

Fourth meeting of the tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance

► Summary record of proceedings

Introduction

1. The tripartite working group on the full, equal and democratic participation in the ILO's tripartite governance (TWGD), established by the Governing Body at its 337th Session (October-November 2019) and the duration of which was extended for an additional 12 months by the Governing Body at its 341st Session (March 2021), held its fourth meeting on Wednesday, 8 September 2021. The meeting was held virtually due to the ongoing restrictions related to the COVID-19 pandemic.
2. The list of members and other participants is in Appendix I.
3. The TWGD had before it a background note prepared by the Office on the measures necessary to implement the 1986 Instrument for the Amendment of the Constitution of the ILO (the 1986 Amendment) upon its entry into force, including the adoption or revision of regional protocols for the distribution of seats of government members during Governing Body elections.
4. **One of the Co-Chairpersons, Switzerland**, recalled that the TWGD had been established to serve as a platform for focused dialogue and for developing proposals on the full, equal and democratic participation in the ILO's tripartite governance, in the spirit of the ILO Centenary Declaration for the Future of Work. The TWGD had limited time at its disposal, since the Governing Body had requested a progress report for its November 2021 Session and a final report for its March 2022 Session.

Adoption of agenda

5. The TWGD adopted the following agenda:
 - Update on the status of ratification of the 1986 Amendment;
 - Background Note: Measures to implement the 1986 constitutional amendment -- Presentation, questions and answers, general discussion;
 - Elements for the progress report to be submitted to the 343rd Session of the Governing Body;
 - Date and agenda of next/ final meeting.

Update on the status of ratification of the 1986 Amendment

6. **One of the Co-Chairpersons, Nigeria**, invited the Office to provide an update on the status of ratification of the 1986 Amendment and ratification prospects.
7. **The Legal Adviser** informed the TWGD that the number of ratifications and/or acceptances remained at 116, including two from Members of chief industrial importance. This meant that an additional nine ratifications were required, including at least three from Members of chief industrial importance, for the entry into force of the

1986 Amendment. Since the last meeting of the TWGD, Ireland had communicated to the Office an advance copy of its instrument of ratification and a virtual deposit ceremony was scheduled for 17 September 2021. It was thus safe to consider that, as of that date, the number of ratifications would rise to 117, out of the 125 required before the 1986 Amendment takes effect.

8. **One of the Co-Chairpersons, Nigeria**, welcomed the announcement of the imminent ratification by Ireland. He informed the TWGD that, as agreed at its third meeting, the Co-Chairpersons had contacted India and Italy to invite them to share their experiences in relation to the ratification of the 1986 Amendment. However, these members were not able to make a presentation to the group at the current meeting due to conflicting commitments. He therefore sought the agreement of the TWGD to invite the Government members of India and Italy to share their experience during the fifth meeting. The TWGD so agreed.
9. **The representative of the secretariat of the Workers' group** welcomed the update provided and the news about the upcoming deposit of the instrument of ratification by Ireland. The 1986 Amendment had the full support of the Workers' group, which hoped that more ratifications would follow, especially from Members of chief industrial importance.
10. **The representative of the secretariat of the Employers' group** welcomed the update provided. The adoption of the Centenary Declaration had given impetus for the entry into force of the 1986 Amendment. The TWGD had been previously informed of two countries having started the process of ratification, namely Brazil and the Islamic Republic of Iran. While there had not been new developments in this regard, it was hoped that these two countries were moving forward and the ratification process could be completed shortly. The website maintained by the Office on the 1986 Amendment was a useful tool for its understanding and should be kept up to date.
11. **The Government member of Morocco**, speaking on behalf of the Africa group, reiterated the group's full support to the TWGD and welcomed the news of the imminent deposit of the instrument of ratification by Ireland. The Africa group appreciated the dynamic way in which the TWGD had been working and the high quality exchange of all participants on how to ensure democratization, fair representation of all regions and equality among all Member States. Promotional efforts made to ensure that Member States that have not yet ratified do so should continue. While there were other important aspects included in the 1986 Amendment, such as the requirement for Conference approval of the appointment of the ILO Director-General, the TWGD should maintain the focus of its work in the spirit of the Centenary Declaration and its accompanying resolution that called for the speedy completion of the process of ratification of the 1986 Amendment. The democratization of the ILO's tripartite governance should focus on the Governing Body, and all the solutions for the entry into force of the 1986 Amendment should be closely considered. It was urgent to organize meetings and activities with Members, especially with Members of chief industrial importance whose engagement was essential for the entry into force of the 1986 Amendment. Discussions at the TWGD should be more pragmatic and lead to a targeted approach on the principal aspects of the democratization of ILO organs, specifically on the composition of the Governing Body.
12. **The Government member of Chile**, speaking on behalf of the group of Latin American and Caribbean countries, reaffirmed his group's support to the TWGD and welcomed the news concerning Ireland's forthcoming ratification.

13. **The Government member of Croatia**, speaking on behalf of the Eastern European group, reiterated the support of her group to the TWGD and the continued engagement of its members.
14. **The Government member of France**, speaking on behalf of the Western European group, reiterated that different approaches existed within the group on the question of democratization. The support by the Office was appreciated and it was hoped that proposals on democratization made by the TWGD would be successful.
15. **The Government member of India**, recalling the engagement of his Government to the democratization of ILO governance, emphasized the need to ensure a fair representation of all regions and to provide opportunities for all Member States to become regular members of the Governing Body.
16. **The Government member of Algeria** regretted that the 1986 Amendment had not yet entered into force 35 years after its adoption. It remained at the heart of the debates on democratization as seen in recent sessions of the Conference, and the impetus given by the Centenary Declaration gave hope that it would enter into force, even if difficulties could be expected. The full involvement of all ILO constituents would be required for this goal to be achieved and it should be noted that the majority of views expressed at the last meeting of the TWGD had confirmed the importance of the 1986 Amendment as the main drive in the democratization effort. He welcomed the announcement of Ireland's imminent ratification. The Office should report on its promotional activities undertaken in the past 35 years with a view to provide guidance at the next session of the Governing Body.
17. **The Government member of the Philippines**, reiterating her Government's support to the work of the TWGD, indicated that important work in the Philippines had been undertaken, notably by the Minister of Labour, for the ratification of the 1986 Amendment. The ground work had been completed to the extent that all the necessary actions had been taken by government agencies. The Government was close to bringing the matter to the Senate for its approval. Although it was difficult to give a clear timeline, it was expected that the ratification process would be completed within the year.
18. **The Government member of Mali** stated that the work of the TWGD was the logical follow up to the Centenary Declaration and that the ratification of the 1986 Amendment was the most appropriate way to ensure the democratization of ILO's governance structure. The upcoming ratification by Ireland was a further positive step although considerable efforts were still needed, especially by Members of chief industrial importance. Noting the announcement by the Philippines, he called upon Member States that had not yet done so to start the process of ratification, which would achieve the democratization objective. Looking back at the Organization's one hundred years of existence, one might only conclude that the 1986 Amendment was the last missing link with respect to democratization. The completion of this objective, which appeared possible in light of actions taken by Member States, would thus constitute their contribution to the next hundred years of the ILO. The Office should increase its promotional activities for the ratification of the 1986 Amendment.
19. **The Government member of Belgium** recalled the ratification by her country of the 1986 Amendment and its continued commitment to its entry into force.
20. **The Government member of Zimbabwe** welcomed the invitation extended to India and Italy to share their experience and proposed that the remaining eight Members of

chief industrial importance similarly share with the TWGD their points of view and any difficulties they were facing in relation to the 1986 Amendment.

21. **The Government member of Namibia** stated that progress appeared to be made and that the end of a long journey was getting closer. It was surprising that more than one hundred years after the establishment of the ILO, the question of democratization, rather than the perfection of working methods, was still outstanding. The principle that leadership positions should be elective was a shared one, for which her country had struggled for a long time. Although it could be hard for some Members to accept change, especially for those of chief industrial importance, it was obvious that the governing structure of the ILO was obsolete and not consistent with democratic norms. The 1986 Amendment was supported by the social partners and enjoyed the support of an overwhelming majority. Only one extra step was needed for democratization. For many decades, the question of the status of the Members of chief industrial importance had been a central, if unaddressed question and it was important to be able to discuss it in a transparent manner. The solution lied with the ratification of the 1986 Amendment and it was useful to recall that it had been adopted almost unanimously by the Conference.
22. **The Government member of Egypt** emphasized that the democratization of the ILO was an issue of vital importance, which was consistent with tripartism and other core principles expressed in the Centenary Declaration. The Director-General of the ILO should continue his promotional efforts for the ratification of the 1986 Amendment.
23. **The Government representative of Brazil** updated the TWGD about the ongoing efforts of his country in relation to the ratification of the 1986 Amendment. In general, the ratification of international treaties was a very long process in Brazil and internal consultations were still on-going. His country remained committed to analyzing the 1986 Amendment with a view to its ratification due to its importance for the ILO's democratization. No precise timeframe could be given as the internal procedure was not entirely within the remit of the Government since it also involved the legislative branch.
24. **The Government member of Barbados** considered that while the ILO supported the principles relating to democratization, it did not apply them to its governance structure. Attention was therefore needed to avoid a challenge to the credibility of the ILO. He recalled that Barbados had ratified the 1986 Amendment in 1987 and supported its entry into force.
25. **The Government member of Indonesia** noted that the TWGD had made some progress, and supported the proposal of the Government member of Zimbabwe to hear from the remaining Members of chief industrial importance that had not ratified the 1986 Amendment. The news regarding additional ratifications were encouraging. As a newly elected regular member of the Governing Body, Indonesia had given priority to the democratization of the ILO governance, including through the entry into force of the 1986 Amendment that it had ratified in 1989. While the ILO was championing the efforts for human-centered recovery from the Covid-19 pandemic, efforts to promote a human-centered governance of the ILO should be made, where every State could have an equal opportunity to participate in its work and decision-making process.
26. **One of the Co-Chairpersons, Nigeria**, concluded by noting the extensive participation of TGWD members in this discussion.

Background Note: Measures to implement the 1986 constitutional amendment -- Presentation, questions and answers, general discussion

27. **One of the Co-Chairpersons, Switzerland**, noted that the background note prepared by the Office provided an overview of the specific measures that would be required to operationalize the 1986 Amendment upon its entry into force. These measures included, first, amendments to the Standing Orders of the International Labour Conference (ILCSO) and of the Governing Body (GBSO), and second, the adoption or revision of protocols by the governments of each of the four regional electoral colleges to specify the means of implementing the principles set out in the 1986 Amendment. The objective was to demystify the 1986 Amendment and to show concretely on a table what would be the changes and the effects on Governing Body governance.
28. **The Legal Adviser** explained that the background note prepared by the Office proposed a stock-taking exercise. The reason for attempting to take a fresh look at what needed to be done in preparation for the entry into force of the 1986 Amendment was that this amendment would take effect at the date on which the last required ratification would be received. There was a need, therefore, for advance planning. He recalled that the 1986 Amendment dealt with four aspects. The first aspect related to the composition of the Governing Body, which would be raised from 56 regular and 66 deputy members to 112 members together with 10 Employer deputy members and 10 Worker deputy members. The second aspect concerned the appointment of the Director-General, which, according to the amendment, would require the approval by the Conference. The third aspect related to the quorum and voting majorities at the Conference. Under the amendment, abstentions would count for the calculation of the quorum. Further a new type of majority (a three-fourths majority) would be introduced as well as qualified voting majorities, including the concurrence of a specific percentage of the delegates registered at the Conference. The fourth aspect concerned higher thresholds (three-fourths of the votes cast) for adopting specific amendments to the Constitution.
29. **The Legal Adviser** indicated that two types of measures were indeed required to operationalize the 1986 Amendment. The first type of measures concerned the technical work to be undertaken by the Office in relation to the preparation of draft amendments to the ILCSO and the GBSO. This would be a meticulous drafting exercise to make sure that the ILCSO and the GBSO were fully aligned with the new constitutional provisions. By way of example, there were provisions in the GBSO and in the Introductory note which referred to the current size of the Governing Body as well as to Members of chief industrial importance. Similarly, the ILCSO contained a section on Governing Body elections for the Governing Body, with further references to the current composition and to elective and non-elective seats. Annex III to the Compendium of rules applicable to the Governing Body, which regulated the appointment of the ILO Director-General, contained no provisions on approval by the Conference. Other examples of procedural rules that had to be amended were the provisions of the ILCSO on quorum and on majority requirements or the composition of the Selection Committee.
30. Any modifications to the GBSO had to be considered and adopted by the Governing Body, whereas the amendments to the ILCSO would call first for the approval of the Governing Body and then final adoption by the Conference. Since these were non-controversial modifications of a rather technical nature, it was estimated that the process would take no more than four to six months, or one to two sessions of the Governing Body. Any changes to the Standing Orders would have to be adopted on the

understanding that they would enter into force at the session of the International Labour Conference immediately following the entry into force of the 1986 Amendment.

31. The second type of measures concerned the adoption or revision of regional protocols. These protocols were agreements concluded among the members of each of the four geographical regions on the manner in which the governments concerned intended to distribute the Governing Body seats (ranging between 12 and 15 per region) so as to reflect the principles set out in the amended article 7 of the Constitution, namely equality of States; continuity of work; total population; and economic activity. At the time of the adoption of the 1986 Amendment, Africa, Asia and Pacific, and Europe had reached such regional agreements whereas the Americas had only adopted what was designated as a basis for a future protocol.
32. **The Legal Adviser** went on to say that there were both similarities and differences between the existing protocols. On the one hand, they all contained divisions in sub-regions or provisions on their revision; on the other, some of the protocols entrusted the responsibility for distributing the seats to institutionalized mechanisms, such as the Organization of African Unity (now the African Union) in the case of Africa or the annual meeting of labour ministers in the case of Asia and Pacific. Yet, there were a number of challenges as regards the existing protocols. First, ILO membership had significantly changed since these protocols were first drawn up (150 Member States in 1986 compared to 187 at present). Secondly, the Office had not received any up-to-date information as to subsequent changes or revisions of the protocols. Thirdly, there was currently little reliable information about the status and relevance of the protocols adopted in the early 1980s. In view of the overriding principle of the autonomy of the groups, the Office had no means to ascertain how each region organized the rotation of its members for the purposes of Governing Body elections. He concluded by suggesting that the TWGD might consider incorporating in its work some of the measures necessary to implement the 1986 Amendment.
33. **The representatives of the secretariats of the Employers' and Worker's groups** found the information in the background note useful to anticipate the steps to be taken in preparation for the entry into force of the 1986 Amendment.
34. **The Government member of member of Morocco**, speaking on behalf of the Africa group stated that his group took note of the background note and of the legal aspects surrounding the preparation of the entry into force of the 1986 Amendment. While steps should be taken to ensure that the relevant institutional framework was in place, the priority was the ratification of the 1986 Amendment to achieve the democratization of the ILO's governance.
35. **The Government member of Chile**, speaking on behalf of the group of Latin American and Caribbean countries, noted that the background note showed that a number of steps needed to be undertaken to prepare for the entry into force of the 1986 Amendment.
36. **The Legal Adviser**, in response to a request for clarification of the Government member of Chile, indicated that at the Office's knowledge there were no texts regulating the distribution of Governing Body government seats within the Americas other than the basis for a future protocol mentioned earlier.
37. **The Government member of Zimbabwe** noted that the background note provided a good basis for the TWGD to plan the preparatory work that would be required to operationalize the 1986 Amendment. With respect to the first type of measures, the Governing Body could ask the Office to start preparing the draft amendments to the

ILCSO and the GBSO. As regards the second type of measures, the four regions should revisit the protocols that were agreed at the time. Regardless of possible revisions to the protocols, the initial distribution of seats foreseen by the 1986 Amendment should not be modified. In the eventuality of a revision of the protocol for the African region, three-quarters of the Member States of the region should communicate their approval of the revision to the African Union for transmission to the Director-General of the ILO. In addition, all five subregions of Africa should be taken into account in this revision.

38. **The Government member of Belgium** noted that the 1986 Amendment needed to be understood in all its elements, and the background note was helpful in this regard.
39. **The Legal Adviser**, in response to a request for clarification in relation to paragraph 14 of the note, explained that the Office had aimed at highlighting the consequences of the uncertainty about the time of the possible entry into force of the 1986 Amendment. The preparatory work of revising the ILCSO and the GBSO should preferably be undertaken once there was good visibility with respect to the date of the entry into force of the 1986 Amendment. Otherwise, if the amendments to the Standing Orders were adopted too much in advance, there was the risk of having to repeat the exercise and adopt further amendments in light of intervening circumstances before the amendment entered into force.
40. The TWGD took note of the information contained in the background note prepared by the Office as well as of the information provided in relation to the protocols agreed by the governments in anticipation of the entry into force of the 1986 Amendment.

Elements for the progress report to be submitted to the 343rd Session (November 2021) of the Governing Body

41. **One of the Co-Chairpersons, Nigeria**, recalled that the Governing Body had requested the TWGD to submit a progress report at its 343rd Session (November 2021). Since it had also requested a final report for its 344th Session (March 2022), the progress report to be submitted to the Governing Body should be brief and include the gist of the discussions during the third and fourth meetings of the TWGD. He also recalled that, under paragraph 7 of its terms of reference, the TWGD reported to the Governing Body through its Co-Chairpersons.
42. **The representative of the secretariat of the Workers' group** noted the importance of receiving up-to-date information on the ratification status of the 1986 Amendment. The progress report could thus refer to the upcoming ratification by Ireland and possibly by other countries. The progress report could also include any elements that may have to be reported under the Resolution on the principle of equality among ILO Member States and fair representation of all regions in the ILO's tripartite governance adopted by the Conference at the June segment of its 109th Session (2021).
43. **The representative of the secretariat of the Employers' group** noted the importance of highlighting the progress already achieved based on the momentum arising from the Centenary Declaration. There was consensus to extend an invitation to India and Italy, the two Members of chief industrial importance that had ratified the 1986 Amendment, to share their experience at the next meeting, and this could appear in the progress report.
44. **The Government member of Morocco**, speaking on behalf of the Africa group, proposed that the progress report highlight the progress achieved so far, in particular as regards the ratification of the 1986 Amendment, and underline the necessity to

increase promotional efforts for the ratification of the 1986 Amendment. The legal and institutional means to implement the democratization of ILO governance should be considered, and the TWGD should capitalize on the impetus from the Centenary Declaration and its accompanying resolution, to definitively democratize the governing bodies of the ILO. The relevance of the progress report would be increased if it contained concrete and targeted proposals, which took into account the discussions in the TWGD and the tripartite commitment expressed in the Centenary Declaration and its accompanying resolution.

45. **The Government member of Zimbabwe** recalled his earlier proposal for the TWGD to invite the eight Members of chief industrial importance to explain their position or challenges as regards the ratification of the 1986 Amendment. Since the Government representative of Brazil had already provided information in this respect, the invitation could be addressed to the seven remaining Members of chief industrial importance. He also proposed that a recommendation be made to the Governing Body on the preparatory work to be undertaken by the Office on the amendments to the GBSO and ILCSO and by governments on the revision of the regional protocols. If these proposals were to be agreed by the TWGD, they could appear in the progress report.
46. **One of the Co-Chairpersons, Nigeria**, following up on the proposal of the Government member of Zimbabwe, asked the TWGD members if there were any objection to invite the seven Members of chief industrial importance to share their position or challenges at the next meeting, in addition to the invitation already extended to India and Italy.
47. **The Government member of Japan** recalled the position of his Government that the TWGD should hold broader discussions rather than narrowing exchanges to the 1986 Amendment with a view to finding a balanced solution. While this view was not supported by the majority of TWGD members, he could not support the proposal by the Government member of Zimbabwe, to the extent it limited the scope of an agenda item to a focused dialogue with Members of chief industrial importance. The added value of the TWGD was to enable its members to have constructive discussions beyond the confines of the 1986 Amendment.
48. **One of the Co-Chairpersons, Nigeria**, explained that each Member of chief industrial importance would of course be free to present its views and Japan might wish to reiterate its position at the next meeting. The main objective was to give an opportunity to each of the Governments concerned to explain its national position. He was of the view that, apart from the objection of Japan, a consensus appeared to exist within the TWGD to give an opportunity to seven Members of chief industrial importance to express their experience and challenges regarding the ratification of the 1986 Amendment. As such, this invitation could appear in the progress report, together with a summary of the work done so far. He indicated that the countries of the subregion concerned by the resolution adopted by the Conference in June, were apparently carrying out a number of consultations to make progress in the consideration of the ratification of the 1986 Amendment. However, so far, there was no result to report on. On the other hand, the progress report could refer to the protocols that had been circulated by the Office and could contain recommendations to the regions to take the necessary steps to update their respective protocols.
49. **The Government member of Namibia** noted that it was clear from the discussions in the TWGD that the focus should be on the democratization of the Governing Body and the ratification of the 1986 Amendment. She recalled that at earlier meetings the TWGD had been apprised of the possibility that some Members of chief industrial importance could submit other proposals. However, no such proposal had been submitted.

- 50. The Government member of Zimbabwe** proposed that the progress report could specify that the TWGD had expected a joint proposal from Germany, France and the United Kingdom of Great Britain and Northern Ireland but that such proposal had not yet been received.
- 51. One of the Co-Chairpersons, Nigeria,** stated that if the TWGD so agreed, the Co-Chairpersons could continue their bilateral contacts with the three governments concerned, so that there was no need to make any reference to the joint proposal in the progress report.
- 52. The Government member of France** expressed his disappointment about the statements of some of the latest speakers. France had presented proposals as regards democratization at the first and second meetings of the TWGD. His Government had always fully supported the work on ILO democratization and should not be held responsible for any lack of progress in this respect. Although democratization was important, it could not be looked at exclusively through the prism of the ratification of the 1986 Amendment. France had engaged in good faith in the discussion. However, there was no space in the TWGD to discuss alternatives. As for the progress report, it should not contain an invitation or expectation that Members of chief industrial importance would take the floor.
- 53. One of the Co-Chairpersons, Switzerland,** confirmed that the progress report would not contain any reference to an invitation to Members of chief industrial importance. She confirmed that bilateral discussions between the Co-Chairpersons and France, Germany and the United Kingdom had taken place in June and during the summer, including the possibility of an additional agenda item for the fourth meeting but the discussion in this respect had been inconclusive.
- 54. The Government member of Germany** stated that her Government remained engaged in the TWGD but noted that a majority of members wished to focus exclusively on the 1986 Amendment. Consequently, it appeared that there was no room for any proposal which would go beyond the 1986 Amendment. She recalled her Government's position on the importance of a broader discussion than the ratification of the 1986 Amendment and she indicated that no guidance would be coming from capital as regards the experience and challenges in relation to the ratification of the 1986 Amendment. That being said, the information shared by the Office on the measures required in preparation of the possible entry into force of the 1986 Amendment would be considered closely.
- 55. The Government member of the United Kingdom** echoed the sentiment expressed by the Government members of France and Germany regarding some proposals made during this meeting. It was very uncomfortable to feel that her Government, together with the governments of France and Germany, were being singled out, in a similar fashion as the discussion that took place in the third meeting of the TGWD. It appeared that France, Germany and the United Kingdom were being asked all these questions because, together with Japan, they were the Members of chief industrial importance that had consistently participated and engaged with the TWGD. However, their position as to the ratification of the 1986 Amendment was a sovereign decision, and it was not appropriate to ask them to justify such a decision. Presently, the United Kingdom had not participated since all the discussion revolved around the ratification of the 1986 Amendment and any previous proposals to broaden the discussion had been rejected. In addition, there had been no commitment by the United Kingdom to produce a document or proposal.

Date and agenda of next/ final meeting

- 56. One of the Co-Chairpersons, Switzerland,** recalled that, at the third meeting of the TWGD, the Workers and the Employers, as well as several government members, had proposed that the fifth meeting be scheduled for mid-January 2022. It was therefore proposed that the TWGD should meet in the week of 17 January 2022. The following items could be considered for inclusion on the agenda of the final meeting of the TWGD: update on the status of ratification of the 1986 Amendment; recommendations of the TWGD to the Governing Body on possible future action; and sharing of experience respectively by India and Italy as regards the ratification of the 1986 Amendment.
- 57. The representatives of the secretariats of the Workers' and Employers' groups** supported the proposed timing and the proposals for the agenda. The Office was invited to identify as soon as possible a date that would be compatible with the dates of other meetings, but preferably on 19 or 20 January 2022.
- 58. The Government member of Japan** recalled that the time difference presented a number of challenges for the participation of countries of the Asia and Pacific region and requested the Office to schedule the next meeting of the TWGD from 1 pm to 4 pm.
- 59. One of the Co-Chairpersons, Switzerland,** noted that there was agreement in the TWGD on the proposed timing and agenda items and mentioned the dates of 19 or 20 January 2022 as potential dates.
- 60. One of the Co-Chairpersons, Nigeria,** closed the fourth meeting by noting that the TWGD had discussed all the agenda items. A draft progress report would be circulated to the members of the TWGD for their comments. Noting the complex nature of the matters under discussion, he thanked the members of the TWGD for their engagement and called on them to continue to support the work of the TWGD in a spirit of dialogue and compromise with a view to a successful conclusion of its work.

► Appendix I

List of members and other participants

Governments

Africa group

Algeria
Burkina Faso
Cameroon
Egypt
Ethiopia
Gabon
Malawi
Mali
Morocco
Namibia
Nigeria
Uganda
Rwanda
Zimbabwe

Americas group

Argentina
Barbados
Canada
Chile
Colombia
Costa Rica
Ecuador
Guatemala
Mexico
Panama
Peru

Asia and Pacific group

Australia

Bangladesh
India
Indonesia
Iran (Islamic Republic of)
Japan
Lebanon
Nepal
Philippines (the)
Republic of Korea
Saudi Arabia
Thailand

Europe

Eastern European Group

Bulgaria
Croatia
Estonia
Lithuania
Poland
Russian Federation
Slovenia

Western European Group

Belgium
France
Germany
Italy
Spain
Switzerland
United Kingdom

Employers' group secretariat

Ms Maria Paz Anzorreguy, International Organisation of Employers

Workers' group secretariat

Ms Raquel Gonzalez, International Trade Union Confederation

Other interested governments

Brazil	Lao People's Democratic Republic
China	Lesotho
Cuba	Libya
Czechia	Pakistan
Djibouti	Portugal
Greece	Senegal
Honduras	Tanzania
Kenya	United States of America
	Uruguay