims and structure of the country in which they operate. To this effect, consultations should be held between multinational enterprises, the government and, wherever appropriate, the national employers’ and workers’ organizations concerned.

1 The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Discrimination (Employment and Occupation) Convention, 1958 (No. 111); the Employment Policy Convention, 1964 (No. 122); the Minimum Age Convention, 1973 (No. 138); the Worst Forms of Child Labour Convention, 1999 (No. 182); the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111); the Termination of Employment Recommendation, 1963 (No. 119); the Employment Policy Recommendation, 1964 (No. 122); the Minimum Age Recommendation, 1973 (No. 146); and the Worst Forms of Child Labour Recommendation, 1999 (No. 190).
11. The principles laid down in this Declaration do not aim at introducing or maintaining inequalities of treatment between multinational and national enterprises. They reflect good practice for all. Multinational and national enterprises, wherever the principles of this Declaration are relevant to both, should be subject to the same expectations in respect of their conduct in general and their social practices in particular.

12. Governments of home countries should promote good social practice in accordance with this Declaration of Principles, having regard to the social and labour law, regulations and practices in host countries as well as to relevant international standards. Both host and home country governments should be prepared to have consultations with each other, whenever the need arises, on the initiative of either.

Employment

Employment promotion

13. With a view to stimulating economic growth and development, raising living standards, meeting manpower requirements and overcoming unemployment and underemployment, governments should declare and pursue, as a major goal, an active policy designed to promote full, productive and freely chosen employment.¹

14. This is particularly important in the case of host country governments in developing areas of the world where the problems of unemployment and underemployment are at their most serious. In this connection, the general conclusions adopted by the Tripartite World Conference on Employment, Income Distribution and Social Progress and the International Division of Labour (Geneva, June 1976) should be kept in mind.

15. Paragraphs 13 and 14 above establish the framework within which due attention should be paid, in both home and host countries, to the employment impact of multinational enterprises.

16. Multinational enterprises, particularly when operating in developing countries, should endeavour to increase employment opportunities and standards, taking into account the employment policies and objectives of the governments, as well as security of employment and the long-term development of the enterprise.

17. Before starting operations, multinational enterprises should, wherever appropriate, consult the competent authorities and the national employers' and workers' organizations in order to keep their manpower plans, as far as practicable, in harmony with national social development policies. Such consultation, as in the case of national enterprises, should continue between the multinational enterprises and all parties concerned, including the workers' organizations.

18. Multinational enterprises should give priority to the employment, occupational development, promotion and advancement of nationals of the host country at all levels in cooperation, as appropriate, with representatives of the workers employed by them or of the organizations of these workers and governmental authorities.

19. Multinational enterprises, when investing in developing countries, should have regard to the importance of using technologies which generate employment, both directly and indirectly. To the extent permitted by the nature of the process and the conditions prevailing in the economic sector concerned, they should adapt technologies to the needs and characteristics of the host countries. They should also, where possible, take part in the development of appropriate technology in host countries.

20. To promote employment in developing countries, in the context of an expanding world economy, multinational enterprises, wherever practicable, should give consideration to the conclusion of contracts with national enterprises for the manufacture of parts and equipment, to the use of local raw materials and to the progressive promotion of the local processing of raw materials. Such arrangements should not be used by multinational enterprises to avoid the responsibilities embodied in the principles of this Declaration.

Equality of opportunity and treatment

21. All governments should pursue policies designed to promote equality of opportunity and treatment in employment, with a view to eliminating any discrimination based on race, colour, sex, religion, political opinion, national extraction or social origin.²

22. Multinational enterprises should be guided by this general principle throughout their operations without prejudice to the measures envisaged in paragraph 18 or to government policies designed to correct historical patterns of discrimination and thereby to extend equality of opportunity.

¹ The Employment Policy Convention and Recommendation, 1964 (both No. 122).
² The Discrimination (Employment and Occupation) Convention and Recommendation, 1958 (both No. 111); the Equal Remuneration Convention, 1951 (No. 100), and Recommendation, 1951 (No. 90).
Multinational enterprises should accordingly make qualifications, skill and experience the basis for the recruitment, placement, training and advancement of their staff at all levels.

23. Governments should never require or encourage multinational enterprises to discriminate on any of the grounds mentioned in paragraph 21, and continuing guidance from governments, where appropriate, on the avoidance of such discrimination in employment is encouraged.

Security of employment

24. Governments should carefully study the impact of multinational enterprises on employment in different industrial sectors. Governments, as well as multinational enterprises themselves, in all countries should take suitable measures to deal with the employment and labour market impacts of the operations of multinational enterprises.

25. Multinational enterprises equally with national enterprises, through active manpower planning, should endeavour to provide stable employment for their employees and should observe freely negotiated obligations concerning employment stability and social security. In view of the flexibility which multinational enterprises may have, they should strive to assume a leading role in promoting security of employment, particularly in countries where the discontinuation of operations is likely to accentuate long-term unemployment.

26. In considering changes in operations (including those resulting from mergers, take-overs or transfers of production) which would have major employment effects, multinational enterprises should provide reasonable notice of such changes to the appropriate government authorities and representatives of the workers in their employment and their organizations so that the implications may be examined jointly in order to mitigate adverse effects to the greatest possible extent. This is particularly important in the case of the closure of an entity involving collective lay-offs or dismissals.

27. Arbitrary dismissal procedures should be avoided.\(^1\)

28. Governments, in cooperation with multinational as well as national enterprises, should provide some form of income protection for workers whose employment has been terminated.\(^2\)

Training

29. Governments, in cooperation with all the parties concerned, should develop national policies for vocational training and guidance, closely linked with employment.\(^3\) This is the framework within which multinational enterprises should pursue their training policies.

30. In their operations, multinational enterprises should ensure that relevant training is provided for all levels of their employees in the host country, as appropriate, to meet the needs of the enterprise as well as the development policies of the country. Such training should, to the extent possible, develop generally useful skills and promote career opportunities. This responsibility should be carried out, where appropriate, in cooperation with the authorities of the country, employers' and workers' organizations and the competent local, national or international institutions.

31. Multinational enterprises operating in developing countries should participate, along with national enterprises, in programmes, including special funds, encouraged by host governments and supported by employers' and workers' organizations. These programmes should have the aim of encouraging skill formation and development as well as providing vocational guidance, and should be jointly administered by the parties which support them. Wherever practicable, multinational enterprises should make the services of skilled resource personnel available to help in training programmes organized by governments as part of a contribution to national development.

32. Multinational enterprises, with the cooperation of governments and to the extent consistent with the efficient operation of the enterprise, should afford opportunities within the enterprise as a whole to broaden the experience of local management in suitable fields such as industrial relations.

Conditions of work and life

Wages, benefits and conditions of work

33. Wages, benefits and conditions of work offered by multinational enterprises should be not less favourable to the workers than those offered by comparable employers in the country concerned.

34. When multinational enterprises operate in developing countries, where comparable employers may not exist, they should provide the best possible wages, benefits and conditions of

\(^1\) The Termination of Employment Recommendation, 1963 (No. 119).
\(^2\) ibid.
\(^3\) The Human Resources Development Convention, 1975 (No. 142), and Recommendation, 1975 (No. 150).
work, within the framework of government policies. These should be related to the economic position of the enterprise, but should be at least adequate to satisfy basic needs of the workers and their families. Where they provide workers with basic amenities such as housing, medical care or food, these amenities should be of a good standard.

35. Governments, especially in developing countries, should endeavour to adopt suitable measures to ensure that lower income groups and less developed areas benefit as much as possible from the activities of multinational enterprises.

Minimum age

36. Multinational enterprises, as well as national enterprises, should respect the minimum age for admission to employment or work in order to secure the effective abolition of child labour.

Safety and health

37. Governments should ensure that both multinational and national enterprises provide adequate safety and health standards for their employees. Those governments which have not yet ratified the ILO Conventions on Radiation Protection (No. 115), Guarding of Machinery (No. 119), Benzene (No. 136), and Occupational Cancer (No. 139) are urged nevertheless to apply to the greatest extent possible the principles embodied in these Conventions and in their related Recommendations (Nos. 114, 118, 144 and 147). The codes of practice and guides in the current list of publications on occupational safety and health should also be taken into account.

38. Multinational enterprises should maintain the highest standards of safety and health, in conformity with national requirements, bearing in mind their relevant experience within the enterprise as a whole, including any knowledge of special hazards. They should also make available to the representatives of the workers in the enterprise and, upon request, to the competent authorities and the workers' and employers' organizations in all countries in which they operate, information on the safety and health standards relevant to their local operations, which they observe in other countries. In particular, they should make known to those concerned any special hazards and related protective measures associated with new products and processes. They, like comparable domestic enterprises, should be expected to play a leading role in the examination of causes of industrial safety and health hazards and in the application of resulting improvements within the enterprise as a whole.

39. Multinational enterprises should cooperate in the work of international organizations concerned with the preparation and adoption of international safety and health standards.

40. In accordance with national practice, multinational enterprises should cooperate fully with the competent safety and health authorities, the representatives of the workers and their organizations, and established safety and health organizations. Where appropriate, matters relating to safety and health should be incorporated in agreements with the representatives of the workers and their organizations.

Industrial relations

41. Multinational enterprises should observe standards of industrial relations not less favourable than those observed by comparable employers in the country concerned.

Freedom of association and the right to organize

42. Workers employed by multinational enterprises as well as those employed by national enterprises should, without distinction whatsoever, have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing. They should also enjoy adequate protection against acts of anti-union discrimination in respect of their employment.

43. Organizations representing multinational enterprises or the workers in their employment should enjoy adequate protection against any acts of interference by each other or each other's agents or members in their establishment, functioning or administration.

1 The Reduction of Hours of Work Recommendation, 1962 (No. 116).
2 The Plantations Convention and Recommendation, 1958 (both No. 110); the Medical Care Recommendation, 1944 (No. 69); the Workers' Housing Recommendation, 1961 (No. 115); the Medical Care and Sickness Benefits Convention, 1969 (No. 130), and Recommendation, 1969 (No. 134).
3 Convention No. 138, Article 1; and Convention No. 182, Article 1.
4 Convention No. 87, Article 2.
5 Convention No. 98, Article 1(1).
6 Convention No. 98, Article 2(1).
44. Where appropriate, in the local circumstances, multinational enterprises should support representative employers' organizations.

45. Governments, where they do not already do so, are urged to apply the principles of Convention No. 87, Article 5, in view of the importance, in relation to multinational enterprises, of permitting organizations representing such enterprises or the workers in their employment to affiliate with international organizations of employers and workers of their own choosing.

46. Where governments of host countries offer special incentives to attract foreign investment, these incentives should not include any limitation of the workers' freedom of association or the right to organize and bargain collectively.

47. Representatives of the workers in multinational enterprises should not be hindered from meeting for consultation and exchange of views among themselves, provided that the functioning of the operations of the enterprise and the normal procedures which govern relationships with representatives of the workers and their organizations are not thereby prejudiced.

48. Governments should not restrict the entry of representatives of employers' and workers' organizations who come from other countries at the invitation of the local or national organizations concerned for the purpose of consultation on matters of mutual concern, solely on the grounds that they seek entry in that capacity.

Collective bargaining

49. Workers employed by multinational enterprises should have the right, in accordance with national law and practice, to have representative organizations of their own choosing recognized for the purpose of collective bargaining.

50. Measures appropriate to national conditions should be taken, where necessary, to encourage and promote the full development and utilization of machinery for voluntary negotiation between employers or employers' organizations and workers' organizations, with a view to the regulation of terms and conditions of employment by means of collective agreements.¹

51. Multinational enterprises, as well as national enterprises, should provide workers' representatives with such facilities as may be necessary to assist in the development of effective collective agreements.²

52. Multinational enterprises should enable duly authorized representatives of the workers in their employment in each of the countries in which they operate to conduct negotiations with representatives of management who are authorized to take decisions on the matters under negotiation.

53. Multinational enterprises, in the context of bona fide negotiations with the workers' representatives on conditions of employment, or while workers are exercising the right to organize, should not threaten to utilize a capacity to transfer the whole or part of an operating unit from the country concerned in order to influence unfairly those negotiations or to hinder the exercise of the right to organize; nor should they transfer workers from affiliates in foreign countries with a view to undermining bona fide negotiations with the workers' representatives or the workers' exercise of their right to organize.

54. Collective agreements should include provisions for the settlement of disputes arising over their interpretation and application and for ensuring mutually respected rights and responsibilities.

55. Multinational enterprises should provide workers' representatives with information required for meaningful negotiations with the entity involved and, where this accords with local law and practice, should also provide information to enable them to obtain a true and fair view of the performance of the entity or, where appropriate, of the enterprise as a whole.³

56. Governments should supply to the representatives of workers' organizations on request, where law and practice so permit, information on the industries in which the enterprise operates, which would help in laying down objective criteria in the collective bargaining process. In this context, multinational as well as national enterprises should respond constructively to requests by governments for relevant information on their operations.

Consultation

57. In multinational as well as in national enterprises, systems devised by mutual agreement between employers and workers and their representatives should provide, in accordance with national law and practice, for regular consultation on matters of mutual concern. Such consultation should not be a substitute for collective bargaining.⁴

¹ Convention No. 98, Article 4.
² The Workers' Representatives Convention, 1971 (No. 135).
³ The Communications within the Undertaking Recommendation, 1967 (No. 129).
⁴ The Co-operation at the Level of the Undertaking Recommendation, 1952 (No. 94); and the Communications within the Undertaking Recommendation, 1967 (No. 129).
Examination of grievances

58. Multinational as well as national enterprises should respect the right of the workers whom they employ to have all their grievances processed in a manner consistent with the following provision: any worker who, acting individually or jointly with other workers, considers that he has grounds for a grievance should have the right to submit such grievance without suffering any prejudice whatsoever as a result, and to have such grievance examined pursuant to an appropriate procedure.¹ This is particularly important whenever the multinational enterprises operate in countries which do not abide by the principles of ILO Conventions pertaining to freedom of association, to the right to organize and bargain collectively and to forced labour.²

Settlement of industrial disputes

59. Multinational as well as national enterprises jointly with the representatives and organizations of the workers whom they employ should seek to establish voluntary conciliation machinery, appropriate to national conditions, which may include provisions for voluntary arbitration, to assist in the prevention and settlement of industrial disputes between employers and workers. The voluntary conciliation machinery should include equal representation of employers and workers.³


¹ The Examination of Grievances Recommendation, 1967 (No. 130).
² The Forced Labour Convention, 1930 (No. 29); the Abolition of Forced Labour Convention, 1957 (No. 105); and the Forced Labour (Indirect Compulsion) Recommendation, 1930 (No. 35).
³ The Voluntary Conciliation and Arbitration Recommendation, 1951 (No. 92).
ANNEX

List of international labour Conventions and Recommendations referred to in the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

(adopted by the Governing Body of the International Labour Office at its 204th Session (Geneva, November 1977) as amended at its 279th Session (Geneva, November 2000))

CONVENTIONS

No. 29 concerning Forced or Compulsory Labour, 1930
No. 87 concerning Freedom of Association and Protection of the Right to Organise, 1948
No. 98 concerning the Application of the Principles of the Right to Organise and to Bargain Collectively, 1949
No. 100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951
No. 105 concerning the Abolition of Forced Labour, 1957
No. 110 concerning Conditions of Employment of Plantation Workers, 1958
No. 111 concerning Discrimination in Respect of Employment and Occupation, 1958
No. 115 concerning the Protection of Workers against Ionising Radiations, 1960
No. 119 concerning the Guarding of Machinery, 1963
No. 122 concerning Employment Policy, 1964
No. 130 concerning Medical Care and Sickness Benefits, 1969
No. 135 concerning Protection and Facilities to be Afforded to Workers' Representatives in the Undertaking, 1971
No. 136 concerning Protection against Hazards of Poisoning Arising from Benzene, 1971
No. 138 concerning Minimum Age for Admission to Employment, 1973
No. 139 concerning Prevention and Control of Occupational Hazards caused by Carcinogenic Substances and Agents, 1974
No. 142 concerning Vocational Guidance and Vocational Training in the Development of Human Resources, 1975
No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999

RECOMMENDATIONS

No. 35 concerning Indirect Compulsion to Labour, 1930
No. 69 concerning Medical Care, 1944
No. 90 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, 1951
No. 92 concerning Voluntary Conciliation and Arbitration, 1951
No. 94 concerning Consultation and Co-operation between Employers and Workers at the Level of the Undertaking, 1952
No. 110 concerning Conditions of Employment of Plantation Workers, 1958
No. 111 concerning Discrimination in Respect of Employment and Occupation, 1958
No. 114 concerning the Protection of Workers against Ionising Radiations, 1960
No. 115 concerning Workers' Housing, 1961
No. 116 concerning Reduction of Hours of Work, 1962
No. 118 concerning the Guarding of Machinery, 1963
No. 119 concerning Termination of Employment at the Initiative of the Employer, 1963
No. 122 concerning Employment Policy, 1964
No. 129 concerning Communications between Management and Workers within the Undertaking, 1967
No. 130 concerning the Examination of Grievances within the Undertaking with a View to their Settlement, 1967
No. 134 concerning Medical Care and Sickness Benefits, 1969
No. 144 concerning Protection against Hazards of Poisoning Arising from Benzene, 1971
No. 146 concerning Minimum Age for Admission to Employment, 1973
No. 147 concerning Prevention and Control of Occupational Hazards caused by Carcinogenic Substances and Agents, 1974
No. 150 concerning Vocational Guidance and Vocational Training in the Development of Human Resources, 1975
No. 190 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999

ADDENDUM I

List of international labour Conventions and Recommendations adopted since 1977 which contain provisions relevant to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy


A number of international labour Conventions and Recommendations containing provisions relevant to the Declaration are referred to in footnotes in the Declaration as well as in an annex. These footnotes do not affect the meaning of the provisions of the Declaration to which they refer. They should be considered as references to relevant instruments adopted by the International Labour Organization in the corresponding subject areas, which have helped shape the provisions of the Declaration.

Since the adoption of the Declaration by the Governing Body on 16 November 1977, new Conventions and Recommendations have been adopted by the International Labour Conference. The text below is a consolidation of the lists of Conventions and Recommendations adopted since 1977 (including those adopted in June 1977), containing provisions relevant to the Declaration. Like the footnotes included in the Declaration at the time of its adoption, the new references do not affect the meaning of the provisions of the Declaration.

In keeping with the voluntary nature of the Declaration, all of its provisions, whether derived from ILO Conventions and Recommendations or other sources, are recommendatory, except of course for provisions in Conventions which are binding on the member States which have ratified them.

List of Conventions and Recommendations adopted since 1977 (inclusive) which contain provisions relevant to the Declaration

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<thead>
<tr>
<th>Number and title of Convention and Recommendation</th>
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<td>No. 161 concerning Occupational Health Services, 1985</td>
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<td>No. 162 concerning Safety in the Use of Asbestos, 1986</td>
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**Recommendations**

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<td>No. 183 concerning Safety and Health in Mines, 1995</td>
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The International Labour Conference adopted in June 1998 the ILO Declaration on Fundamental Principles and Rights at Work. By this adoption, Members renewed their commitment to respect, promote and realize the following fundamental principles and rights at work, namely: (a) freedom of association and the effective recognition of the right to collective bargaining; (b) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; and (d) the elimination of discrimination in respect of employment and occupation. The ILO Declaration on Fundamental Principles and Rights at Work applies to all Members. Nevertheless, the contribution of multinational enterprises to its implementation can prove an important element in the attainment of its objectives. In this context, the interpretation and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy should fully take into account the objectives of the ILO Declaration on Fundamental Principles and Rights at Work. This reference does not in any way affect the voluntary character or the meaning of the provisions of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

PROCEDURE FOR THE EXAMINATION OF DISPUTES CONCERNING THE APPLICATION OF THE TRIPARTITE DECLARATION OF PRINCIPLES CONCERNING MULTINATIONAL ENTERPRISES AND SOCIAL POLICY BY MEANS OF INTERPRETATION OF ITS PROVISIONS

(adopted by the Governing Body of the International Labour Office at its 232nd Session (Geneva, March 1986),1 as amended at its 261st Session (Geneva, November 1994))2

1. The purpose of the procedure is to interpret the provisions of the Declaration when needed to resolve a disagreement on their meaning, arising from an actual situation, between parties to whom the Declaration is commended.

2. The procedure should in no way duplicate or conflict with existing national or ILO procedures. Thus, it cannot be invoked:
   (a) in respect of national law and practice;
   (b) in respect of international labour Conventions and Recommendations;
   (c) in respect of matters falling under the freedom of association procedure.

The above means that questions regarding national law and practice should be considered through appropriate national machinery; that questions regarding international labour Conventions and Recommendations should be examined through the various procedures provided for in articles 19, 22, 24 and 26 of the Constitution of the ILO, or through government requests to the Office for informal interpretation; and that questions concerning freedom of association should be considered through the special ILO procedures applicable to that area.

3. When a request for interpretation of the Declaration is received by the International Labour Office, the Office shall acknowledge receipt and bring it before the Officers of the Subcommittee on Multinational Enterprises. The Office will inform the government and the central organizations of employers and workers concerned of any request for interpretation received directly from an organization under paragraph 5(b) and (c).

4. The Officers of the Subcommittee on Multinational Enterprises shall decide unanimously after consultations in the groups whether the request is receivable under the procedure. If they cannot reach agreement the request shall be referred to the full Committee for decision.

5. Requests for interpretation may be addressed to the Office:
   (a) as a rule by the government of a member State acting either on its own initiative or at the request of a national organization of employers or workers;
   (b) by a national organization of employers or workers, which is representative at the national and/or sectoral level, subject to the conditions set out in paragraph 6. Such requests should normally be channelled through the central organizations in the country concerned;
   (c) by an international organization of employers or workers on behalf of a representative national affiliate.

6. In the case of 5(b) and (c), requests may be submitted if it can be demonstrated:
   (a) that the government concerned has declined to submit the request to the Office; or
   (b) that three months have elapsed since the organization addressed the government without a statement of the government’s intention.

7. In the case of receivable requests the Office shall prepare a draft reply in consultation with the Officers of the Subcommittee on Multinational Enterprises. All appropriate sources of information shall be used, including government, employers’ and workers’ sources in the country concerned. The Officers may ask the Office to indicate a period within which the information should be provided.

8. The draft reply to a receivable request shall be considered and approved by the Subcommittee on Multinational Enterprises prior to submission to the Governing Body for approval.


CONCLUSIONS ADOPTED

Conclusions on information technologies in the media and entertainment industries

The Symposium on Information Technologies in the Media and Entertainment Industries: Their Impact on Employment, Working Conditions and Labour-Management Relations,

Having met in Geneva from 28 February to 3 March 2000,

Recognizing that the new information and communication technologies are revolutionizing the media and entertainment sector, are accelerating the globalization process, and are opening new avenues for employment, and

Recognizing that, important as these changes are in a rapidly changing world of work, the human being still remains the centre of these changes;

Adopts this third day of March 2000 the following conclusions:

The ILO should:

(a) undertake research on best practices and funding options for training in different regions and countries, and promote training and retraining in the use of information technologies by the social partners and learning institutions;

(b) undertake initiatives, using the Internet among other means, to promote better safety and health practices, with special regard to workers involved in hazardous occupations, through research, information, publication, advice and training;

(c) encourage and support employers and workers’ representatives in this sector to:

- engage in social dialogue at the sectoral level, and when called for, use the ILO at the national, regional and international levels, especially with regard to the introduction of technological change;
- increase participation of workers’ and employers’ organizations in social dialogue;
- identify impediments to the development of workers’ and employers’ organizations and collective bargaining; and
- enhance cooperation with organizations in related media and entertainment industries;

(d) organize a series of meetings at national or (sub)regional level on social dialogue, as a means to resolve issues arising from the application of information technology, and on other topics relevant to the sector; and establish – subject to the approval of the ILO Governing Body – a small tripartite expert group to hold meetings at the international level to discuss developments in the media and entertainment sector, including issues relating to corporate actions affecting levels of employment;

(e) cooperate at the international level, within the scope of its mandate, in efforts to promote action to protect copyright and related rights;

(f) undertake research on:

- contractual arrangements and social security coverage for workers other than those in continuing employment;

1 Adopted unanimously.
2 Wherever the word "workers" is utilized in this text, it refers to female and male workers, keeping in mind the provisions of the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Workers with Family Responsibilities Convention, 1981 (No. 156).
3 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 recognized 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 recognized as the exclusive prerogative of trade unions in the country concerned."
- the employment of women in the media and entertainment industries; and
- child performers;

(g) identify statistical sources and indicators of relevance to the sector, disaggregated by gender and age, including general patterns, impact, obstacles and work opportunities that the new technologies have demonstrated at the national level;

(h) facilitate the access of developing countries to the new information technology, particularly through the provision of technical assistance in training and advanced training.

In addition the ILO should examine the possibility of convening:
- a tripartite meeting of the graphical industry on the challenges of the new economy for that industry; and
- a tripartite meeting on the evolution of the information and communication industries and its impact.
Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel

(Geneva, 10-14 April 2000)

CONCLUSIONS AND RESOLUTION ADOPTED

Conclusions on lifelong learning in the twenty-first century: The changing roles of educational personnel

The Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel,

Having met in Geneva from 10 to 14 April 2000;

Adopts this fourteenth day of April 2000 the following conclusions:

1. Learning, the application of knowledge, competences and skills acquired, and their transmission through the teaching and learning process, are basic human needs, integral components of the human right to education. The structural changes our societies and economies are undergoing require the permanent renewal and use of knowledge, skills and learning abilities. Shaping and managing change mandates lifelong learning; it is essential to everyone, and must be available to all. It is a vital issue for social cohesion and sustainable development of human societies.

2. There is a consensus that lifelong learning should become the conceptual basis guiding all future education and training, and that it is at the heart of labour and social issues. Lifelong learning is taken to mean the comprehensive provision of purposeful learning opportunities throughout every individual’s lifespan. Learning throughout life fulfils many social justice and sustainable economic development objectives, including preparation for democratic citizenship, living together in peace, employment, and personal and social fulfilment.

3. Lifelong learning is characterized by a learning chain whose components are interrelated and mutually supporting. Components of the learning chain, and prerequisites for a comprehensive and universally accessible system of quality education include:

(a) early childhood development education accessible to all children;
(b) universal, free, and compulsory basic education in primary and secondary schools at least to an age that respects the Minimum Age Convention, 1973 (No. 138);
(c) increasing access for all to secondary education, training and learning opportunities in schools and/or enterprises as appropriate up to certifying completion of secondary education – general or vocational;
(d) widespread opportunities to obtain further and higher education and training for all;
(e) accessible continuing education and training as adults (“expanded chances”), according to individual and social needs, at formal educational institutions, informal learning centres, or workplaces;
(f) gender balance in access to education and training opportunities;
(g) access to educational opportunity for minorities and other disadvantaged populations.

4. Schools are the foundation on which further learning is constructed. Successful realization of their mission requires that teaching and learning within them:

(a) foster a learning culture;
(b) be of high quality;
(c) take into consideration the social and individual needs of each learner as the centre of educational provision;
(d) benefit from widespread, mutually supportive partnerships within the workplace and other institutions of society;
(e) make widespread use of information and communications technologies (ICT) in classrooms and workplaces, and of distance- and open-learning opportunities. Disadvantaged and rural areas should be priorities.

Adopted unanimously.
5. Adequate financing of lifelong learning systems is crucial to universal access. Recognizing that education is a basic right within any society, governments have the primary responsibility to ensure adequate investment in education, with a benchmark minimum of 6 per cent of GNP.\(^1\) Within the context of lifelong learning, additional contributions may be made by individuals and public or private enterprises, consistent with the policies and legislation of member States.

6. International development cooperation and assistance devoted to education has an important role to play in supplementing developing countries' efforts to finance lifelong learning.

7. To achieve universal lifelong learning, a range of financing mechanisms will be necessary. At the level of basic education, learning should be provided in compulsory, free, publicly funded schools.\(^2\) The range of learning opportunities at other levels, and for adults generally, will require more innovative approaches to facilitate investment decisions according to individuals' needs.

8. Formulation of learning policy, and any subsequent legislation regarding its organization and financing, should be based on social dialogue rooted in respect for the rights and responsibilities of all parties.

9. Within a decentralized system, partnership approaches to governance are most successful when based on democratic structures and values, the objectives are mutually negotiated and they are inclusive of all stakeholders' viewpoints – teachers, parents, students and the wider community. In decentralized systems, partnerships at governance level should take due account of the necessary linkages between different levels of education and their objectives. When the educational system is decentralized, the State should ensure that funding remains equitable for learners in all regions.

**Roles and responsibilities of educational personnel, workplace learning facilitators and other educators**

10. Universally attainable and quality lifelong learning will depend in large part on highly qualified and dedicated teaching, administrative and support staff. Their roles and responsibilities are expected to evolve to meet needs of learners at all stages and in different venues of education and training.

11. Partnerships break down artificial barriers between schools and the outside world so as to create more dynamic relationships in favour of increased learning opportunities. Partnerships with students, parents and workplace actors should increase to enhance learning access and outcomes, while respecting the professional responsibility of teachers as the primary facilitators of learning.

12. Education and training systems must pay greater attention to the development of all education personnel’s skills to plan for, administer and manage change, and to assure the quality of future learning opportunities. In that respect, more gender balance in positions of responsibility not only enhances equality of opportunity for women educators, but also has positive implications for increasing girls’ participation in education.

13. Enhanced teacher professionalism will be crucial to quality learning opportunity in the future. Elements of enhanced professionalism include, among others:

   (a) extensive knowledge in one or more fields of learning;
   (b) facilitating learners’ acquisition of a range of generic skills which provide the essential foundation for managing one’s life and further learning;
   (c) collaborative and team teaching;
   (d) research, reflection on and change as necessary in teaching practice – the teacher as learner;
   (e) communication and empathy with students, parents and members of the wider community;
   (f) a high degree of information and communications technology, as well as a general understanding of the economic and social realities of society.

14. Workplace and informal learning opportunities for all should grow in the future in response to individual and workplace needs. The State should play an important role by:

   (a) setting an example by providing lifelong learning opportunities for their own employees;
   (b) encouraging enterprises to understand and shoulder their fair share of support for learning opportunities;
   (c) validating, or overseeing the validation of, knowledge, skills and competencies within agreed recognition or qualifications systems, thereby encouraging the mobility and portability of skills.

\(^1\) As recommended in the report of the International Commission on Education in the Twenty-first Century.

\(^2\) Subject to the internationally recognized right of parents or legal guardians to choose for their children schools other than those established by the State which conform to minimal educational standards established or approved by the State.
15. Meeting the expectations for high levels of professionalism among educational personnel requires the establishment of lifelong learning for educators. Elements of a seamless system spanning the careers of teachers, administrators and teaching support staff are:
(a) initial training or preparation for the jobs at the highest possible standards, with as a minimum a first-level university degree or its equivalent as the professional entry norm;
(b) continual training and professional development throughout a career in education and training which is systematic, well funded and accessible to all;
(c) professional development opportunities in exchange with enterprises, other non-school workplaces, and with other educational institutions.

16. To facilitate the greater application of information and communications technologies in an appropriate manner to learning, and reduce the learning disparities of the "digital divide" within and between nations, the initial preparation, continual training and professional development components of educators' lifelong learning must develop and maintain a high level of competency in ICT skills.

17. Appraisal of teachers and other staff is crucial for professional and career development. Such appraisal should be largely diagnostic and formative, identifying weaknesses in skills and competencies so as to improve performance to the benefit of learners. Appraisal criteria should be holistic, based on all variables in the school setting which affect teaching and learning.

Remuneration and work in education

18. Remuneration at levels which will attract high-quality individuals to teaching, managerial and support work in lifelong learning systems are more than ever necessary. Compensation should be related to demonstrated competencies and responsibilities, as well as educational qualifications and seniority.

19. Bearing in mind growing qualitative and quantitative shortages of teachers by geographic region and education subjects, stakeholders must combine their efforts to ensure recruitment of sufficient numbers of teachers with the necessary qualifications, experience and competencies to provide education for all at the highest possible level. Special attention is needed to ensure the recruitment of young teaching staff, and to improve recruitment of personnel in rural and socially deprived areas so as to increase participation for disadvantaged communities, people with disabilities and indigenous populations. Policies should bear in mind sensitivities relating to gender, race, age, religion and other factors inhibiting access.

20. The teaching and learning environment can be improved to meet new learning needs with the following options:
(a) flexible timetabling of school hours;
(b) reducing overly large class sizes in many countries;
(c) improved safety and health in schools and other learning sites, so as to reduce stress and eliminate violence.

Participation in educational decision-making and workplace learning

21. Full involvement of individuals and workers' representatives in all educational decision-making processes and the complete range of issues facing stakeholders is a key to effective design and implementation of reform. To this end, social dialogue is needed based on effective respect for the rights and responsibilities established in relevant international labour standards, effective implementation of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, the ILO/UNESCO Recommendation concerning the Status of Teachers, and the UNESCO Recommendation concerning the Status of Higher Education Teaching Personnel. Continuing denial of these rights in legislation and practice in many countries undermines effective involvement of workers' representatives in positive change. Real involvement in reform decisions finds its highest expression in negotiated solutions, such as those derived from collective bargaining.

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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.

2 The Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Labour Relations (Public Service) Convention, 1978 (No. 151); and the Collective Bargaining Convention, 1981 (No. 154).
22. On the basis of national standards, school-based management, such as school boards or councils with staff, student, parent and wider community participation, provides increased opportunities for greater stakeholder involvement in governance issues and permit the development of strategic visions, plans and budgets for school improvement in response to a changing external environment. Such arrangements are forums for greater democratization of education and learning sites, but they should be consistent with provisions in negotiated conditions of service for educational staff.

The ILO

23. With due regard to the resource limitations of the ILO, and in accordance with its strategic objectives, the Director-General is requested in preparing the future programme and budget of the ILO to take into account the activities set out below, designed to assist governments and the social partners of member States to construct lifelong learning systems, and to actively associate the International Training Centre of the ILO in Turin with these activities.

A. Research

Undertake studies on the following subjects in order of priority:
(1) improving access to lifelong learning including the use of distance and open education based on ICT;
(2) evaluation and validation of knowledge, skills and competencies, within portable qualification or recognition frameworks, and means by which informal and prior learning may be evaluated and recognized;
(3) health and safety in schools and its impact on students and teaching personnel and the learning environment;
(4) the features and financial aspects of individual learning accounts as one policy option for funding lifelong learning systems.

B. Seminars or workshops

Organize regional seminars in cooperation with interested international, regional and national organizations on:
(1) the roles of teachers in fostering the growth of lifelong learning;
(2) the role of distance and open education based on ICT in improving access to lifelong learning.

C. Sectoral meeting

Convene the next international sectoral meeting for education on the theme, "The framework conditions for promoting lifelong learning, with special reference to new technologies".

Resolution concerning access for all to a quality education and training

The Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel,

Having met in Geneva from 10-14 April 2000,

Reaffirming that access for all to quality education and training is a fundamental right and is essential for human beings, which should be guaranteed by the State within the framework of a public service,

Noting that, despite the adoption of the United Nations Convention on the Rights of the Child and the World Declaration on Education for All (Jomtien, 1990) aimed at eliminating illiteracy by the year 2000, more than 125 million children have no access at all to education, and close to 900 million adults and young people over the age of 15 – the majority of whom are women and girls – are illiterate,

Convinced that this situation is a glaring injustice, a real obstacle to economic and social development in the countries concerned, and a threat to peace,

Considering the Paid Educational Leave Convention, 1974 (No. 140) and the Human Resources Development Convention, 1975 (No. 142) and the accompanying Recommendations,

1 Adopted unanimously.
Further taking into account the painful problem of child labour, and the Worst Forms of Child Labour Convention, 1999 (No. 182), and the Minimum Age Convention, 1973 (No. 138),

Also keeping in mind the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, and the conclusions of the Joint Meeting on the Impact of Structural Adjustment on Educational Personnel, 1996,

Bearing in mind at the same time the decisions of the G8 Summit in Cologne in 1999, on cancelling the public debt of the poorest countries;

Adopts this fourteenth day of April 2000 the following resolution:

The Joint Meeting on Lifelong Learning in the Twenty-first Century: The Changing Roles of Educational Personnel invites the Governing Body of the International Labour Office to:

(1) draw the attention of the ILO member States to the importance of the discussion to take place during the 88th Session of the International Labour Conference in May-June 2000 on human resources development and training for employment;

(2) request the Director-General, when in meetings with other international agencies and especially the international financial institutions, to recommend the adoption of more effective strategies with a view to promoting access for all to education and training;

(3) request the Director-General to take advantage of the organization of the Special Session of the General Assembly of the United Nations: World Summit for Social Development and Beyond: Achieving Social Development for All in a Globalized World (26-30 June 2000, Geneva), and of the Millennium Assembly of the United Nations that will bring many Heads of State and Governments to New York on 5 September 2000, to impress upon them the urgent need for quality education and training for all;

(4) request governments to ratify the Conventions that are the foundations of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up;

(5) request the Director-General to pay special attention to the results of the Special Session of the General Assembly of the United Nations: Beijing +5 Review (5-9 June 2000, New York) especially regarding access to education for girls, with a view to quality education and training for all;

(6) request the Director-General to take all appropriate action to ensure that the ILO becomes a partner in the next World Education Forum, convened by UNESCO, the World Bank, UNDP, and UNICEF, to be held from 26 to 28 April 2000, in Dakar, Senegal, which will be an occasion for the international community to affirm its willingness to take concrete measures in order to provide access to education for all by the year 2015.
CONCLUSIONS AND RESOLUTION ADOPTED

Conclusions on the social and labour impact of globalization in the manufacture of transport equipment

The Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment,

Having met in Geneva from 8 to 12 May 2000,

Adopts this twelfth day of May 2000 the following conclusions:

General considerations

1. By any economic, social or labour measure the transport equipment manufacturing (TEM) industries are important for many economies. Through constant innovation to increase the ease with which people and goods can be transported, the TEM industries may have done more than any other to improve the quality of life. The automobile industry, in particular, is considered by many governments to be a barometer of economic performance. In good times it is an engine of economic growth which can benefit all stakeholders. The TEM industries have been going through a process of rapid change over the past decades. Automobile production and consumption are concentrated in industrialized countries, therefore more should be done to spread the benefits of both more equally, to develop appropriate TEM industries in developing countries and more affordable and ecologically sustainable means of transportation. Efforts should be made to increase purchasing power of all consumers and thereby increase demand. This will help to more fully utilize capacity and create quality employment.

2. The TEM industries are capital-intensive and highly dependent on research, development and design (RD&D). Furthermore, they are subject to swings in consumer demands, business cycles, government policies and exchange-rate fluctuations which impact on the TEM industries and, ultimately, on the number of jobs generated or retained. In this respect, governments are called upon to pursue policies conducive to economic growth and stimulating demand in a sustainable and equitable manner and to mitigate the effects of economic fluctuations. Employers' and workers' organizations should have consultations and negotiations, where appropriate, on how to accomplish these policies.

3. The diverse structures of the TEM industries make it clear that there is no single solution that could apply to the issues that were discussed. Appropriate solutions should be negotiated to fit local situations and cultures, where appropriate between the social partners, or on a tripartite basis. There were, however, important lessons to be learnt from others' successes and failures and information on these should be collected and disseminated. The importance of lifelong learning to maintain and strengthen the employability of workers in the TEM industries was fully recognized. Although women represent at least 50 per cent of the users of transport equipment, their involvement in its manufacture is still very low. Efforts are desirable to increase their hiring and participation rates at all levels. Any discrimination in the workplace which impedes the full participation of women should be removed.

Employment implications of consolidation and change

4. Although there has been much publicity about the current wave of mergers and acquisitions, most of the existing companies have been steadily growing over the past century through a series of national mergers and acquisitions. Many TEM companies, particularly from the automobile industry, are entering into international strategic alliances. Therefore recognizing that the process of globalization in the TEM industries will continue in the twenty-first century, governments, and employers' and workers' organizations have to make every effort to enhance productivity and ensure the equitable distribution of the resulting gains. While in the immediate future (because of the state of the economy) there might be some employment gains in the automobile sector, the longer-term

1 Adopted unanimously.

2 When the term "workers' organizations" is used, it refers primarily to trade unions as well as other workers' organizations.
outlook throughout the TEM industries is more pessimistic. There are likely to be job losses in economies due to market saturation, overcapacity and structural change in the TEM industries.

5. To assist workers in times of economic downturn or industry restructuring, governments, and employers' and workers' organizations should take steps to prepare for such eventualities, which could include retraining, job retention, or an appropriate level of income protection.

6. In response to prolonged adverse economic conditions, TEM enterprises should only act to close a plant as a last resort. In the event that such a plant closure is unavoidable, enterprises should provide advance notice and information to all concerned, and employers and workers' representatives should negotiate terms regarding impacts on workers, in accordance with government policies.

7. The motor vehicle and other segments of the TEM industries are resorting increasingly to the use of suppliers and to outsourcing. Changes in employment relationships should not infringe on the right to organize and bargain collectively. There is an array of possibilities, including transferring and continuing to apply previously negotiated conditions.

8. Information technology is creating jobs around the world. Although the Internet will have a profoundly positive impact on the functioning of the TEM industries, it is not yet clear whether the employment impact will be positive or negative. While some jobs might be eliminated, easy access to an increased number of options for vehicles or lower prices could stimulate demand and lead to additional employment opportunities. In addition, new technologies offer significant opportunities for education and training. Studies should be undertaken by the ILO to assess the employment implications of information technology on the TEM industries. Should there be a net loss of TEM jobs as a result of new information technologies, employers and workers' representatives should take steps to address this job loss, which could include retraining, job retention or an appropriate level of income protection.

9. Productivity is a function of many factors, including the implementation of new technologies, new production methods, flexible methods of working, reorganization and intensification of work, etc. Productivity growth is critical to enhancing the ongoing competitiveness of the enterprise and raising standards of living. It should come as a result of "working smarter, not harder". It can result in enhanced prospects for long-term sustainability of both the enterprise and employment.

10. There is no single model for teamwork since many factors influence how and in what form it is introduced and applied. Much depends on the specific context and on industrial relations. The proper and effective use of teamwork in some cultures and locations can be productive. It is one element among many which could be used in human resource management to organize work. Team systems must not discriminate against women, older workers, or those with reduced capacity. Prior agreement between employers and workers' representatives, where appropriate, on the introduction and implementation of, and participation in, teamwork is a prerequisite for its success.

11. Human capital is a company's most valuable asset and has to be nurtured in times of rapidly changing skill requirements. Some countries are having trouble in attracting workers (male and female) to technical and engineering professions, and some vocational training institutes and other educational institutions are experiencing problems in equipping workers for employment in the TEM industries and/or in making the transition from training in mechanical disciplines to electronic disciplines and beyond. Consultations with all stakeholders on training and retraining needs should be undertaken to address these issues. Enterprise-based education is also useful but the foundation should be provided by public institutions.

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."
Combating unemployment

12. Many positive examples of measures to create employment were discussed. There has also been some success in preserving employment levels in situations in transition. Different approaches are required and an appropriate legal framework should accommodate various possibilities. Depending on conditions, these might include part-time work, job-sharing, early retirement and work time reductions. Employment pacts negotiated between employers and workers’ organizations are one way of preserving jobs. Whatever scheme is adopted, it has to take fully into account national laws and can only succeed with the commitment of all concerned.

Social dialogue

13. Effective solutions are generally negotiated at the appropriate level depending on the issues. Recent experience with European Works Councils was described. Those Government and Worker members who took part reported positively. Guidelines for social dialogue should ensure that all parties’ rights are recognized and respected.

Occupational safety and health

14. Occupational safety and health, including workplace stress and repetitive strain injuries should be dealt with by employers providing the necessary training, technology and other techniques. Given these, workers can ensure that they carry out their duties in a safe manner. Governments should ensure that the legal and regulatory framework is up to date, implemented, and provides for sanctions if necessary.

15. Based on clearly identifiable hazards and hazardous substances associated with ship-breaking operations, the ILO, in cooperation with other interested parties (within the framework of the InFocus Programme on SafeWork), should draw up a compendium of best practices, adapted for local conditions, as a first step towards the preparation of a comprehensive code of practice on occupational safety and health in ship-breaking. Meanwhile, governments should be encouraged to require ships to have an inventory of hazardous materials on board that is updated throughout the life of the vessel. Consideration should be given to having hazardous materials removed before ships are sent to be scrapped.

Activity by the ILO to assist in the process of change

16. The ILO should maintain its campaign for the ratification of the core labour Conventions. The ILO should increase its contacts with other international agencies and the international financial institutions for the purpose of promoting the Declaration on Fundamental Principles and Rights at Work and its Follow-up. According to its mandate, the ILO should be the international organization responsible for setting international standards on occupational safety and health at the workplace. It should also be the international organization responsible for setting international standards on the promotion and protection of women at the workplace. The ILO should continue its promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. The ILO must retain its tripartite character and labour focus and give equal access to governments, and employers’ and workers’ organizations to its departments and activities. The ILO should encourage education and training, especially lifelong learning using new distance-learning technologies. The ILO should encourage the use of technology to spread economic benefits and should continue to provide tripartite forums to discuss important issues in the TEM industries.

Resolution concerning the future work of the ILO in transport equipment manufacturing

The Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment,

Having met in Geneva from 8 to 12 May 2000,

Recognizing that the transport equipment sector is itself one of the most globalized industries as well as being one of the key means by which globalization proceeds,

Considering that transport equipment manufacturing accounts for a significant share of total manufacturing production and trade in a number of countries, including emerging and transitional economies, providing employment and income to millions of workers around the world, and that it is viewed by many countries as a vehicle of economic development while it plays a central role in virtually all major developed industrial economies,

1 Adopted unanimously.
Noting that transport equipment manufacturing through its own value added as well as through its massive purchases of goods and services is a major factor in world output and trade, as well as being the focus of intense competition,

Recognizing that institutions of global governance such as the WTO, the World Bank and the International Monetary Fund promote economic globalization and directly influence the economic programmes of developing countries,

Noting that the policies of these institutions of global governance have an impact on workers in transport equipment manufacturing via the policies of their national governments and the investment projects of transnational corporations,

Emphasizing that social dialogue, such as that institutionalized at the ILO, is not only desirable per se, but is also an essential factor in sound economic decision-making at the national and enterprise levels,

Stressing the importance of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up adopted by the ILO General Conference in June 1998 and the need to promote its implementation by all appropriate means, including the promotion of the ratification of the Conventions enshrined therein,

Noting that the implementation of the Declaration will promote social dialogue,

Emphasizing the fact that transport equipment manufacturing industries, in particular the automotive sector, are important promoters of innovations in technology and production processes and, at the same time, are largely affected by subsequent structural change, making it necessary to protect workers against the potential adverse effects,

Recognizing that transport equipment manufacturing continues to undergo massive restructuring, including an expansion and reorganization of global production networks, and a recent wave of corporate mergers, acquisitions and alliances, especially in the motor vehicle industry,

Believing that the outsourcing of work and the growing importance of part suppliers should lead to the maintenance of employment conditions and product quality,

Noting that appropriate policies will require accurate information on the transport equipment sector,

Recognizing that the ILO secretariat's report on transport equipment manufacturing includes a great deal of valuable data on employment, output, trade, working hours and a number of other essential economic and social indicators, and that this is extremely valuable information for employers, trade unions and governments,

Taking into account that as a result of the restructuring trends described above, the picture presented by the ILO's report is bound to change considerably as the process of globalization and economic development advances,

Being aware that the kind of sectoral data presented by the ILO's report comes from a number of sources and is currently not retrievable from a single up-to-date database in spite of its great value;

Adopts this twelfth day of May 2000 the following resolution:

The Tripartite Meeting on the Social and Labour Impact of Globalization in the Manufacture of Transport Equipment calls on the Governing Body of the International Labour Office to:

(1) request the Director-General of the ILO to set up a database of social and economic statistics on the transport equipment manufacturing industry, which will draw upon data available from national and international statistical agencies as well as data gathered by the ILO's own instruments, and to make this data available in print as well as electronic form,

(2) consider the following subjects to be included in the agenda of the next session of the transport equipment manufacturing sector:

(a) the evolving composition of the workforce, changing employment relationships and skill requirements in the motor vehicle manufacturing industry;

(b) the importance of export processing zones and the informal sector in the TEM industry and its impact on labour;

(c) the observance and promotion of the fundamental principles and rights at work enshrined in the ILO Declaration in the TEM industries;

(3) request the Director-General to increase contacts with international agencies and international financial institutions for the purpose of promoting the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.