



INTERNATIONAL LABOUR OFFICE

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301st Session

Governing Body

Geneva, March 2008

**Minutes of the 301st Session of the Governing Body
of the International Labour Office**

Minutes of the 301st Session

The 301st Session of the Governing Body of the International Labour Office was held in Geneva, from Tuesday, 18 to Thursday, 20 March 2008, under the chairmanship of Mr Dayan Jayatilleka (Government, Sri Lanka).

The list of persons who attended the session of the Governing Body is appended.

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MINUTES OF THE 301ST SESSION OF THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE

Geneva, Tuesday, 18 to Thursday, 20 March 2008

1. *The Chairperson* recalled that, on 11 December 2007, an attack on the United Nations offices in Algiers had not only caused material damage but had also resulted in the deaths of 17 United Nations officials, including an ILO staff member. Consequently, the Officers of the Governing Body had decided to propose that the Governing Body should pay tribute to Mr Hanniche by observing a minute of silence.

(Minute of silence.)

2. *The Director-General* expressed thanks to Mr Redha Ameer, the staff member in charge of the Algiers office, who had played an exemplary role in the critical moments following the attack. He recalled that staff members were still working under very difficult conditions and that two other ILO staff members had been seriously injured. Mr Abderrahim Hanniche had been working for the ILO for more than a decade; he had been a highly valued colleague and a caring husband and father. A ceremony, led by the Secretary-General of the United Nations, Mr Ban Ki Moon, had been held at the *Palais des Nations* 40 days after the attack to pay tribute to all those who had been targeted simply because they had chosen to work for a better world.
3. *The Government representative of Algeria* once again condemned the criminal acts that had targeted not only Algeria, but also the headquarters of the United Nations and the International Labour Office. He gave assurances that his country would do everything in its power to ensure maximum protection for all international and local Algerian staff and thanked the International Labour Office for the solidarity it had shown towards his country.

First item on the agenda

APPROVAL OF THE MINUTES OF THE 300TH SESSION OF THE GOVERNING BODY (GB.301/1)

4. The Office received the following corrections:

In paragraph 52, the last two sentences should be replaced as follows:

The delegation of Canada supported the proposals on social finance and decent work in global supply chains. With regard to decent work for domestic workers, the speaker shared the view of a previous speaker that, before placing this topic on a Conference agenda, it would be necessary to find the most appropriate means of addressing the issue.

Paragraphs 109–112 should be replaced by the following text:

109. *The Employer Vice-Chairperson* stated that the World Bank report was highly useful, as it permitted an evaluation of the difficulties existing, in particular, in developing countries with respect to the creation and adequate functioning of enterprises, particularly small enterprises. The document offered an evaluation of time and bureaucratic aspects, as well as the standards to determine the best enterprise creation experiences which, ultimately, generated jobs. For instance, in Latin America and Africa

50 per cent of the economy was informal and, consequently, 50 per cent of jobs fell within the informal sector. This implied that there was no worker protection. He added that the report was important even if, like any human work, it could be further enhanced.

110. In the section relating to labour indicators, the report did not analyse labour policies but certain aspects thereof, linked to hiring and termination. If it was remembered that, from the workers' point of view, the endeavour was to uphold income purchasing power, enterprises, on the other hand, and particularly small enterprises, were faced with the concern of the cost of termination. That did not imply, however, that the Employers were advocating reduced observance of the fundamental principles and rights at work: a competitive world without respect for those principles and rights was impossible.
 111. The World Bank report touched solely upon the interpretation of four ILO Conventions: the Termination of Employment Convention, 1982 (No. 158); the Weekly Rest (Industry) Convention, 1921 (No. 14); the Holidays with Pay Convention (Revised), 1970 (No. 132); and the Home Work Convention, 1996 (No. 177). In relation to the first of these, the Employers had expressed their concern regarding the interpretation given and were not in agreement with it. This concerned the so-called new forms of employment which might prove useful within a new labour organization context; it also concerned the hiring of young workers and women. Regarding the other Conventions relating to work time, it was necessary to take into account that their application could engender non-productive work, although this was in no way a call for the non-respect of reasonable limits upon the working day. He stressed that the labour indicators used in the study could still be further refined. It could not be claimed, on the basis of certain theoretical assumptions, that labour policy or a particular labour system were endangered. At the same time as there were attempts to achieve sustainable enterprise, there were also endeavours to secure labour systems of the same kind. He recalled that, as previously stated, it was important in the multilateral system for there to be coherence both in models and policies and efforts should be deployed to achieve that objective. Consequently, the Office was urged to work together with the World Bank. That work should be designed within the context of tripartite action. The Employers' group was available to cooperate and reflect upon these issues.
 112. In many parts of the world the problem of unemployment was serious but the problems of the informal economy were equally important. Consequently, it was useful to consider the most appropriate mechanisms for enterprise and job creation, which could be linked to hiring, the cost of termination and unemployment protection. He made an appeal for dialogue machinery to be put in place and expressed the will of the Employers' group to participate. This would permit reflection together with the World Bank, built upon the significant elements of *Doing Business*. He stressed that the reduction of the informal economy combined with job creation should be an essential objective of this exercise and that there was no endeavour to sacrifice the rights of workers who already had jobs, but to create opportunities for those who had no job to gain access to work and for those in the informal economy to be admitted into the formal economy.
5. *The Government representative of Canada*, speaking on behalf of the Government group, proposed a number of measures to improve the functioning of Governing Body meetings: first, information sharing and transparency should be improved by enabling the involvement of the three groups in all decisions relating to the agenda, conduct of business, the schedule of meetings, amendments to points for decision and so on and by ensuring that they were informed of such decisions. Second, Governing Body documents should be available, both in the original language and in translation, early enough to allow governments to consult with their capitals and discussions to be held within and between groups. Documents dealing with issues of particular importance should be available to Governing Body members at least two weeks before the meeting. Third, the agenda of the meeting should include a realistic number of issues and every effort should be made to avoid the duplication of discussions in different forums. Finally, with regard to time management, meetings should start and finish on time and night meetings should be avoided. Statements should pertain to the issue under consideration and should not exceed a set time. Items submitted for information should be placed at the bottom of the agenda to allow all items for debate or guidance to be completed first. Finally, the Government group

asked the Office to prepare a code of good practice for the November 2008 session of the Governing Body.

6. *The Employer Vice-Chairperson* fully endorsed the statement of the Government group, which summed up all the concerns raised at Governing Body meetings.
7. *The Worker Vice-Chairperson* supported in principle the measures to promote greater efficiency and largely endorsed the statement, on the understanding that Governments would retain their sovereignty and the possibility to act individually.
8. *The Director-General* welcomed the statement, which fitted in with the Governing Body's guidance. He gave his assurance that consultations would be held to ensure that any measures that might be taken would meet with general approval.

Governing Body decision:

9. *The Governing Body:*

- (a) *approved the minutes of its 300th Session, as amended;*
- (b) *took note of the statement of the Government group on improving the functioning of Governing Body meetings and requested the Office to prepare a draft code of good practice for the 303rd Session (November 2008).*

(GB.301/1; paragraph 3 and Government group statement.)

Second item on the agenda

DATE, PLACE AND AGENDA OF THE 99TH SESSION (2010)
OF THE INTERNATIONAL LABOUR CONFERENCE
(GB.301/2)

10. *The Chairperson* indicated that one of the three technical items which the International Labour Conference would be examining at its 99th Session (2010) was the second discussion on strengthening national responses to HIV/AIDS in the world of work, with a view to the adoption of an autonomous Recommendation. The second item would be, in principle, the discussion of the first cyclical review in relation to the ILO's strategic objectives, provided that it was so decided by the Conference in 2008, further to the discussion on strengthening the ILO's capacity. Subject to the above, the Governing Body would have to select at the present session one of the six items listed below, or defer to a later session the choice of the two technical items which would complete the agenda of the 2010 session:
 - (i) Decent work in global supply chains (general discussion).
 - (ii) Social finance: Microfinance for decent work (general discussion).
 - (iii) Flexicurity as a tool facilitating adaptation to changes in the globalized economy (general discussion).
 - (iv) Youth entrepreneurship: Transforming jobseekers into job creators (general discussion).
 - (v) Decent work for domestic workers (standard setting).

- (vi) The right to information and consultation in the framework of economic restructuring (general discussion).

11. *The Employer Vice-Chairperson* said that if the Governing Body decided to select a technical item at the present session, the Employers' choice was the item on social finance. It was important to examine how microfinance, which was part of development bank strategy, could stimulate the creation of sustainable enterprises and promote the concept of decent work. The other two important topics for the Employers were youth entrepreneurship and flexicurity. The latter subject had to be considered not only as an instrument for coping with changes in a globalized economy but also as a strategy for seeking solutions to issues such as adaptation to technological progress, the organization of labour, formalization and contracting to promote employment, and needed to be examined in greater depth before it could be selected for the agenda.
12. The item concerning decent work for domestic workers, which was strongly supported by the Workers, should be examined from a broad perspective, possibly in the context of a general discussion, which would allow related subjects, such as migrant workers and child labour, to be raised at the same time. In many countries, domestic work was regulated; however, standards were frequently not implemented because they were not viable. What the Governing Body needed to decide in the first place was whether an examination of the topic was intended to promote discussion on how to establish a viable and realistic legal protection framework for domestic workers, or whether the proposal was to analyse existing standards to identify which were the most effective and, accordingly, define common viewpoints to guide subsequent discussion of the subject in the Governing Body.
13. With regard to the other proposed items, the Employers were not in favour of examining the item on decent work in global supply chains, on which the Office did not yet have sufficient information, or the item on the right to information and consultation in the framework of economic restructuring. However, for future sessions, they proposed other items which they had already mentioned in November 2007, namely, the creation of effective labour inspection systems and the social and labour implications of climate change.
14. *The Worker Vice-Chairperson* understood that the Governing Body was in a position to select one technical item at the present session, given the strong support for the issue of strengthening the ILO's capacity. He expressed a preference for the item on decent work for domestic workers, the examination of which had actually been pending in the Governing Body for many years. Domestic workers, the vast majority of whom were women, constituted the most unprotected group in the world of work, not only affected by a huge deficit in decent work but also continuously exposed to abuses of human rights, including fundamental principles and rights at work. Domestic workers had no organizations to voice their demands and, in general, their only protection lay in regulations which, at the best of times, merely regulated hours of work or maternity leave. Many of the problems faced by domestic workers could be attributed to the very nature of their work and the insufficient consideration given to them in national and international law. Even some of the main ILO Conventions, such as the Protection of Wages Convention, 1949 (No. 95), allowed them to be excluded from the scope of their provisions. The particular conditions of work of that group, regarding the methods of remuneration, hours of work and other aspects, required specifically adapted standards. Contrary to what might be thought, the facts showed that improving or strengthening sparse and deficient existing standards was not the solution. For the above reasons, the Workers' group proposed that the Governing Body examine this subject of the utmost topicality, with a view to the possible elaboration of a Convention supplemented by a Recommendation, as stated in the Office document. He welcomed the fact that neither the Employers nor the Governments were unaware of the difficult issue of domestic workers.

Furthermore, he noted that various Governments had supported the selection of this item, with a view to the setting of a standard, and that some of them had recently taken steps to improve the degree of protection for this group.

15. Among the other subjects proposed, the Workers' group supported the items concerning decent work in global supply chains and the right to information and consultation in the framework of economic restructuring; regarding the latter, a standard should be drawn up in due course. Finally, he mentioned two subjects whose examination had already been decided in the context of the Governing Body: namely, flexicurity, which would be debated shortly in the Committee on Employment and Social Policy (ESP), and social finance, which had been examined in the ESP Committee in November 2007 and 2008, when work was done which continued to guide the ILO's action in that respect. With regard to youth entrepreneurship, which had the Employers' support, he recalled that various general discussions had already been held at the ILO on different subjects related to youth employment and he considered that good work had been done there.
16. In the document which it was preparing for November 2008, the Office should not develop new topics but should explain the reasons why some items which had been proposed at the time had not been placed on the Conference agenda. With the passage of time, developments in technology and the continuing appearance of new challenges, some of those subjects could come back into the foreground and the Governing Body should then consider them with a view to selecting them for the agenda. The constant changes made it more important for the ILO to draw up new standards or adapt existing standards to the new reality so that they could continue to provide the necessary protection.
17. *A Government representative of Peru*, speaking on behalf of the governments of the Group of Latin America and Caribbean States (GRULAC), was in favour of the Governing Body selecting a technical item at the present session so that the Office could launch the work needed for its examination in good time, and of deferring the selection of the third item, pending the conclusions of the discussion on strengthening the ILO's capacity. From the six subjects proposed, all closely linked to the promotion of decent work, he supported the item on decent work for domestic workers, since they were a group which was highly exposed to abuse and lacked legal protection. He proposed that the subject of social finance should be examined at the 100th Session (2011) of the Conference, in the context of a general discussion.
18. *A Government representative of South Africa*, taking account of the fact that two technical items had already practically been placed on the agenda, expressed a preference for the item on decent work for domestic workers. It was normal that the ILO, the custodian of labour standards, should be concerned with remedying the decent work deficit affecting that group and extending to domestic workers the whole range of protections that would enable them to exercise their rights in the workplace.
19. *A Government representative of the United States* supported, first of all, the item on decent work in global supply chains. She said that well-functioning supply chains could tap the best potential of a global economy by promoting growth, increasing productive employment and creating a healthy and transparent economic environment that supported businesses and workers around the world. Secondly, she was in favour of the item on youth entrepreneurship, the examination of which should pay particular attention to the development of skills and training. Thirdly, while supporting the item on decent work for domestic workers, since that group, which was practically invisible as such, was exposed to abuses, often in relation to child labour and human trafficking, she considered that the subject should be examined in the context of a general discussion, which would clarify the possible scope of any further work.

20. *A Government representative of the Islamic Republic of Iran*, making some general comments on behalf of the Asia-Pacific group, reiterated the importance of adopting a strategic approach when setting the agenda for the International Labour Conference. He urged the Office to ensure that every agenda item would contribute to achieving the Organization's goals, as set out in the Decent Work Agenda and the Strategic Policy Framework. He therefore asked that account be taken of the need to systematically improve and update existing standards, and continue the work of the Working Party on Policy regarding the Revision of Standards and the Committee on Legal Issues and International Labour Standards (LILS). That was the only way to have an up to date, uniform corpus of standards to face the challenges of a constantly changing world of work. The Asia-Pacific group urged the ILO and its constituents to put forward and support agenda items which would revise and update obsolete standards.
21. *A Government representative of the Netherlands* trusted that the discussion on strengthening the ILO's capacity and the possible inclusion of an item on the examination of cyclical reviews would enable a more strategic method to be defined for deciding on the Conference agenda. He supported the item on decent work in global supply chains, for general discussion, since transparency in supply chains was essential for the social dimension of globalization and also for the fight against child labour.
22. *A Government representative of India* supported the item on social finance, given the growing importance of microfinance institutions in poverty reduction programmes. By granting loans so that poor people could become economically independent on a sustainable basis, those institutions acted as catalysts in the development of the entrepreneurial spirit, as was the case in India with Swayam Krishi Sangam, one of the fastest growing microfinance institutions in the world. Given the demographic profile of India, where the working population would represent 64.3 per cent of the total population in 2025, the second item that she supported was youth entrepreneurship, which was interconnected with microfinance. It was now considered that the development of youth entrepreneurship was a means of unleashing the productive and innovative potential of young workers. The systematic lack of training and microfinance for young people resulted in many of them taking up jobs that were generally performed under abusive conditions, as was often the case with domestic workers.
23. *A Government representative of Australia* supported, firstly, the item on decent work for domestic workers, for standard setting and secondly, the item on decent work in global supply chains, for general discussion.
24. *A Government representative of Sri Lanka* endorsed the statement made on behalf of the Asia-Pacific group, since modernization and revision of outdated and overlapping Conventions had to take precedence over the adoption of new standards. Of all the proposed items relating to the promotion of decent work, he supported the item on decent work for domestic workers, with a view to standard setting, given the need to provide that group with national and international protection relating to freedom of association, collective bargaining and social coverage. He also supported the item on youth entrepreneurship. He agreed that the decision on selection of the two technical items should be deferred.
25. *A Government representative of Spain* was in favour of the item concerning decent work for domestic workers, with a view to standard setting. Discussion of the topic was necessary not only to alleviate the decent work deficit affecting that largely female group but also because existing standards in some countries were not upheld owing to lack of judicial or administrative enforcement. The Spanish delegation again stressed the importance of leaving one item open so that the Governing Body could select a topical theme at a date closer to the Conference session concerned, and therefore agreed that the

selection of the third item should go ahead after the outcome of the discussion on strengthening the ILO's capacity was known.

26. *A Government representative of the Philippines* supported, firstly, the item on youth entrepreneurship and, secondly, the item on decent work for domestic workers, since discussions on those two subjects would serve as a guide in formulating national policy for the protection of both categories of workers. At the 93rd Session (2005) of the Conference, a discussion had been held on youth employment, which concluded that favourable conditions had to be created for the development of entrepreneurial activities, since they were a viable alternative to paid employment for young people. Furthermore, it was urgent and necessary to draw up instruments for providing protection for domestic workers, who represented a sizeable group, mostly women, which was exposed to abuses, unjust treatment and deprivation of rights, as had been described in detail in the eloquent statement made by the Workers' group.
27. *A Government representative of the United Kingdom* was in favour of including the item on youth entrepreneurship, in view of the considerable number of young persons who would be entering the labour market every year over the next decade and the particular relevance of the issue to the United Kingdom, which was a lead country in the Youth Employment Network.
28. *A Government representative of the Czech Republic* supported, firstly, the item on youth entrepreneurship, since she considered that promotion of the enterprise culture was positive from the economic perspective and also in terms of labour market policies. Secondly, she supported the item on flexicurity, since the concept was one of the main challenges facing the world of work in both the national and international spheres.
29. *A Government representative of Romania* was in favour of the item on decent work for domestic workers, given the pressing need to grant legal, economic, social and cultural recognition to that large group, composed largely of women but also of children and disabled workers, whose conditions of work tended to escape all forms of regulation, exposing them to all kinds of abuses and encouraging the clandestine dimension of their activity.
30. *A Government representative of Malawi* supported the item on youth entrepreneurship, in view of the recognized need to instil the entrepreneurial spirit in young people. He trusted that discussions of this subject would take account of the African Union's plan of action adopted at the Ouagadougou Summit.
31. *A Government representative of France*, reiterating his support for the item on decent work in global supply chains, said that the ILO had to propose and promote a strategy to make better use, in both developed and developing countries, of the vast potential of global supply chains for creating greater economic growth, increasing employment and reducing poverty, while preserving and improving social standards. He considered that it would be preferable to defer the selection of the third technical item to a later meeting in order to take account of the outcome of the discussion on strengthening the ILO's capacity and to give greater flexibility to the method for deciding on the Conference agenda, which would facilitate the inclusion of topical themes.
32. *A Government representative of Nigeria* said that, as Minister of Labour for Nigeria, he felt more attracted to the item on youth entrepreneurship – since the greatest social problem in his country was unemployment – but he preferred to put that item in second place. The delegation of Nigeria considered that the issue with the greatest priority was decent work for domestic workers, and that standards should be drawn up in this field. He

therefore endorsed the statement made by the Workers' group and the Government representative of South Africa.

33. *A Government representative of Germany* referred both to decent work in global supply chains and to social finance. But she preferred the inclusion of an item which the ILO had been examining for many years and on which it had adopted conclusions but never standards, despite the issue never losing its topicality: namely, decent work for domestic workers, with a view to the setting of a standard. This subject was very important both in itself and for the credibility of the ILO and the quality of its standards, with the need to reflect, in the context of globalization, on how to handle the issue of the informal sector.
34. *A Government representative of Greece* stated her preference for the items on decent work for domestic workers and decent work in global supply chains. The first was selected because she understood that the international community had the duty to offer those workers legal conditions of work and adequate social protection, and the second was chosen with a view to improving the legal situation of workers who performed the lowest jobs in the global supply chains.
35. *A Government representative of Finland* said that, as a global forum, the ILO should focus its attention on the challenges and demands of the labour markets in the era of globalization, and examine the item on decent work in global supply chains. She was not opposed to examination of the item concerning decent work for domestic workers but considered that the nature of the instrument which it was intended to adopt needed to be decided upon beforehand, i.e. if it would be a standard that regulated activities in detail and therefore might prove unrealistic in practice, or a commitment to agreeing on the national policies to be adopted concerning the conditions and rights of domestic workers.
36. *A Government representative of Cuba* supported the GRULAC proposal to examine the item on decent work for domestic workers, adding, however, that in her country that group was numerically insignificant and had adequate social protection. Secondly, she was in favour of examining the item on the right to information and consultation in the framework of economic restructuring, possibly at the 100th Session (2011) of the Conference, in the context of a general discussion allowing the participants to gain awareness of the importance of enterprises consulting workers' organizations on restructuring processes and their repercussions on the workforce.
37. *A Government representative of Ireland* was in favour of the item on decent work for domestic workers since the subject raised issues of human vulnerability which lay at the heart of the ILO's mandate and, as the Employer Vice-Chairperson had pointed out, it was interconnected with the issue of migration. The difficulty of adopting a standard in this regard was compounded by the issue of enforcement, since a private household was not usually considered a workplace subject to inspection. Furthermore, a person who hired domestic employees was not usually aware of his status as employer or of his legal obligations. Governments needed to raise public awareness in particular. The Government of Ireland had published a code of practice on domestic work, which had been drawn up in consultation with the social partners and set out the legal rights and obligations of all parties concerned. The code of practice had a certain legal status since it could be referred to in national hearings for settling labour disputes. He trusted that in the next few years it would be possible to report back on the experience of using the code of practice.
38. *A Government representative of Cameroon* supported, firstly, the item on youth entrepreneurship, in view of the need to gear training to employment and codify the conditions of work of the informal sector, a genuinely productive sector in which many unemployed young people ended up finding an occupation. The African countries in particular needed a new generation of young entrepreneurs to bring stability and security to

the market. Secondly, he was in favour of the item on decent work for domestic workers, for the reasons stated by the Government representatives of South Africa and Nigeria.

39. *A Government representative of China* supported the item on youth entrepreneurship, since all countries were faced with problems relating to youth employment.
40. *A Government representative of Barbados*, endorsing the GRULAC and the Workers' group statements, supported the item on decent work for domestic workers, since that was the largest group of workers – many of them migrants – which tended to be excluded from national labour legislation.
41. *A Government representative of the Republic of Korea* favoured the item on youth entrepreneurship, since youth unemployment was something which affected both developed and developing countries. Even though countless programmes on the labour market designed for young people had been drawn up, there were not many which tackled chronic unemployment among young people, so examination of this topic would provide the opportunity to exchange experiences and identify ways of creating jobs in the context of decent work.
42. *A Government representative of the Bolivarian Republic of Venezuela* supported the item on decent work for domestic workers, since he was convinced that the ILO should be in the forefront of action to improve the conditions of work of that group, which in some ways often resembled a kind of slavery.
43. *A Government representative of Canada* supported the items on decent work in global supply chains and decent work for domestic workers, both for general discussion. She considered that, before a standard on domestic work could be adopted, it was necessary to reach a tripartite consensus on the most suitable measures for addressing the specific workplace challenges faced by that group and on the action that the ILO should take, including the form and content of any instrument.
44. *A Government representative of Morocco* supported, firstly, the item on decent work for domestic workers, with a view to setting standards, in view of the great vulnerability of that group, the majority of whose members were female. Secondly, she supported, for future sessions, the item on youth entrepreneurship, since she considered that the development of youth entrepreneurship constituted a strategy for viable economic growth, and the item on the right to information and consultation in the framework of economic restructuring, because of the changes taking place in global markets and the pressing need for enterprises to adapt, with greater recourse to social dialogue, information and consultation as a means to improved productivity and respect for the fundamental rights of workers.
45. *A Government representative of the Russian Federation* supported, firstly, the item on decent work for domestic workers and, secondly, the item on the right to information and consultation in the framework of economic restructuring.
46. *A Government representative of Italy* supported the item on decent work for domestic workers, for the reasons stated regarding the extreme vulnerability of that group, mostly female, which tended to be relegated to the informal sector.
47. *A Government representative of Pakistan* supported the item on youth entrepreneurship, which had two aspects, since it was not just about reducing unemployment but also about creating jobs. It would contribute to economic growth, particularly in developing countries, and to reducing urban violence. Secondly, he supported the item on decent work for domestic workers.

48. *A Government representative of Brazil* endorsed the GRULAC statement and pointed out that there was a need to extend to domestic workers the application of existing international labour standards on various aspects of working life, e.g. hours of work, weekly rest, protection of migrant workers, minimum age for admission to employment, and discrimination.
49. *A representative of the Director-General*, summarizing a discussion in which there had been a great deal of agreement, said that the members of the Governing Body had practically decided by consensus to select one technical item and defer the decision on the third item until a later session, pending the outcome of the discussion on strengthening the ILO's capacity.
50. The item which had received the most support was unquestionably the one on decent work for domestic workers, with a view to standard setting. For the Workers' group and the vast majority of Governments, including the GRULAC governments, that item should have first priority. The Employers' group and two Governments were prepared to examine this subject in the context of a general discussion.
51. Among the other proposed subjects, preferences had been divided, in decreasing order, among youth entrepreneurship, decent work in global supply chains, social finance, flexicurity and, finally, the right to information and consultation in the framework of economic restructuring. It had been requested that those topics be retained for future sessions.

Governing Body decision:

52. *The Governing Body decided:*

- (a) that the 99th Session (2010) of the International Labour Conference would be held in Geneva;*
- (b) to place a technical item on the agenda of that session concerning decent work for domestic workers (standard setting); and*
- (c) to defer the selection of a third technical item, that would complete the agenda of that session of the Conference, to the 303rd Session (November 2008) of the Governing Body, pending the outcome of the forthcoming discussion by the Conference on strengthening the ILO's capacity.*

Third item on the agenda

REVIEW OF ANNUAL REPORTS UNDER THE FOLLOW-UP TO THE ILO DECLARATION ON FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK (GB.301/3)

53. *The Chairperson* recalled that since the Declaration had been adopted by the Conference almost ten years ago, the ratification rate for the eight fundamental Conventions had reached almost 90 per cent thanks to the ratification campaign but also to promotion efforts undertaken as part of the Declaration follow-up. Participation by the ILO's tripartite constituents in the Declaration process had also advanced significantly.
54. *The Employer Vice-Chairperson* regretted the late distribution of the document and the fact that it had not been possible to undertake an examination of it in the way the Employers would have wished, for three principal reasons. First, for the Employers, the Declaration

occupied a central place and in their view it was essential to go beyond the ratification of Conventions in order to ensure respect for the fundamental principles and rights at work by all the ILO's constituents. Secondly, the tenth anniversary of the Declaration offered a good opportunity to consider the experience acquired and possible improvements, but the limited time available had made such a discussion impossible. Thirdly, the Employers considered that the SILC process should not result in the loss of the annual follow-up under the Declaration unless a specific decision were taken to that effect.

55. With regard to the substance of the annual review, he recalled that his group had from the outset supported the presentation of information in the form of country baseline tables which made it possible to present information clearly. That presentation should not, nevertheless, become a mechanism for classifying countries, because the aim was to seek appropriate ways of helping them to solve their problems.
56. The Employers also acknowledged the efforts made by everyone to promote the Declaration. They considered, however, that the Expert-Advisers had referred too extensively to the SILC process, when in fact they should have based their deliberations on the follow-up to the Declaration. The question of the appointment of the Expert-Advisers needed to be examined, as they were appointed for one year. These questions needed to be examined in the light of advice from the Office, since it was understood that process of follow-up to the Declaration could be improved. Both the review of annual reports and the Global Report were fundamental in terms of values, which were the "cement" of the ILO's ethical commitment, and of the Declaration which, without appropriate follow-up, would not have the important role which the Employers had attributed to it when it was adopted and which they wished to maintain.
57. *The Worker Vice-Chairperson* emphasized that the Declaration on Fundamental Principles and Rights at Work was an excellent example of the value of social dialogue. He recalled the long negotiations that had led to the Declaration. The annual reporting exercise that had been taking place for ten years also showed the importance of that negotiation, in which all the parties had demonstrated mutual respect and good faith. That ambience was at the heart of the Organization's work and set an example to other institutions in the UN system. It was what made the ILO a centre of excellence.
58. That work was also a good example of the way in which the Organization was seen and judged. The Declaration follow-up over the past ten years gave a certain image of the way in which the Declaration worked and enabled other organizations, governments and trade union organizations to understand the operation of the ILO, and that the institution was worthy of greater respect. The Expert-Advisers had suggested that the credibility of the 1998 Declaration depended on its follow-up, which also implied that the work done over the past ten years testified to the Organization's credibility. The Declaration and its follow-up also provided a prime example of the value and importance of the work being done. The report showed a spectacular rise in the rate of ratifications, which was now around 90 per cent. Governments and the social partners deserved congratulations on the work they had accomplished.
59. It should not, however, be forgotten that ratification was in the end no more than a declaration of intent. The ILO had to be able, in cases of difficulty, to provide assistance by setting up implementation programmes and activities, which would enhance its credibility still further. There was no point in focusing on ratification unless it could be shown that the level of implementation matched the increase in ratifications.
60. Lastly, the speaker emphasized the quality of the work that had been done, and took the opportunity to appeal to donors throughout the world, calling on them to see in the work

done under the Declaration a new opportunity to commit themselves to peace and the eradication of poverty.

61. *A Government representative of the Netherlands* thanked the Office and the Expert-Advisers for their Introduction to the compilation of annual reports. He was, however, concerned that according to the Expert-Advisers, the increase in the ratification of the fundamental Conventions did not appear to be matched by similar progress in implementation. The essential task of the Expert-Advisers should be to evaluate progress accomplished in States that had not yet ratified these Conventions.

62. The Government of the Netherlands endorsed the recommendation of the Expert-Advisers that full use should be made of the review of annual reports. It encouraged the Office to provide technical assistance in overcoming obstacles to ratification and in applying without reservation the principles and rights set out in the Declaration, in particular through Decent Work Country Programmes and greater coherence in international cooperation. The Government of the Netherlands emphasized the importance of social dialogue in realizing the objectives of full employment and decent work for all. The speaker indicated that the Netherlands was organizing with the social partners a national conference on decent work for all, to be held in April 2008, with the aim of raising the visibility and relevance of the ILO and its Decent Work Agenda.

63. *A Worker member from Germany* thanked the Office for its work, and said that the increase in the number of ratifications of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), was encouraging, as was the number of countries that planned to ratify these instruments. Also to be welcomed was the fact that the report highlighted the gaps in the practical application of the two texts. The Committee on Freedom of Association (CFA) was familiar with such problems when it dealt with specific cases submitted to it. Its work was all the more important in that it sought to ensure that the two fundamental Conventions in question were not just texts but actually implemented in practice. There was no universal recipe applicable to all countries, and it was important to take into account specific national conditions in certain cases. For that reason, it was crucial to ensure social dialogue between the three partners involved, and that was not possible unless the two Conventions were actually applied in practice.

64. *A Worker member from Canada* referred to the section concerning the elimination of discrimination in employment and occupation. In view of the complexity and subtlety of discrimination, all governments needed to adopt measures with a view to the ratification of the relevant Conventions. It was not acceptable to go backwards, nor was it acceptable simply to fail to make progress. It would not be possible to attain the objective of decent work for all without eliminating all forms of discrimination in employment and occupation. The Office needed to increase its technical assistance in the ratification process and to improve measures aimed at promoting equality and combating discrimination. The ILO and the International Trade Union Confederation (ITUC) should collaborate in developing a trade union strategy to combat racism and xenophobia. The report emphasized that the elimination of discrimination at work was an essential stage in creating a just, peaceful, sustainable and prosperous society. Everyone should help to speed up that process.

65. *A Worker member from the United Kingdom* said he had some observations to make on the part of the report devoted to forced labour and child labour. He favoured universal ratification of the fundamental Conventions, and welcomed the progress made with regard to the ratification of the Worst Forms of Child Labour Convention, 1999 (No. 182), and the progress made with regard to ratification of the Minimum Age Convention, 1973 (No. 138).

66. With regard to forced labour, the interest shown by a number of member States gave grounds for satisfaction. Nevertheless, the Government of the United States still did not envisage ratifying the Forced Labour Convention, 1930 (No. 29), and the speaker noted the inconsistency between that attitude and the demands made by the US Government with regard to other member States. The fundamental rights should take precedence over commercial interests. Reserving the right to comment on the issue of forced labour in Burma until the following day, the speaker said he welcomed the new legislation and measures adopted to tackle forced labour in China which, he hoped, would ratify the Convention in the near future.
67. With regard to child labour, the speaker emphasized that virtually all the countries in the European region had now ratified the Minimum Age Convention, 1973 (No. 138), and the Worst Forms of Child Labour Convention, 1999 (No. 182). He called on the Governments of Turkmenistan and Uzbekistan to follow suit. At the global level, some 16 member States had still to ratify Convention No. 182. With regard to Convention No. 138, the Workers regretted that the United States and Canada had still not ratified owing to their reluctance to put an end to child labour in agriculture. The trade union movement wanted to see universal ratification of all the fundamental Conventions, but had particular expectations of a number of governments with which it shared certain values. He called on the Governments of Australia and New Zealand to ratify Convention No. 138, as well as India, all the neighbouring countries of which had already ratified Convention No. 182 and would soon have ratified Convention No. 138.
68. The Workers supported the work of the International Programme on the Elimination of Child Labour (IPEC) and the ILO's Special Programme of Action on Forced Labour. The trade union movement also played an active role in different movements against forced labour and child labour. It was important to work in partnership in order to guarantee that governments and the international community fulfilled their obligations.
69. *The Employer Vice-Chairperson* said that having heard the statements made by Worker members on the different chapters of the report, his group agreed with the proposals but he wished to reiterate that the Declaration was not a mechanism for ratification, and that respect for the fundamental principles and rights at work needed to be considered in the context of the Declaration as it had been drafted and approved by general agreement.
70. *The Worker Vice-Chairperson* said that the Declaration was a promotional instrument, but in his view promotion should be directed towards the goal of ratification and implementation.
71. *A representative of the Director-General* agreed that the Declaration was not about ratifications, but it was also a fact that the annual review concerned non-ratification and that the scope of the review was determined by the number of ratifications. Once ratification of a Convention had been registered, follow-up was ensured not through the annual review but through the Global Report, the supervisory machinery and technical cooperation. He emphasized that IPEC was one example of a programme launched at a time when the ratification rate was very low. Now, with a large number of ratifications, it focused on implementation following ratification.
72. The review of annual reports would not disappear. It could be abolished only if the Conference were to review the Declaration follow-up, which comprised three main aspects: the review of annual reports; the Global Report; and technical cooperation aimed at ensuring follow-up on the recommendations resulting from those mechanisms. In addition, as the Office document indicated, the information given in the baseline tables on the situation with regard to non-ratification would remain available and would continue to be presented to the Governing Body annually, in accordance with the decision taken

concerning the follow-up to the Declaration. If that decision were reviewed, the situation would naturally change. On the other hand, the Expert-Advisers had asked about the relevance of the report in its current form, given that the percentage of non-ratifications was around 10 per cent. The question was therefore whether that 10 per cent should be monitored through the system of Expert-Advisers or by some other means. That discussion was necessary, because for the time being no new meeting of the Expert-Advisers was planned. The Expert-Advisers wanted the question raised as part of the wider debate on SILC, which would not affect the review of annual reports but would in all probability affect the Global Reports, not in terms of their existence but in terms of the type of Global Report and the reporting cycle.

73. *The Governing Body took note of the report and of the views expressed by the speakers.*

Fourth item on the agenda

**IMPLEMENTATION OF THE ILO PLAN OF ACTION FOR MIGRANT WORKERS
(GB.301/4)**

- 74.** *The representative of the Director-General* said the report did not discuss issues in labour migration and the protection of migrant workers; these had been dealt with, and policy perspectives devised, at the 92nd Session of the International Labour Conference. The Plan of Action for Migrant Workers envisaged by the ILC resolution “Towards a fair deal for migrant workers in the global economy” in 2004 was an overall rights-based approach to labour migration. All ILO action in the field of labour migration, including under the Plan, fully recognized the sovereign right of States to formulate and apply migration policies. The ILO did not interfere with this right, nor in matters of pure migration policy in which it had no expertise, such as border control, travel documents, visas, access and stay or overstay in territories. States and other agencies were better equipped to address these issues.
- 75.** The ILO had a comparative advantage in matters of labour migration and its privileged position to support its tripartite members in addressing labour migration issues. Migrant workers were workers, before they were migrants, and they offered their labour to enterprises owned and managed by employers. Besides governments, the ILO was the Organization of employers and workers. It was the Organization that knew them most and catered to their interests. It had accumulated recognized experience and expertise in the areas of rights, employment, enterprises, skills, social security, occupational safety and health, conditions of work, social protection, labour law, labour administration, statistics of work and employment. This experience and expertise applied to migrant workers gave the ILO a clear comparative advantage in labour migration, and it was in these areas that ILO action was focused.
- 76.** The International Migration Branch (MIGRANT) provided back-up to decentralized technical cooperation projects, and supported activities by field offices in the labour migration field. It also represented the Office in inter-agency and international processes, particularly in the Global Migration Group (GMG) and the Global Forum on Migration and Development (GFMD); promoted and supported work by other ILO sectors, departments and units in the labour migration field; and worked with numerous international and regional organizations and agencies, including social partners at the global level, in the implementation of the Plan, in accordance with the 2004 ILC resolution.
- 77.** *The Worker Vice-Chairperson* said that the protection of migrant workers and the fight against discrimination and racism were priority areas for workers and their trade unions.

The ILO therefore had a leading role to play in promoting a rights-based approach to labour migration on the basis of the Plan of Action. The 2004 resolution also specifically called for greater efforts in promoting the ratification of the Migration for Employment Convention (Revised), 1949 (No. 97), and the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); as well as the possible establishment of an ILO forum, in partnership with other relevant international organizations, to provide a platform for increased tripartite dialogue on labour migration and enhanced policy coherence. The ILO Multilateral Framework on Labour Migration should remain the means of implementing sounder migration policy.

78. The Office should coordinate all its activities in respect of labour migration, through MIGRANT, to ensure that they were in line with the Multilateral Framework. The report, while including a considerable list of activities, did not make clear that this path was being followed. There was a need to rethink overall strategies, so as to deal with the important issues at the centre of the problem: discrimination, equality and freedom. How, for example, did the ILO's leading role in the organization and conduct of the Second Gulf Forum on Temporary Contractual Labour relate to its mandate to ensure a wider application of migrant workers' rights? Why had no success been encountered regarding the case of 45 migrant workers in Dubai, who were imprisoned, deported and blacklisted for protesting in respect of their working conditions? The report contained no indication of how the Office planned to promote ratification of Conventions Nos 97 and 143. The speaker suggested that the Office could take advantage of the year 2009, Convention No 97's 60th anniversary, to launch a ratification campaign.
79. The Workers' group placed on record its appreciation of the regular training course on labour migration initiated by the Turin International Training Centre of the ILO. Many of the activities described in the report were commendable, but in view of the ILO's leading role in promoting policy coherence, more information was required on how these activities constituted a Plan of Action. The group was particularly concerned that GFMD failed to recognize the contribution tripartism could make to migrant labour issues. The social partners were being excluded from interaction with governments on such issues in the Global Forum, and the ILO was not being given the status it merited in it.
80. The Workers' group wished to record its appreciation of governments that had provided the extra-budgetary resources that had been crucial to making substantial progress in realizing the objectives of the Plan of Action. However, the Plan was at the heart of the ILO's mandate, and must also have adequate regular budget funding.
81. *The Employer Vice-Chairperson* said that his group's interest in labour migration was because employers and enterprises were the source of demand for migrant workers. The Employers had participated fully in the Conference discussion in 2004, and also in the negotiations for the Multilateral Framework in 2005. They supported the Plan of Action and Office efforts to implement it, and had been involved directly in these efforts. Employers had participated in the 2006 United Nations High-level Dialogue on Migration, and the International Organisation of Employers (IOE) was working with the Office to produce an employers' manual on labour migration programmes and practices. Implementation of the Plan should accelerate, and in this connection resources for MIGRANT required special attention.
82. The Office should pay special attention to the certification of the skills of migrant workers; this was important to the employing enterprises that wished to make best use of financial and human resources. Countries should be assisted in developing their own migration policies in consultation with the social partners. Support should be given to returning migrant workers and their families in establishing enterprises and making use of their savings and skills acquired during the migration experience. The group believed that in-

depth discussion of labour migration should be held periodically in the Technical Cooperation Committee to give guidance to the Governing Body.

83. The Employers did not feel that already scarce resources should be used to promote ratification of Conventions Nos 97 and 143. A forum, such as a meeting of experts, or a high-level meeting should perhaps be convened to reach agreement on these issues. Having discussed the issue of migrant workers at the Conference, the constituents had acquired much experience and information, and should coordinate better with the Office in respect of how best to utilize resources, above all in a field which both employers and workers had agreed concerned many subjects of great concern, such as clandestine child labour, human trafficking, violations of fundamental rights, and more. Labour migration was a cross-cutting theme that involved many departments, branches and units of the ILO. It was a moral as well as a social theme that concerned millions of workers, and therefore very many enterprises.

84. *A Government representative of Peru*, speaking for the Governments of the Group of Latin American and Caribbean States (GRULAC), said that the region contained labour migration countries of origin, destination and transit. The importance of labour migration for the region could be judged by an inward flow of remittances estimated by the World Bank at US\$60,000 million in 2007, which represented a quarter of all remittances from the developed to the developing world. It was therefore very important to promote and protect the rights of all migrant workers, especially those upheld in the ILO Declaration on Fundamental Principles and Rights at Work and in the relevant UN human rights Conventions, and to grant them the full protection of the labour laws of the countries where they were working.

85. GRULAC noted the activities undertaken to promote the Plan of Action, in particular the publication of the Multilateral Framework; ILO participation in global forums on migration; capacity-building activities, including technical cooperation programmes with various countries; and the training course on migrant labour at the Turin Centre. GRULAC welcomed the initiatives taken by employers and workers to promote and protect migrant workers' rights, with the support of the Office. These efforts should continue. GRULAC was concerned, however, that despite the particular importance of labour migration for the region, related ILO activities were concentrated mostly in other regions. The ILO's work in promoting labour migration policies and practices should be more widely diffused, and the ILO should continue to play a major role in the Global Migration Group, especially in the field of promoting and protecting labour rights for all migrants. The ILO should actively participate in the 2008 GFMD in Manila, sharing its experience and giving technical assistance in preparing the base documents for the Forum, as well as bringing its tripartite viewpoint to the discussions.

86. *A Government representative of the Philippines* said that the Multilateral Framework on Labour Migration, while non-binding, assisted member States in developing more effective labour migration policies, and called on all governments to fully implement the Plan of Action. The ILO should continue to promote the Framework and include it in its technical cooperation activities. The Framework should be reviewed in due course, and updated in line with developments. He expressed gratitude for the ILO's continuing technical support to the 2008 GFMD.

87. *A Worker member from Colombia* endorsed fully the statement made on behalf of GRULAC and the ILO's role in promoting a policy of protection of migrant workers. Unemployment, precarious work opportunities, poverty or political persecution were to blame for the huge waves of labour migration; Colombia therefore supported coordination between the ILO and the International Organization for Migration (IOM) and with other agencies in the area of protection of migrant workers' rights. Structural adjustment plans

no doubt caused increased labour migration, privatizations, rising unemployment and lack of work in developing countries. International debt was certainly responsible for increasing migration. For the Workers, this subject ultimately concerned solidarity, and the group had agreed to enter into contact with IOM spokespersons in the countries to ensure unity of action, and avoid the daily abuses suffered by migrant workers.

88. *A Government representative of Kenya* said that migration, as an essential aspect of globalization, required good governance for the mutual benefit of countries of origin, transit and destination, as well as for the workers themselves. Migrant workers should be accorded sound conditions of employment, healthy and safe workplaces and social protection. The Government welcomed the adoption of the Multilateral Framework, and wished for its translation into Kiswahili and other languages of the East African region. Some aspects of the problem required greater attention, including skills migration, skills development, and social security for migrant workers. The ILO should provide technical assistance to encourage ratification of Convention No. 143. Kenya had drafted new labour laws which should ease ratification, and requested further ILO collaboration in this connection. Labour inspection in certain countries should be strengthened, especially in institutions providing training for professional and skilled migrant workers – this would provide information on skills gaps after prior training, and thus guidance on bilateral or multilateral agreements between countries. The Government appreciated the EU-funded project on labour migration in the region, and the joint ILO/IOM/WHO programme on migration and health workers. Follow-up action in Kenya should focus on improving information in the knowledge base. Lastly, the ILO should make all efforts to ensure that labour ministries, employers and workers were involved in the implementation of the EU-Africa Partnership on Migration Mobility and Employment.
89. *A Government representative of Spain*, speaking also on behalf of the Government of Portugal, endorsed fully the report presented by the Office. He pointed out that the ILO had been concerned with migrant workers from its inception, referring to the 1919 preamble to the Constitution in this connection. Many other texts dealt with the issue of migration for work, while the Seventh ILO European Regional Meeting had pointed to the need to harmonize migration policies. The need to agree on such a policy was very important, and a global approach should be adopted to take the many factors of migrant flows into account. The European Council had recognized this in a conclusion of 14 December 2007, which stressed the importance of “developing a comprehensive European migration policy, complementing member States’ policies”. Clearly therefore, labour migration should be a priority for the ILO, and MIGRANT should be given greater financial and human resources.
90. *A Worker representative from Sweden* said that trade unions in his country experienced difficulties in ensuring respect for collective agreements with foreign companies operating in Sweden and employing non-Swedish workers. These workers sometimes found part of their wages deducted by the employers on their return to their country of origin. The same had occurred in Denmark, with a Polish enterprise operating in that country under the terms of a collective agreement signed by the Danish trade unions. A Polish court had subsequently ordered the Polish workers to repay part of the wage increase granted under the collective agreement. Equally, in the case of a Latvian construction company operating in Sweden, the European Court of Justice had recently ruled that only the lowest minimum wages in Swedish collective agreements could apply to foreign workers. These cases were all discriminatory and violated equality of treatment. The ILO Plan of Action should look into the rights of temporary workers.
91. *A Government representative of India* said that over the past 20 years international labour flows from developing countries had significantly increased, and were expected to increase more in future. It was accepted that migrant workers made huge contributions to economic

and social development in their countries of origin and of destination. A comprehensive multilateral framework on international movement of people should be developed to initiate continuous dialogue between countries of origin and of destination. The ILO could provide technical expertise in gathering information and knowledge regarding migration, taking account of critical variables including gender, age, education and skills levels, as well as of difficulties encountered by those wishing to migrate for work, problems faced by migrants in destination countries, and returnees' investment plans. States could monitor and project manpower requirements, then disseminate this information among potential migrants; they could also identify skill requirements in order to ensure matching skills in potential migrant labour markets. The ILO could help its Members develop pre-departure orientation programmes, to prepare migrants for travel, both culturally and linguistically, and provide legal information on employment-related issues such as the danger of engaging with illegal recruiters, and on migrant rights and the obligations of destination countries.

92. The Indian Ministry of Overseas Affairs had taken measures to ensure better protection and welfare for Indians abroad, including a compulsory insurance scheme for least qualified migrants; a minimum age of 30 for women migrants; a minimum wage for migrants; stipulation of a security deposit from the foreign employer; and compulsory attestation of employment documents for all women migrants. The Government had also signed bilateral agreements with several labour-importing countries to protect the welfare of Indian migrants and make migration more orderly. Hence, a Memorandum of Understanding had been signed in December 2006 with the United Arab Emirates; other agreements had been put in place with Kuwait and Qatar and negotiations were under way with Malaysia and Oman.
93. *A Worker member from Australia* urged the ILO to include a migrant perspective in all aspects of its work, internally, by encouraging all departments to cooperate with the International Migration Branch, and externally through technical cooperation or promotional activities in the field. Activities should also be launched on the occasion of the 60th anniversary of Convention No 97 to bring the issue to the centre of the international stage: the 2008 GFMD in Manila would provide an ideal opportunity to achieve this. The Plan of Action was central to growth and sustainability in the global economy, as well as to the dignity and rights of some of the worlds' most undervalued workers.
94. *A Government representative of Italy* recalled that her Government had contributed greatly to the adoption of the 2004 resolution, and therefore welcomed the follow-up set out in the report. In particular, the Government appreciated that the Turin Training Centre had introduced a course on labour migration, covering important themes including the protection of migrant workers, employment, labour standards, gender aspects and social dialogue. The ILO should continue in the direction indicated in the report.
95. *A Government representative of Senegal* welcomed the diverse approaches outlined in the report – migration was a cross-cutting issue that required a multifaceted approach. Lack of jobs and opportunity in Senegal prompted a large population to migrate, often clandestinely. These migrants faced barriers to their mobility and were without protection, while enterprises in certain economic sectors in industrialized countries were unable to answer their manpower requirements nationally. The ILO Plan of Action, supported by the Government of Senegal, represented an answer to some of these issues. The agreements signed by the Governments of France and Spain would also provide protection for the temporary migrants required by those countries. A further agreement between the Governments of France and Senegal concerning reinsertion of migrants in the Senegalese labour market would be beneficial to Senegal by raising the skill levels of returning migrants, and encouraging investment in Senegal through money transfers. These

agreements would help the country to regulate migrations better, and the ILO should continue to facilitate regular labour migration and promote the protection of migrants.

96. *A representative of the European Commission* recalled that the European Commission had contributed directly to the development of the Multilateral Framework, and noted the follow-up given by the Office to the 2004 resolution, including cooperation with the European Commission both within and outside the EU. Better management of labour migration was part of the European Commission's initiatives. The ILO also had a major role to play in managing labour migration, and would benefit from exploiting synergies with other agencies.
97. *The Governing Body examined the report and noted the comments and reservations expressed in respect thereof.*

Fifth item on the agenda

COMPOSITION OF THE GOVERNING BODY (GB.301/5)

98. *The Employer Vice-Chairperson* said that as this issue primarily concerned Governments, the floor should pass directly to them.
99. *The Worker Vice-Chairperson* agreed the floor should go to the Governments, but said that his group believed that Africa should decide which country or countries should be considered to be of chief industrial or other importance in its own region.
100. *A Government representative of South Africa* considered that the fact that no member State from Africa held a permanent seat on the Governing Body was a case of blatant discrimination. Moreover, the current impasse in finding a solution to the problem increased the feeling of injustice felt by the region: it appeared the ILO was not interested in finding a solution. None of the options presented by the Office was satisfactory as they presented no time frames for action, and each of them could take many more years to resolve the situation. Africa required simply to be treated fairly and equally, and would pursue this goal tenaciously.
101. *A Government representative of Kenya* recalled that the 11th African Regional Meeting in putting forward the resolution concerning the composition of the Governing Body had given voice to Africa's sentiment of outright discrimination by the countries referred to as being of chief industrial importance. African States Members, while aware of the impediments in the ILO Constitution, believed that there was no justification in adhering to definitions conceived 89 years previously, when the age of colonialism had still not come to an end. This was a serious matter of governance. Kenya called for a new campaign to be launched to bring the Instrument of Amendment, 1986 into effect. The Government called in particular on African member States that had not ratified the Instrument of Amendment to do so. The ILO should provide urgent assistance to countries that had not ratified the instrument to enable them to start the process. The permanent members of the Governing Body should do likewise. The Governing Body should decide, in the light of the present discussion, on the way forward.
102. *A Government representative of Spain* agreed with the conclusions of the Africa group, but not in their justification. The concept and number of members of chief industrial importance appeared anachronistic, and should perhaps be replaced by the notion of chief social importance. The criteria for this importance should be regulated, clear and objective, taking account of social statistics and for example such important indicators as the UN

Human Development Index. The speaker was not suggesting that permanent seats should be converted into elective seats, or that permanent members should lose their seats, but simply arguing for the modernization of an outdated concept. None of the options presented by the Office was viable. The delegation of Spain believed it was time to revise the criteria applied to permanent membership of the Governing Body and to base this membership no longer on industrial importance, but on social importance, related to the world of work. The delegation would however bow to the majority opinion as to the best way forward.

103. *A Government representative of Senegal* stated that none of the three options presented by the Office would solve the problem of Africa's geographical representation, and supported a new ratification campaign for the 1986 constitutional amendment.
104. *A Government representative of Mozambique* said it was important for the ILO to modernize to face the challenges of the twenty-first century. His Government supported a new ratification campaign for the 1986 constitutional amendment.
105. *A Government representative of Mexico* stressed the importance of equitable geographical representation. His Government had ratified the Instrument of Amendment, 1986, and believed efforts should be increased to encourage its ratification. In the meantime, he supported the first option, a review of the composition of the ten "Members of chief industrial importance". This review was provided for in the ILO constitution, and should not prove problematic.
106. *A Government representative of Cuba* commented that the 1986 constitutional amendment had resulted from a supremely democratic exercise, in which his Government had participated as member of the working group responsible. Cuba had likewise ratified the Instrument of Amendment. His Government supported seeking a solution to the problem raised by the Africa group, and was also in favour of launching a new campaign for ratification of the constitutional amendment.
107. *A Government representative of India* supported option two, to propose a new amendment of the ILO Constitution, to address either the number of non-elective seats, or their geographical distribution. These and other questions could be entrusted to an impartial committee under article 70 of the Constitution, which should operate within time limits.
108. *A Government representative of Nigeria* endorsed the statements made by African countries, and also felt that the three options presented by the Office would not adequately meet the concerns of the African region. There should be a new campaign of ratification of the constitutional amendment, and the suggestion made by the Government of Spain, to replace "industrial importance" with "social importance" should also be taken into account.
109. *A Government representative of Brazil* stated that option two was the best solution. article 7 of the ILO Constitution should be amended so as to overcome the problems that prevented ratification of the Instrument of Amendment, 1986 and answer to the concerns felt by the Governing Body.

Governing Body decision:

110. ***The Governing Body requested the Director-General to prepare a concrete proposal on the composition of the Governing Body, which could address expeditiously both the number of non-elective seats and their geographical distribution, for submission to the 303rd Session (November 2008) of the Governing Body.*** (GB.301/5, paragraph 8.)

Sixth item on the agenda

DEVELOPMENTS CONCERNING THE QUESTION OF THE OBSERVANCE BY THE GOVERNMENT OF MYANMAR OF THE FORCED LABOUR CONVENTION, 1930 (NO. 29) (GB.301/6/1, GB.301/6/2 and GB.301/6/3)

111. *The Ambassador of Myanmar* said that his Government had made sustained and significant progress on the issue of forced labour. An ILO mission visiting Myanmar from 25–28 February 2008 had resulted in a one-year extension to the Supplementary Understanding (SU) as from 26 February 2008. The mission had met the Minister of Labour and had also discussed matters concerning the implementation of Order No. 1/99 and Supplementing Order No. 1/99 forbidding the requisition of forced labour with the Deputy Minister of Labour. As with the previous ten ILO missions to Myanmar, this mission had been positive and had advanced cooperation between the Organization and the Government. Cooperation with the United Nations was also a cornerstone of Myanmar's foreign policy.
112. On 9 February 2008, the Government had announced firstly the holding, in May 2008, of a referendum on the new national Constitution; and secondly, a timeframe for the holding of multiparty democratic elections in 2010, in accordance with the proposed Constitution. These moves were in line with the seven-step road map towards democratization put in place by the Government.
113. During the one-year trial period of the SU, the Liaison Officer had transmitted 35 cases to the Working Group on Forced Labour, of which 24 had already been closed, four investigated and the findings forwarded to the Liaison Officer, and seven remained under investigation. Cooperation was continuing in this connection. A joint lecture to raise awareness among township judges on the eradication of forced labour was given on 18 February by the Director-General of the Department of Labour and the Liaison Officer. Regarding a highest-level public statement in respect of the illegality of force labour, the speaker pointed to Order No. 1/99 and Supplementing Order No. 1/99, issued by the Ministry of Home Affairs of Myanmar, which clearly stipulated such illegality. These Orders had been reinforced by a directive of 1 November 2000, issued by the State Peace and Development Council, the highest organ of the State.
114. Military service was voluntary in Myanmar, and enlistment of persons under the age of 18 was not permitted. The Government had established the High-level Committee for the Prevention of Military Recruitment of Underage Children on 5 January 2004, and this body worked closely with the UN Country Team, especially UNICEF, in organizing awareness training programmes and workshops for Myanmar officials. Between 2002 and 2007, 792 persons, including 160 minors, had been returned to their parents or guardians, and action taken against 43 members of the military for violations.
115. The cases of Daw Su Su Nway and U Min Aung, mentioned in the conclusions of the 300th Session of the Governing Body, did not fall within the SU's scope. However, U Min Aung's sentence had been reduced to two years, to accommodate the Governing Body's request. Six other persons were not workers, but were receiving training, financial assistance and instructions from the Federation of Trade Unions – Burma (FTUB), an organization that evidence had shown to be responsible for bombings and other terrorist activities aimed at destabilizing the country. The FTUB had been outlawed by the Ministry of Home Affairs and therefore represented no workers in Myanmar. Nevertheless, the Supreme Court would review the six cases on 4 April 2008.

116. Myanmar regarded its workers as one of the major driving forces behind development. The new Constitution enshrined their right to assemble peacefully and form associations to bargain collectively, and upheld the rights enshrined in Conventions Nos 29 and 87. Given these circumstances, the speaker called on the Governing Body to review the process initiated by the Conference resolutions of 1997 and of 1998, and recognize the Government's commitment to eliminating the practice of forced labour in Myanmar.
117. *The Worker Vice-Chairperson* said that there had not been progress, but regression in Burma. Workers and those who wished to protest continued to be repressed brutally. Some 1,850 political detainees were recorded, including the labour activist Su Su Nway, though the number could be higher. Although the referendum on the new Constitution was to be held in May, the group had information that any person challenging or criticizing the referendum risked reprisals. Moreover, the public had not been informed on the issues at stake in respect of the proposed Constitution, and this augured poorly for true democratic process. A proposal that election observers be put in place had been rejected by the Government, while monks, Christians, Hindu leaders and former political detainees were also debarred from the referendum. The Government said that multi-party, democratic elections would be held in 2010. However, 25 per cent of seats were to be reserved for the military, and that minority would have the power of veto over the rest of Parliament.
118. *The Workers' group* wished to know why translations, in all the languages of the country, had not been made and distributed announcing that the Government had committed itself to the abolition of forced labour and to punishing those guilty of having recourse to the practice. Indeed, the Government had made no attempt to demonstrate that progress had been made towards achieving the goals sought in the Governing Body's conclusions at its 300th Session. The Government claimed it was trying to promote democracy and freedom of association, but at the same time had banned the well-respected FTUB. The Workers' group wished to know what more could be done under the ILO Constitution on the issue of freedom of association in the country.
119. The group supported the extension of the trial period of the SU, but believed that the number of complaints remained low because of the climate of fear and intimidation. The degree and the number of punishments meted out were also doubtful. The Ambassador had informed the Workers' group that only one official had been "reprimanded", but it was not clear what the exact force of a "reprimand" was. The Ambassador also claimed before the Workers' group that there was no forced labour, but that children were deceiving government officials by claiming to be over 18 years in order to enter the army. When discovered, these persons were returned to their homes. In another instance, where a bridge had required urgent construction, locals had been invited to "volunteer their help". This had all the appearance of a euphemism for forced labour. The group believed that the options set out in the Conference Selection Committee's report of June 2006, which reviewed further action to ensure Myanmar's effective compliance with the recommendations of the Commission of Inquiry, should be placed clearly before the Government again, including the option of requesting an advisory opinion from the International Court of Justice (ICJ). It should also be clearly stated to the Government that by signing the prolongation of the SU, it did not absolve itself from respecting the decisions reached by the Conference Committee on the Application of Standards in June 2007.
120. *The Employer Vice-Chairperson* thanked the Ambassador for the explanations he had given both today and during the debate on the report of the Committee on Freedom of Association; he also recognized the efforts of the Liaison Officer and of the ILO mission to Myanmar. Although a long-term agreement was required to eradicate bad practices and customs, his group appreciated the 12-month prolongation of the SU. It was essential that every effort should be made to ensure that the terms of the SU were effectively

implemented in all areas of the territory where forced labour occurred. Such implementation implied guaranteeing the correct functioning of the Liaison Office, and ensuring it disposed of adequate staff. The question of the true application of the SU remained unanswered. This question had generated much debate in the Governing Body and while it was true that dialogue between the ILO and the Government had improved, no full proof had been given that it was absolutely committed to eliminating forced labour. The document made it clear that much remained to be done, but its Appendix III (Summary review of caseload) showed that the Governing Body was going to follow the development of cases dealt with by the Liaison Officer both quantitatively and qualitatively, through the denunciation stage to the punishment of those responsible. For the full application of the SU, it was essential that any impunity be eliminated. The group therefore welcomed the positive developments, but was not satisfied by them. It encouraged the Office to expand its action, through the Liaison Office and in cooperation with the Government, so that the Governing Body might be certain, firstly, that information concerning the abolition of forced labour had been diffused in all the country's languages and among all sectors of society; and secondly, that every trace of impunity had been removed, and that those making complaints of forced labour were completely free from threat or harassment.

121. *A Government representative of France* made a statement on behalf of the European Union (EU), to which the following States aligned themselves: EU candidate countries, Turkey, Croatia and the former Yugoslav Republic of Macedonia. The countries of the Stabilization and Association Process and potential candidates, Albania, Bosnia and Herzegovina, Montenegro, the European Free Trade Association (EFTA) countries, Iceland and Norway, members of the European Economic Area, and Switzerland, as well as Ukraine, the Republic of Moldova, Armenia and Georgia.
122. The Government of Burma/Myanmar had violently suppressed the peaceful demonstrations in September 2007, and continued to arrest, harass and sentence political and human rights activists. The EU supported the efforts of the Human Rights Council and its Special Rapporteur in this connection. The EU had repeatedly expressed concern at the human rights situation in Burma/Myanmar, and especially of violations of ILO Conventions Nos 29 and 87. Recruitment of child soldiers was particularly saddening. Despite Order 1/99, reports of harassment of complainants of forced labour persisted. The EU common position and restrictive measures were regularly reviewed to respond to developments, and would next be reviewed in April 2008. The EU had welcomed the SU signed on 26 February 2007, and therefore supported the decision to defer requesting an advisory opinion from the ICJ; it also supported the recommendations of the February 2008 ILO mission to Burma/Myanmar.
123. Lack of progress on the ground was regrettable, but some positive elements existed: the Working Group, supported by the Ministry of Labour was responding to complaints, and 11 victims of underage recruitment had been returned to their families; the Liaison Officer had undertaken internal travel, awareness-raising, training and education activities, and employed an international assistant; a lecture had been delivered to inform 60 deputy township judges on international labour Conventions, and the rights of Burma/Myanmar citizens under national laws on forced labour, the SU and its complaint mechanism; the SU had improved working relations between the ILO and the authorities, though awareness of rights and responsibilities was still insufficient among the local authorities, the military and the general public; the ILO mission had met with the Central Executive Committee of the National League for Democracy (NLD), which provided a written statement on the implementation of the SU; the SU trial period had been extended by one year.
124. The EU regretted that no high-level statement had been made banning all forms of forced labour with sanctions for violations. It further regretted that the population outside Yangon

was unaware of the complaint mechanism, which had not been translated, distributed or publicized. Logistical barriers and fear of reprisal reduced complaints, and the EU urged the authorities to remedy this situation, and to support actively the activities of the Liaison Officer, assuring his free movement. The EU deplored reports of continuing and increasing forced military recruitment of minors, especially since September 2007, and strongly supported the joint team of the authorities, UNICEF, the ICRC and the ILO in developing and delivering a training-for-trainers' course, aimed at military recruiting staff, on the law and practice concerning underage recruitment. It was concerned at reports of military recruitment of civilian porters, many of whom lost their lives or limbs due to landmines. The EU would continue to follow closely the cases contained in the report's appendix, especially those concerning Su Su Nway, U Min Aung, U Thet Wai and six labour activists imprisoned on 1 May and sentenced in September 2007. It welcomed the release on bail of U Thet Wai, but deplored that persons could still be charged for contacts with the ILO.

125. Deploping the authorities continuing restriction of fundamental human rights and post-September 2007 crack-down on peaceful activists, the EU encouraged neighbouring countries to continue their efforts to lead Burma/Myanmar towards ending forced labour and national reconciliation. The EU noted the announcement on 9 February 2008 of the holding in May 2008 of a referendum on a new Constitution and multi-party elections in 2010. Only a process fully involving the opposition and ethnic groups would lead to national reconciliation and stability. The EU supported the efforts of the UN Secretary-General's Special Representative, Mr Gambari, in this connection, and contributed to the process, inter alia, through the EU special envoy, Mr Fassino. All political detainees, including Aung San Suu Kyi, must be released, and substantial time-bound dialogue with all political stakeholders initiated, with full respect for human rights and fundamental freedoms, including freedom of association and universal prohibition of all forms of forced labour.
126. *A Government representative of the Philippines* expressed profound appreciation at the Director-General's continued cooperation with the Government of Myanmar and welcomed the extension to the SU. His Government appreciated Myanmar's cooperation with the ILO, and with the international community. Some positive developments had occurred and dialogue and cooperation between the ILO and Myanmar should continue.
127. *A Government representative of the United States* commended the work of the Liaison Officer and likewise that of the high-level mission. There had been no significant progress; the recent series of detainments of labour leaders and rights activists was deplorable; translation of appropriate documentation, including forced labour Conventions and the SU, had not been undertaken. Consequently, the Burmese people remained unaware of their rights. The arrest of six labour activists after attending a labour conference on 1 May 2007 and their subsequent conviction was a flagrant violation of freedom of association. Children continued to be recruited into the army, and labour was exacted for crop growing and community projects. The Government should cease these practices.
128. Some forced labour victims had been permitted to contact the Liaison Officer, who in turn had been able to explain labour rights to town and village leaders. These were positive developments and the Government should continue this level of cooperation, terminate illegal practices and resolve pending legal cases in a just and timely fashion. The Government should comply with the recommendations of the 1998 Commission of Inquiry by aligning the legislation to Convention No. 29 without further delay. Penalties for exacting forced labour should be strictly enforced.
129. To move credibly to democracy, the present regime should release all political prisoners and open dialogue with Aung San Suu Kiy and other democratic and ethnic minority representatives. The May referendum should be freely and fairly conducted, and freedom

of expression and assembly should be safeguarded. In January, the United States Secretary of State, and the Foreign Ministers of France and of the United Kingdom, had issued a joint statement as follows: “There can be little doubt that only genuine and inclusive dialogue can deliver national reconciliation and stability for Burma and its neighbours. While the regime may be indifferent to the suffering of the Burmese people, the world is not”.

130. *A Government representative of Japan* noted some progress, though much remained to be done. Japan urged the Government of Myanmar to address the issues of concern to the international community and to explain and show improvements made. The ILO should continue to cooperate with the Government. Japan would continue to play its role.
131. *A Government representative of Canada* commended the ILO’s action in respect of Burma. Canada welcomed the extension of the SU but regretted the lack of progress in eliminating forced labour or implementing the recommendations of the Commission of Inquiry. Canada wished to inform the Governing Body that on 13 December 2007, under the Special Economic Measures Act, Canada imposed sanctions on Burma that included: a ban on all Canadian exports other than humanitarian goods to Burma; a ban on all Burmese exports to Canada; the freezing of the assets of designated Burmese nationals connected to the State; prohibition of Canadian financial services to and from Burma; prohibition of technical data to Burma; a ban on new investment in Burma by Canadian persons and companies; prohibition of Canadian registered ships or aircraft docking or landing in Burma, and of Burmese ships or aircraft docking or landing in Canada. Canada encouraged the ILO to take the strongest measures to bring reform to Burma.
132. *A Government representative of the Republic of Korea* noted encouraging results from the SU, and therefore welcomed the extension of the trial period, but regretted the absence of translation and of publicizing of the method of redress. The announcement of a democratization schedule also gave hope of progress in Myanmar. The referendum on the Constitution, which included the prohibition of forced labour, would also advance human rights in Myanmar. The ILO should continue to supply assistance to this end.
133. *A Government representative of Australia*, speaking also on behalf of New Zealand, expressed full support for all the ILO’s efforts in Myanmar, and for the extension of the SU which, thanks to the diligence of the ILO Liaison Officer, had enabled a limited number of persons to make complaints of violations of Convention No. 29. The results remained modest however, the low number of cases assessed reflecting the difficulty in covering the territory, and the lack of awareness among the population of the right to complain. Moreover, the outcomes of many cases appeared unsatisfactory, with only one case resulting in government prosecutions. The two Governments expressed grave concern for the six arrested labour activists and also for U Thet Wai, arrested on 24 February 2008 for being in possession of information on forced labour issues. Far greater commitment from the Government was needed if the SU was to become an important means in beating forced labour. The Government should therefore make an unambiguous public statement prohibiting all forms of forced labour. It should urgently give adequate publicity to the SU in appropriate translations; any delay would be interpreted as prevarication. It should bring its legislation into conformity with Convention No. 29 and enforce the criminal penalties pertaining to the exaction of forced labour under law.
134. *A Government representative of India* expressed satisfaction at the increased cooperation between the Government of the Union of Myanmar and the ILO. The positive developments – the resolution of cases; the support of the Government for the Liaison Officer’s activities; the extension of the SU – should be reinforced and encouraged. The dialogue and cooperation should continue, and this, accompanied by follow-up of specific

cases, the translation and distribution of information and educational activities throughout the country, would yield fruit.

135. *A Government representative of Sri Lanka* endorsed the proposals to create awareness education, promotion and publicity for the public and for officials to promote the functioning of the mechanisms put in place. Sri Lanka supported the extension of the SU and the work thus far carried out by the ILO, especially as regards cooperation with the Inter-Ministerial Working Group. Cooperation should continue until a permanent mechanism was established to resolve forced labour.
136. *A Government representative of Cuba* welcomed the cooperation between the ILO and the Government of Myanmar. Dialogue and technical assistance were critical if ILO member States were to achieve the Organization's objectives.
137. *A Government representative of China* applauded the increased cooperation between the Government of Myanmar and the ILO as evidenced by the extension to the SU and the reinforcing of the ILO Liaison Office, and its operation, in Myanmar. The ILO should build on the work achieved so far, and continue to assist the Government under the current mechanism through dialogue and cooperation.
138. *A Government representative of the Russian Federation* believed that positive developments showed that cooperation had been and was the right course to pursue. The complaints mechanism was operating satisfactorily with the establishment of the Inter-Ministerial Working Group. Work should continue in the same vein to achieve implementation of Convention No. 29.
139. *The Employer Vice-Chairperson* noted that there appeared to be general approval of the efforts made, but at the same time regret that the information concerning the elimination of forced labour was inadequately disseminated, together with a wish for a clearer, permanent mechanism to enable the problems within the country to be resolved. It could not be denied that the practice of forced labour continued in Myanmar and that impunity for those exacting it also persisted.
140. *The Worker Vice-Chairperson* welcomed the fact that all governments, including those that said that progress in Burma was adequate, recognized the value that had to be placed on human rights. The Workers' group supported the extension to the SU, but felt that progress was too slow in areas which concerned the sufferings of people and violations of their rights. The democratic progress announced by the Government appeared circumscribed by many conditions. An unequivocal statement of the universal value of human rights, freedom of speech and freedom of dissent was required. When the matter was dealt with at the June Conference, the group reserved the right to bring the question of freedom of association before the Selection Committee as a separate item.
141. *The Chairperson* mentioned in summarizing that every member State from the Asia-Pacific region, including those that were robustly critical of developments in Myanmar, referred to the country using that name, rather than Burma. A very clear message emerged from the ASEAN region, the most populous of the world, of unanimity against the practice of forced labour, and of constructive engagement, balance, and strong, but not excessive encouragement to the Government of Myanmar. This was a clear signal, and it should be respected. Work in this sense should continue through the region and through the neighbouring States.
142. *The Worker Vice-Chairperson* stressed that it was his role to speak for workers from all over the world.

143. *A Government representative of the United States expressed disappointment at the views expressed in the Chairperson's summary of the discussion. It was the role of the International Labour Organization to uphold fundamental values that must prevail in every region of the world.*

Governing Body conclusions:

144. *The Governing Body considered all the information before it, including the statement made by the Permanent Representative of the Union of Myanmar.*
145. *The Governing Body welcomed the extension of the trial period of the operation of the Supplementary Understanding (SU) for a further 12 months as of 26 February 2008. In so doing, it expressed its strong expectation that during this extension period, the SU would be applied in full and according to the original intent. This included, in particular: the freedom of complainants to access the complaints mechanism without fear of harassment or reprisal; the need to urgently reproduce the SU in the appropriate local languages and ensure its wide dissemination together with other awareness-raising materials; the freedom of movement of the Liaison Officer to carry out his responsibilities; and the requirement that penalties imposed on the perpetrators of all forms of forced labour were meaningful and enforced.*
146. *The Governing Body again called on the authorities of Myanmar at the highest level to make an unambiguous public statement – disseminated in the appropriate local languages – reconfirming the prohibition of any form of forced labour and their ongoing commitment to the enforcement of that policy, including through the application of the SU.*
147. *The Governing Body recognized that certain awareness-raising and educational activities had recently taken place. However, it expressed its serious concern at the lack of awareness of both relevant government policy and obligations under Convention No. 29 as evidenced by continuing reports of harassment of persons associated with supporting the operation of the SU. Of particular concern to the Governing Body was the case of U Thet Wai who whilst on bail still had two outstanding charges against him. The Governing Body expected that U Thet Wai and other persons who had been associated with activities against forced labour, in line with the objective of the SU, remain free and experience no further harassment. The Governing Body reaffirmed its call for the immediate release of Su Su Nway and U Min Aung, as well as the six labour activists whose cases were to be reviewed by the Supreme Court.*
148. *Concerning the comments made on freedom of association and the rights of all trade unions, the Governing Body underlined that this had been clearly addressed in the conclusions on Case No. 2591 of the Committee on Freedom of Association, the report of which was adopted at this session of the Governing Body.*
149. *The Governing Body drew once again the attention of the Government to its past conclusions and decisions as well as those of the International Labour Conference in the expectation that these matters be efficiently addressed. The Governing Body requested the Liaison Officer to provide an update of the situation to the Committee on the Application of Standards at the 97th Session of*

the International Labour Conference in connection with its special sitting on the application of Convention No. 29 in Myanmar.

- 150.** *The Governing Body called on the Government to strengthen its cooperation with the ILO, and in particular with the Liaison Officer, to ensure the effective operation of the SU and the implementation of the obligations under Convention No. 29 to prohibit the use of forced labour as well as the recruitment of minors into the military.*

Seventh item on the agenda

ACTION TO BE TAKEN REGARDING THE APPOINTMENT OF THE DIRECTOR-GENERAL

Report of the Officers of the Governing Body (GB.301/7)

- 151.** *The Employer Vice-Chairperson* requested that the discussion on the present item on the agenda, which was scheduled for the morning, be put back to 3 p.m. so that the Employers' group could finalize its position on the issue.
- 152.** *A Government representative of Cameroon*, speaking on behalf of the Africa group, supported paragraphs 3, 4 and 5 of the Office paper and hoped that the Director-General would agree to his candidature being presented by the Africa group.
- 153.** *The Employer Vice-Chairperson* called for the discussion to be focused on the item included on the agenda, namely the examination of the Rules applicable to the election of the Director-General. In order to maintain the credibility of the Governing Body, it was first necessary to establish the Rules applicable to any candidate. He therefore called on the other members of the Governing Body to refrain from presenting candidates until the framework of rules governing the election had been determined.
- 154.** *A Government representative of Argentina* agreed with the Employer Vice-Chairperson that interventions should be limited to the item on the agenda. With regard to the request to suspend the sitting, she considered that Government representatives who could not adapt to a change in schedule in view of their commitments should be able to speak in the morning.
- 155.** *The Worker Vice-Chairperson* agreed to the postponement of the discussion, as requested by the Employers, but also concurred with the previous speaker that Governments should be able to express their views in the morning at the time initially envisaged.
- 156.** *A Government representative of the Bolivarian Republic of Venezuela* was of the view that the discussion should be held during the morning, as scheduled. He supported the three points for decision and the candidature of Mr Somavia.
- 157.** *A Government representative of Nigeria* recalled the work of the Director-General in promoting the concept of decent work and its conversion into the backbone of ILO activities and a component of national policies. Referring to other aspects developed under the guidance of the Director-General, he said that it was necessary for Mr Somavia to continue as leader of the ILO and expressed support for the three points for decision.
- 158.** *The Chairperson* requested speakers to confine their comments exclusively to the points for decision.

159. *A Government representative of Sri Lanka* agreed with the points for decision and expressed support for Mr Somavia's candidature. He emphasized the progress achieved in his region through the integration of the concept of decent work as a primary goal of national development policies.
160. *Government representatives of Cuba, India and China* expressed support for the three paragraphs containing points for decision.
161. *A Government representative of Pakistan* supported the points for decision, in relation to which he endorsed the candidature of the present Director-General. Among the objectives achieved by Mr Somavia during his terms of office, he emphasized the rapid increase in the number of ratifications, the integration of the concept of decent work into labour policy and the rapidity and effectiveness of the Organization's responses to global challenges.
162. *A Government representative of El Salvador* emphasized the importance of the subjects of full and productive employment and decent work, which had been promoted by the Director-General. In recognition of the significance of the Director-General's leadership, he expressed support for the points for decision and hoped that the Director-General would stand for a new term of office, in which case he would have the support of the Government of El Salvador.
163. *A Government representative of the Islamic Republic of Iran* supported the three points for decision and called on the Director-General to agree to continue leading the ILO. He said that Mr Somavia had raised the decent work concept and labour issues to the top of the Millennium Development Goals.
164. *A Government representative of Senegal* approved the three points for decision and, endorsing the statement made by the Government representative of Cameroon on behalf of the Africa group, expressed support for the candidature of the present Director-General.
165. *A Government representative of the United Kingdom*, also speaking on behalf of the Governments of the Czech Republic and the United States, and of Denmark and Switzerland, two States that were not members of the Governing Body, proposed that the Governing Body should meet to discuss the issue in depth. In particular, it was necessary to consider how to follow United Nations General Assembly resolution 5/241 of July 1997, which invited all United Nations bodies to implement measures in approving appointments and extensions of terms for executive heads with a uniform term of office of four years, renewable only once. Speaking exclusively on behalf of the Government of the United Kingdom, he supported the three points for decision on procedural matters.
166. *The Employer Vice-Chairperson* supported the three points for decision. He said that the Employers' group was now in a position to indicate the outcome of its long reflection on the Rules governing the election of the Director-General. In that respect, he expressed surprise that several speakers had requested the floor to refer to a matter that was not on the agenda, such as the indication of support for specific candidates, and that they had even done so before the Employers and Workers had expressed their opinions and before the Governing Body had adopted the Rules governing the election of the Director-General. He asked the Legal Adviser whether it was acceptable to include such interventions in the record of the meeting.
167. Irrespective of any consideration of a personal nature, the Employers' group supported the imposition of a limit on the number of terms of office that could be exercised by a person who headed an organization such as the ILO. Their position was based on democratic principles and was within the context of the efforts made by the United Nations to act as a

single body, “Delivering as One”, as explained by the Government representative of the United Kingdom.

168. To that effect, the Employers’ group proposed that, immediately following the election that was to be held in November 2008, the Governing Body should discuss the principle advocated by the Employers of establishing a maximum of two terms of office for the highest executive position in the ILO. The discussion would be based on a paper prepared by the Office on the rules governing future elections and would involve broad consultation with constituents with a view to ensuring the transparency of the whole electoral process.
169. *The Chairperson* noted that speakers had expressed their views on the points for decision and considered that the records should be a faithful reflection of the discussion. Accordingly, it was not possible to alter their content without the due authorization of the speakers concerned, some of whom had already had to leave the room.
170. *The Worker Vice-Chairperson* supported the three points for decision. On the basis of these paragraphs, he requested confirmation that, for the Workers’ group to nominate Mr Somavia, as it intended to do, it would be sufficient to submit to the Chairperson of the Governing Body a letter signed by the secretariat of the Workers’ group and by some members of the Governing Body, who would be elected at the beginning of June 2008. He supported the request made by the Employers for the Office to prepare a paper on the rules governing future elections, which should preferably be submitted to the 304th Session (March 2009) of the Governing Body, or in other words after the election of the Director-General. Such a date would appear to be more favourable for a clear, direct and transparent examination of a document of that nature. He added that a time limit on the term of office should not be the only means of control over the Director-General of the ILO, but that such a high-level official, in the same way as other officials, should also be subject to performance evaluations.
171. *A Government representative of Argentina* said that her Government and that of Chile supported the points for decision. In view of the content of paragraph 5, which was a point for decision, they nominated Mr Somavia as candidate since the ILO needed to continue along the same path with a view to the formulation of a model for economic development based on decent work as a source of social integration at the national, regional and international levels.
172. *A Government representative of Barbados* approved of the three points for decision, on the basis of which he supported the candidature of Mr Somavia to the post of Director-General of the ILO for the next five years.
173. *A Government representative of Brazil* expressed support for the points for decision contained in paragraphs 3, 4 and 5 and endorsed the statement made by the Governments of Argentina and Chile, among others. He observed that, under the leadership of Mr Somavia, the ILO was committed to its objective of attaining social justice and contributing to peace. He said that decent work was the fundamental element of the Millennium Development Goals.
174. *A Government representative of Peru* approved of the points for decision. Together with the Government delegations of Colombia, Panama and Uruguay, he supported the candidature of Mr Somavia.
175. *A Government representative of South Africa* proposed that, first, the rules should be adopted, and then the candidates could be presented. He indicated that the Southern African Development Community would be taking a decision on that issue.

176. *A Government representative of Germany* approved the three points for decision. She recalled that, in the same way as the issue of candidatures, the subject of limits on the number of terms of office was not on the agenda. The point should be examined once the election had been held, but should not be linked to any particular candidate. She added a personal remark, saying that she joined all those who had already expressed their support for the candidature of the Director-General, Mr Somavia.
177. *The Legal Adviser*, in response to the question raised by the Employer-Vice Chairperson concerning the inclusion in the record of the references to candidatures made during the discussion, indicated that the decision on the issue lay with the Governing Body, which approved the minutes of its meetings. The presentation of candidates was not on the agenda and the decision of whether the matter should be examined at the present meeting lay within the discretion of the Chairperson of the Governing Body. With regard to the paper requested by the Employers, if the Governing Body so wished, it could be prepared for discussion in 2009.

Governing Body decision:

178. *The Governing Body decided that:*

- (a) the election of the Director-General of the ILO would take place on the opening day of the 303rd Session of the Governing Body, that is on Tuesday 18 November 2008 at 3 p.m., and that the mandate of the Director-General, when appointed, would take effect on 4 March 2009 at zero hours for a period of five years;*
- (b) the election would be subject to the Rules governing the election of the Director General, as adopted in 1988 and set out in appendix to document GB.301/7; and*
- (c) candidatures submitted by a member State of the Organization or by a member of the Governing Body would have to be received by the Chairperson of the Governing Body at the latest on Friday, 17 October 2008, at 11 a.m. to be taken into consideration.*

(GB.301/7, paragraphs 3, 4 and 5.)

Eighth item on the agenda

349TH REPORT OF THE COMMITTEE ON
FREEDOM OF ASSOCIATION
(GB.301/8)

179. *The Chairperson of the Committee* said the Committee on Freedom of Association (CFA) had 143 cases pending, of which it examined 33 on their merits. It had launched urgent appeals to the following Governments to submit complete observations on Cases Nos 2384 and 2554, on Colombia; 2543, on Estonia; and 2566 and 2567, on the Islamic Republic of Iran. The CFA examined 47 cases in which governments had informed it of measures taken to implement its recommendations, and noted developments in Cases Nos 2292, 2395 and 2474, on Poland; 2368, on El Salvador; 2473, on the United Kingdom; and 2506, on Greece.

- 180.** Case No. 2489, on Colombia, declared serious and urgent by the CFA, concerned allegations that a union of university workers had been pressurized by the university Vice-Chancellor and paramilitary commanders of the United Self-Defence Forces of Colombia (AUC) to renegotiate the collective agreement. The Committee urged the Government to ensure the safety of the threatened trade union leaders, to instigate an independent inquiry and punish those responsible, should the allegations prove true.
- 181.** Case No. 2591, on Myanmar, was also serious and urgent. It concerned allegations of the arrest and subsequent sentencing to between 20 and 28 years imprisonment of six labour activists for trying to organize celebrations and a seminar on labour issues on Labour Day 2007. The Committee recalled earlier cases which also demonstrated the complete lack of a legislative framework for trade unions in Myanmar, and could only conclude that the six persons had been punished for exercising their rights to freedom of association and of expression. The appeals were pending before the Supreme Court, and the Government should take measures to release Thurein Aung, Wai Lin, Nyi Nyi Zaw, Kyaw Kyaw, Kwaw Win and Myo Min. The Committee noted the Government's opinion that the Federation of Trade Unions – Burma (FTUB) was unlawful and urged it to refrain from preventing workers from exercising their right to organize for collective representation, including by organizations exiled because they could not be recognized under current laws in Myanmar.
- 182.** In closing, the Chairperson of the CFA informed the Governing Body that, at the request of the Government of the Bolivarian Republic of Venezuela, he and the Employer and Worker spokespersons had met with the Vice-Minister of Labour to discuss outstanding matters in the pending cases concerning that country.
- 183.** *The Employer spokesperson* said the CFA had dealt with a number of important issues from his group's point of view. In Cases Nos 2562, on Argentina; 2548, on Burundi; 2564, on Chile; and 2585, on Indonesia, the conclusions and recommendations called on trade unions to be responsible when embarking on action, but also urged the police and officials to exercise restraint and not over-react to peaceful demonstration. The group fully supported this principle. In Cases Nos 2552, on Bahrain, 2548, on Burundi, 2534, on Cape Verde; and 2545, on Norway, the Employers argued strongly that the time had come to redefine the manner in which essential services should be viewed. The world of work was constantly changing, and services that might not previously have been seen as essential, had now become so. The *Digest of decisions and principles of the Freedom of Association Committee* contained a number of references concerning this debate, which should reflect the changing circumstances confronting governments. Governments should adopt a proactive approach, based on tripartism, in determining the scope of an essential service. In Cases Nos 2552, on Bahrain; 2588, on Brazil; and 2524, on the United States, the CFA sought a clear understanding of how to deal with matters where the countries concerned had not ratified Conventions Nos 87 and 98. In the case on the United States, with the guidance of the *Digest*, adequate debate had been possible regarding the definition of "supervisors"; in the case on Brazil, the Employers were opposed to the naming of companies, but encouraged by the language used in the CFA's conclusions and recommendations, which showed that the allegations against the company were yet to be proved and should be investigated.
- 184.** Cases Nos 2555 and 2468, on Chile and Romania, respectively, contained the principle that the Committee should let national judicial proceedings run their course before intervening.
- 185.** Regarding Case No. 2556, on Colombia, which concerned the right of temporary workers to join a trade union, the employers believed that this debate would evolve over time. It would be necessary to define at what level collective bargaining should take place.

186. Finally, the speaker stressed that the CFA took great care before recommending that a direct contacts mission be sent to a particular country. The group was therefore disappointed that at the meeting with the Vice-Minister of the Bolivarian Republic of Venezuela, the CFA's request that such a mission take place had not been accepted by the Government.
187. *The Worker spokesperson* said that the CFA had had many differences of opinion, but with the support of the secretariat, had come to compromises satisfactory to all. She highlighted the fact that in two of the five cases concerning Argentina that the CFA had examined, the parties themselves had been able to solve the conflicts. This was a sign of success for social dialogue and the Committee. In Case No. 2513, on Argentina, the Committee had emphasized the principle that declaring industrial action illegal should not be a matter for the Government, but for an independent body enjoying the confidence of both parties. The Government should respect this principle in future. Case No. 2562, also concerning Argentina, involved the police killing of a teacher during a demonstration by education workers. The Committee requested the Government to ensure proportionality and balance in the use of force, and avoid any excesses.
188. In Case No. 2552, on Bahrain, the Government defined essential services to include private security services, airports, ports, general transport, pharmacies, bakeries, educational institutions and the petroleum and gas sectors. The CFA requested the Government to amend the legislation to limit essential services to those in which a strike would endanger the lives, personal safety or health of all or part of the population.
189. In Case No. 2588, on Brazil, there had been much discussion about the naming of the company against which the complaint was lodged – General Motors – accused of favouring non-representative trade unions. The Workers were satisfied with the compromise recommendation that the Government instigate an inquiry into the allegations, consulting the representative employers' organizations.
190. The Committee examined five cases on Colombia. In serious and urgent Case No. 2489, the Workers wished to express very great concern at the role of the paramilitary AUC commanders in attempting to impose renegotiation of a collective agreement. The CFA urged the Government to take steps to ensure the safety of the threatened trade union leaders and instigate an independent investigation into the allegations. Cases Nos 2498 and 2556, also on Colombia, concerned the refusal to register trade unions containing temporary workers, or workers without an employment contract with the employer. The recommendations urged the Government to bring its legislation into line with Convention No. 87, in consultation with the most representative employers' and workers' organizations, to allow these workers the right to join and form trade unions of their choice.
191. Case No. 2524, on the United States, concerned a continuous practice of the National Labour Relations Board to give a very broad definition of "supervisor", inclusion in which category excluded a worker from organizing and bargaining collectively. The Committee recommended that the Government ensure that only workers generally representing the interests of the employers should be thus excluded.
192. Case No. 2591, on Myanmar, concerned the arrest and sentencing, under the national Penal Code, of six labour activists to imprisonment for periods of 20 to 28 years, as well as fines, for preparing for May Day 2007 and organizing a seminar on labour issues, as well as contacting the FTUB for support. The Committee recommended that the Government should amend its legislation to bring it into line with Conventions Nos 87 and 98, recognize the FTUB as a legitimate trade union, ensure that trade union activities could be

exercised without discrimination, and release the six labour activists, named above by the Chairperson, forthwith.

193. *The Governing Body took note of the introduction to the report of the Committee, contained in paragraphs 1–310, and adopted the recommendations made in paragraphs 330 (Case No. 2513: Argentina); 352 (Case No. 2535: Argentina); 369 (Case No. 2549: Argentina); 382 (Case No. 2561: Argentina); 407 (Case No. 2562: Argentina); 424 (Case No. 2552: Bahrain); 498 (Case No. 2529: Belgium); 513 (Case No. 2588: Brazil); 545 (Case No. 2548: Burundi); 562 (Case No. 2534: Cape Verde); 583 (Case No. 2555: Chile); 613 (Case No. 2564: Chile); 671 (Case No. 2434: Colombia); 689 (Case No. 2489: Colombia); 702 (Case No. 2493: Colombia); 745 (Case No. 2498: Colombia); 755 (Case No. 2556: Colombia); 781 (Case No. 2557: El Salvador); 793 (Case No. 2572: El Salvador); 858 (Case No. 2524: United States); 871 (Case No. 2580: Guatemala); 899 (Case No. 2585: Indonesia); 958 (Case No. 2575: Mauritius); 989 (Case No. 2536: Mexico); 1006 (Case No. 2541: Mexico); and 1061 (Case No. 2577: Mexico).*

194. *A Government representative of Myanmar said that Myanmar regarded its workers as one of the major driving forces behind development. On 9 February 2008, the Government had announced firstly the holding, in May 2008, of a referendum on the new national Constitution; and, secondly, a timeframe for the holding of multiparty democratic elections in 2010, in accordance with the proposed Constitution. The draft Constitution upheld clearly the rights of citizens to express their convictions and opinions freely, to assemble peacefully, form associations and unions; the new Constitution also prohibited all forced labour. The Government was taking steps to protect workers' rights and to establish workers' organizations in the various industrial sectors.*

195. *The Supreme Court would examine the cases of the six imprisoned persons on 4 April 2008. However, the speaker understood the work of the CFA to be the examination of specific labour issues of workers and employers. The six persons were not employed in any workplace and therefore their case should not be brought up in the Governing Body. They were not arrested for holding a meeting or organizing an event, but for involvement in terrorist activities and taking instructions, training and financial assistance from the FTUB. Many events were held nationwide by different organizations, and no arrests were made. Their cases were under the jurisdiction of the Supreme Court and the request that the persons should be immediately released amounted to interference in the domestic law of a sovereign State. The FTUB had been declared an unlawful association on 28 August 2005, and classified as a terrorist group by the Ministry of Home Affairs on 12 April 2006. The Government therefore strongly objected to recognizing it as a legitimate trade union organization.*

196. *The Worker spokesperson said that the above statement clearly showed the extent to which Myanmar's legislation was in contravention of Conventions Nos 87 and 98, and thus that the Committee had been correct in its conclusions. The Government should examine the CFA's recommendations urgently and take steps to enable trade unions to exist, register the FTUB to allow it to operate inside the country, and release the labour activists. As the latter had been punished for engaging in their regular trade union work, it was entirely logical to invoke Conventions Nos 87 and 98 in their respect.*

197. *The Employer spokesperson fully endorsed the Worker spokesperson's statement regarding the very serious situation in Myanmar.*

198. *The Governing Body adopted the recommendations made in paragraphs 1093 (Case No. 2591: Myanmar); 1110 (Case No. 2590: Nicaragua); 1156 (Case No. 2545: Norway); 1170 (Case No. 2532: Peru); 1180 (Case No. 2559: Peru); 1221 (Case No. 2546: Philippines); and 1245 (Case No. 2486: Romania), and adopted the 349th Report of the Committee on Freedom of Association as a whole.*

Ninth item on the agenda

REPORT OF THE WORKING GROUP ON THE
INTERNATIONAL LABOUR CONFERENCE
(GB.301/9)

Governing Body decision:

199. *The Governing Body:*

- (a) decided that the 302nd Session of the Governing Body would be held on Friday, 13 June 2008, following the closure of the 97th Session of the Conference;*
- (b) noted that, in the absence of a Resolutions Committee, the procedure provided for by article 17, paragraph 2, of the Standing Orders of the Conference, would continue to apply; and*
- (c) requested the Office to continue to explore ways to improve the organization and quality of plenary debates.*

(GB.301/9, paragraph 7.)

Tenth item on the agenda

REPORTS OF THE PROGRAMME, FINANCIAL AND ADMINISTRATIVE COMMITTEE

First report: Financial questions
(GB.301/10/1(Rev.))

Programme and Budget for 2006–07

- (a) Regular budget account and Working Capital Fund as at 31 December 2007*
(including transfers between budget items)

200. *The Governing Body took note of this section of the report.* (GB.301/10/1(Rev.), paragraphs 5–9.)

- (b) Treatment of the net premium earned*

Governing Body decision:

201. *The Governing Body decided to propose to the 97th Session (June 2008) of the International Labour Conference that, subject to audit:*

- (a) *in derogation of article 11.5 of the Financial Regulations, the net premium earned during 2006–07, amounting to 32,270,415 Swiss francs, be credited to the Building and Accommodation Fund to finance partially the refurbishment of the headquarters building; and that*
- (b) *in order to ensure an equitable contribution by all member States to the costs of renovating the headquarters building, the one half of the net premium earned during 2006–07 amounting to 16,135,207 Swiss francs, that would have been distributed to member States through the Incentive Fund, be recognized as a payment made in advance by each member State for their respective share of any future assessments that may be made upon them for the purposes of renovating the headquarters building; and that*
- (c) *it adopt a resolution in the following terms:*

The General Conference of the International Labour Organization,

Noting that the operation of the Swiss franc assessment system has resulted in a net premium earned of 32,270,415 Swiss francs in the 2006–07 biennium,

Decides, in derogation of article 11.5 of the Financial Regulations, to transfer the full amount of the net premium earned amounting to 32,270,415 Swiss francs to the Building and Accommodation Fund, and that the one half share of the net premium earned during 2006–07, amounting to 16,135,207 Swiss francs, that would have been distributed to member States through the Incentive Fund, be recognized as a payment made in advance by each member State for their respective share of any future assessments that may be made upon them for the purposes of renovating the headquarters building.

(GB.301/10/1(Rev.), paragraph 42.)

(c) *Use of resources in the Special Programme Account*

Governing Body decision:

202. The Governing Body:

- (a) *authorized the use of resources available in the Special Programme Account totalling, subject to audit, 35.8 million Swiss francs (US\$31.4 million) as summarized in Appendix II of document GB.301/10/1(Rev.), in accordance with the criteria recalled in document GB.301/PFA/1/3, paragraphs 3 and 6; and*
- (b) *requested the Office to submit a document, following consultations, to its November 2008 session further detailing the allocation of resources to support technical programmes in countries totalling US\$7.8 million.*

(GB.301/10/1(Rev.), paragraph 61.)

*ILO programme implementation 2006–07**Preliminary consultation on the Strategic Policy Framework for 2010–15*

- 203. *The Governing Body took note of these sections of the report.*** (GB.301/10/1(Rev.), paragraphs 62–161.)

*Review of the ILO field structure***Governing Body decision:**

- 204. *The Governing Body requested the Office to:***

- (a) further elaborate the field structure review by carrying out additional analysis and consultation consistent with the original terms of reference; and*
- (b) produce an additional document giving further details of the Office proposals drawn up on the basis of analyses and consultations with the constituents for presentation to the Programme, Financial and Administrative Committee at the 304th Session (March 2009) of the Governing Body, to be preceded by an oral presentation to the Committee on Technical Cooperation in November 2008 on the consequences for technical cooperation.*

(GB.301/10/1(Rev.), paragraph 190.)

*Follow-up to the report of the Chief Internal Auditor a.i.
for the year ended 31 December 2006*

- 205. *The Governing Body took note of this section of the report.*** (GB.301/10/1(Rev.), paragraphs 191–195.)

*Report of the Chief Internal Auditor for
the year ended 31 December 2007*

Governing Body decision:

- 206. *The Governing Body approved the Internal Audit Charter attached as Appendix II to GB.301/PFA/6 as a means to underpin the mandate and authority of the Chief Internal Auditor.*** (GB.301/10/1(Rev.), paragraph 213.)

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

Governing Body decision:

- 207. *The Governing Body delegated to its Officers, for the period of the 97th Session (2008) 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 71st financial period ending 31 December 2009.*** (GB.301/10/1(Rev.), paragraph 218.)

*Technical meetings reserve***Governing Body decision:**

- 208. *The Governing Body decided that, in addition to the three meetings agreed upon in November 2007, the following meetings be financed from the technical meetings reserve for 2008–09: Tripartite Meeting of Experts on the Measurement of Decent Work (US\$178,500) and Meeting of Experts on the Revision of the List of Occupational Diseases (Recommendation No. 194) (US\$227,844). (GB.301/10/1(Rev.), paragraph 252.)***

*Programme and Budget for 2008–09: Collection of contributions
from 1 January 2008 to date*

- 209. *The Governing Body took note of this section of the report. (GB.301/10/1(Rev.), paragraphs 253–259.)***

*Report of the Building Subcommittee***Governing Body decision:**

- 210. *The Governing Body:***

- (a) supported, in principle, a balanced treatment of the net premium earned during the 70th financial period (2006–07) and of resources in the Special Programme Account arising from the income surplus from the same period, as recommended by the Programme, Financial and Administrative Committee on the basis of the relevant documents submitted to it, including the report of the Building Subcommittee;*
- (b) approved the renunciation and sale of the leasehold on the parcel of land identified in Appendix III of document GB.301/PFA/BS/1 (parcel 3924) on terms to be negotiated by the Director-General;*
- (c) subject to the approval of the transfer of resources from the net premium earned and/or the Special Programme Account, authorized the Director-General to charge expenditure of up to 6 million Swiss francs to the Building and Accommodation Fund to cover the costs of an expert team for the development of the master plan and the bidding and contract administration processes for Phase II.*

(GB.301/10/1(Rev.), paragraph 267.)

Other financial questions

*Financial arrangements for the tripartite delegation
of the Governing Body to the XVIII World Congress on Safety
and Health at Work and to the Safety and Health Summit
(Seoul, Republic of Korea, 29 June–2 July 2008)*

Governing Body decision:

- 211. *The Governing Body decided that the total cost of the tripartite delegation of US\$30,700 be financed in the first instance from savings in Part I of the***

Programme and Budget for 2008–09, on the understanding that, should this not prove possible, the Director-General would propose alternative methods of financing at a later stage in the biennium. (GB.301/10/1(Rev.), paragraph 273.)

Independent Oversight Advisory Committee

Governing Body decision:

- 212. *The Governing Body appointed Mr Gil Beltran (Philippines); Mr Denys Chamay (Switzerland); Mr Reckford Kampanje (Malawi); Mr Arto Kuusiola (Finland); Mr Oscar Maffe (Argentina) as members of the Independent Oversight Advisory Committee.*** (GB.301/10/1(Rev.), paragraph 276.)

Second report: Personnel questions
(GB.301/10/2(Rev.))

Statement by the Staff Union representative

Composition and structure of the staff

- 213. *The Governing Body noted these sections of the report.*** (GB.301/10/2(Rev.), paragraphs 1–10.)

Amendments to the Staff Regulations

Governing Body decision:

- 214. *The Governing Body approved the amendments to the Staff Regulations, as set out in paragraph 5 of document GB.301/PFA/14.*** (GB.301/10/2, paragraph 14.)

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

Governing Body decision:

- 215. *The Governing Body noted the action taken by the Director-General to give effect to the measures adopted by the United Nations General Assembly.*** (GB.301/10/2(Rev.), paragraph 18.)

Pension questions

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

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

- 216. *The Governing Body took note of this section of the report.*** (GB.301/10/2(Rev.), paragraphs 19 and 20.)

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

217. *The Governing Body approved the draft resolution, contained in Appendix II to document GB.301/10/2(Rev.), concerning amendment to article V of the Statute of the Administrative Tribunal of the International Labour Organization, to be submitted for decision to the International Labour Conference at its 97th Session (May–June 2008).* (GB.301/10/2(Rev.), paragraph 30.)

(b) Recognition of the Tribunal's jurisdiction by the International Organisation for the Development of Fisheries in Eastern and Central Europe (EUROFISH)

(c) Recognition of the Tribunal's jurisdiction by the Technical Centre for Agricultural and Rural Cooperation ACP–EU (CTA)

(d) Recognition of the Tribunal's jurisdiction by the International Office for Weights and Measures (BIPM)

Governing Body decision:

218. *The Governing Body approved the recognition of the Tribunal's jurisdiction by the International Organisation for the Development of Fisheries in Eastern and Central Europe (EUROFISH); by the Technical Centre for Agricultural and Rural Cooperation ACP–EU (CTA); and by the International Office for Weights and Measures (BIPM), with effect from the date of such approval.* (GB.301/10/2(Rev.), paragraphs 33, 36 and 39.)

Other personnel questions

(a) Safety and security of ILO staff

(b) Salaries and allowances of the staff in the General Service category in Geneva

219. *The Governing Body took note of these sections of the report.* (GB.301/10/2(Rev.), paragraphs 40–46.)

Third report: Report of the Government members of the Committee on Allocations Matters
(GB.301/10/3)

Governing Body decision:

220. *The Governing Body decided, in accordance with the established practice of harmonizing the rates of assessment of ILO member States with their rates of assessment in the United Nations, to propose to the Conference that the contribution of the Marshall Islands to the ILO budget for the period of its membership in the Organization during 2007 and for 2008–09 be based on an annual assessment rate of 0.001.* (GB.301/10/3, paragraph 5.)

Eleventh item on the agenda

REPORT OF THE COMMITTEE ON LEGAL ISSUES AND INTERNATIONAL LABOUR STANDARDS (GB.301/11(Rev.))

First part: Legal issues

I. The status of privileges and immunities of the International Labour Organization in member States: Update

Governing Body decision:

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

- (a) renew the invitation, on its behalf, to concerned member States to accede to the Convention on the Privileges and Immunities of the Specialized Agencies and apply Annex I relating to the ILO in the very near future;*
- (b) continue to report periodically on the situation of privileges and immunities in the member States and, in particular, in the context of DWCPs, the “Delivering as One” UN pilot countries and the field structure review; and*
- (c) consider further measures to address, from the perspective of risk assessment and risk reduction, the lack of recognition of privileges and immunities in those member States that were not yet a party to the Convention on the Privileges and Immunities of the Specialized Agencies or had not applied Annex I relating to the ILO.*

(GB.301/11(Rev.), paragraph 13.)

II. Revision of the Rules for Regional Meetings

- 222.** *The Government representative of Morocco* approved the amendments but expressed some reservations about the contents of certain parts of the Rules.
- 223.** *The Legal Adviser* explained that, at the 97th Session of the Conference in June, the Standing Orders Committee would be called upon to confirm the Rules adopted by the Governing Body.

Governing Body decision:

224. The Governing Body:

- (a) approved the amendments proposed to the Rules for Regional Meetings, as indicated in Appendix I to document GB.301/11(Rev.), taking into account the views expressed in the Committee;*
- (b) requested the Office to make additional adaptations needed to reflect gender inclusiveness in the amended Rules in the English, French and Spanish versions;*

- (c) *recommended that, under article 38, paragraph 2, of the Constitution of the International Labour Organization, the Conference confirm the revised Rules for Regional Meetings at its 97th Session;*
- (d) *approved the amendment to article 2.3.1 of the Standing Orders of the Governing Body, as indicated in Appendix II to document GB.301/11(Rev.); and*
- (e) *requested the Director-General to subsequently prepare a revised introductory note, reflecting the above amendments and taking into account the discussion in the Committee, to be submitted to the November 2008 session of the Governing Body for its approval.*

(GB.301/11(Rev.), paragraph 25.)

*III. Amendments to the Standing Orders of the
International Labour Conference*

Governing Body decision:

- 225. *The Governing Body decided to invite the Conference, at its 97th Session, to adopt the amendments described in paragraphs 8, 19, 20, 22 and 23 of document GB.301/LILS/3(Rev).*** (GB.301/11(Rev.), paragraph 33.)

*IV. Agreement between the International Labour Organization and
the World Tourism Organization*

Governing Body decision:

- 226. *The Governing Body approved the text of the proposed agreement between the International Labour Organization and the United Nations World Tourism Organization (UNWTO), and authorized the Director-General or his representative to sign the agreement on behalf of the ILO.*** (GB.301/11(Rev.), paragraph 41.)

Second part: International labour standards and human rights

*VI. Improvements in the standards-related activities of the
ILO: Initial implementation of the interim plan of action
to enhance the impact of the standards system*

Governing Body decision:

- 227. *The Governing Body invited the Office:***

- (a) *to continue to implement the interim plan of action approved at its 300th Session (November 2007) in light of the comments made during the November 2007 and March 2008 sessions;*
- (b) *to make appropriate arrangements in view of holding consultations on standards policy not later than November 2008;*

- (c) *to make appropriate arrangements in view of holding consultations on the status of Convention No. 158 and Recommendation No. 166 not later than November 2008; and*
- (d) *to prepare a report on the implementation of the interim plan of action to the 303rd Session of the Governing Body (November 2008), including:*
 - (i) *a summary of the possible implications of the SILC discussion in June 2008 for the implementation of the standards-related strategy;*
 - (ii) *a further study on the dynamics of the supervisory system, from a substantive and practical standpoint, based on an appropriate selection of cases, the terms of reference of which would be defined following appropriate consultations.*

(GB.301/11(Rev.), paragraph 84.)

*VII. General status report on ILO action concerning discrimination
in employment and occupation*

228. The Governing Body took note of this section of the report. (GB.301/11(Rev.), paragraphs 85–92.)

*VIII. Form for reports on the application of unratified Conventions and
Recommendations (article 19 of the Constitution): Labour Relations
(Public Service) Convention, 1978 (No. 151), the Labour Relations
(Public Service) Recommendation, 1978 (No. 159), the Collective
Bargaining Convention, 1981 (No. 154), and the Collective Bargaining
Recommendation, 1981 (No. 163)*

Governing Body decision:

229. The Governing Body adopted the report form on the unratified Conventions and Recommendations (article 19 of the Constitution): the Labour Relations (Public Service) Convention, 1978 (No. 151), the Labour Relations (Public Service) Recommendation, 1978 (No. 159), the Collective Bargaining Convention, 1981 (No. 154), and the Collective Bargaining Recommendation, 1981 (No. 163), as amended (see GB.301/11(Rev.), Appendix V). (GB.301/11(Rev.), paragraph 99.)

*IX. Form for reports on the application of ratified Conventions (article 22
of the Constitution): The Work in Fishing Convention, 2007 (No. 188)*

Governing Body decision:

230. The Governing Body adopted the report form on the application of ratified Conventions (article 22 of the Constitution): the Work in Fishing Convention, 2007 (No. 188), as amended (see GB.301/11(Rev.), Appendix VI). (GB.301/11(Rev.), paragraph 106.)

Twelfth item on the agenda

REPORT OF THE SUBCOMMITTEE ON MULTINATIONAL ENTERPRISES (GB.301/12(Rev.))

- I. Update on the programme to give an orientation on international labour standards, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and other related matters*

Governing Body decision:

- 231. *The Governing Body requested the Office to start implementation of a helpdesk as outlined in GB.301/MNE/2, taking into account the views expressed by the Subcommittee in its discussion of this agenda item as reflected in the report of the Subcommittee, and to refer any related financial questions to the Programme, Financial and Administrative Committee. (GB.301/12(Rev.), paragraph 7.)***

- II. Proposal for evaluating the effect given to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy*

Governing Body decision:

- 232. *The Governing Body decided:***

- (a) to set aside the decision taken at its 297th Session to conduct a Ninth Survey on the effect given to the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) in the 2008–09 biennium;*
- (b) to suspend, for the time necessary to consider the strategic decisions relevant to alternatives to the current survey methodology, the decision taken at its 258th Session to conduct surveys every four years and, in the meantime, complete the exercise proposed;*
- (c) to request the Office to evaluate the exercise indicated in document GB.301/MNE/4 and report its findings to the Subcommittee in order to inform the decision to be taken on modalities for evaluating the effect given to the MNE Declaration; and*
- (d) to make a decision, no later than at its November 2009 session, on whether and on how to proceed with evaluating the effect given to the MNE Declaration in the light of the International Labour Conference resolution (65th Session).*

(GB.301/12(Rev.), paragraph 15.)

III. Strategic priorities for 2008–09

Updates on corporate social responsibility (CSR)-related activities:

- (a) Within the ILO; and (b) within other organizations*

- 233. *The Governing Body took note of these sections of the report. (GB.301/12(Rev.), paragraphs 16–31.)***

Thirteenth item on the agenda

REPORT OF THE COMMITTEE ON EMPLOYMENT AND SOCIAL POLICY (GB.301/13(Rev.))

I. Implementation of the Global Employment Agenda: Country presentation – Viet Nam

II. The Decent Work Agenda in Poverty Reduction Strategy Papers (PRSPs): Recent developments

234. *The Governing Body took note of these sections of the report.* (GB.301/13(Rev.), paragraphs 2–39.)

III. Progress evaluation of the Global Social Trust pilot project

Governing Body decision:

235. *The Governing Body requested the Office to continue its work on the Global Social Trust (GST) initiative along the following lines:*

- (a) complete the pilot project and document and share the relevant experience with all institutions that show interest in entering into similar twinning partnerships between industrialized and developing countries;*
- (b) continue to inform the Tripartite Advisory Board of the GST pilot project on a regular basis on the progress of the pilot;*
- (c) provide a follow-up report on the results of the contribution collection mechanism to the Committee and the Governing Body at a later date (to be decided by the Officers of the Committee), which can then be used to decide on the future of the GST initiative.*

(GB.301/13(Rev.), paragraph 59.)

IV. ILO strategy on promoting women's entrepreneurship development (WED)

Governing Body decision:

236. *The Governing Body endorsed the WED strategy and decided to invite donors to provide financial support for the programme.* (GB.301/13(Rev.), paragraph 82.)

V. Report of the InFocus Initiative on export processing zones (EPZs): Latest trends and policy developments in EPZs

VI. Implementation of the Global Employment Agenda: An update

237. *The Governing Body took note of these sections of the report.* (GB.301/13(Rev.), paragraphs 83–115.)

Fourteenth item on the agenda

REPORT OF THE COMMITTEE ON SECTORAL AND TECHNICAL MEETINGS
AND RELATED ISSUES
(GB.301/14)

- I. Purpose, duration and composition of the activities to be held in 2008–09 and new proposals for activities in 2008–09*

Governing Body decision:**238. The Governing Body:**

- (a) endorsed the composition, duration and dates of the global dialogue forum on decent work in local government procurement for infrastructure provision as proposed in document GB.301/STM/1 and decided:*
- (i) that it be held for two days on 17 and 18 February 2009;*
- (ii) that six Employer and six Worker representatives be invited to attend the forum; and*
- (iii) that all member States be invited to nominate participants to attend the forum;*
- (b) decided to hold a regional tripartite workshop on improving safety and health in mining for selected Asian countries; and*
- (c) decided to hold a workshop to promote ratification of the Private Employment Agencies Convention, 1997 (No. 181), in Geneva on 20 and 21 October 2009.*

(GB.301/14, paragraph 15.)

- II. Interim report on action programmes in 2006–07 in the health services, public services and telecommunication services sectors*

239. The Governing Body took note of this section of the report. (GB.301/14, paragraphs 16–20.)

- III. Effect to be given to the recommendations of sectoral and technical meetings*

- (a) Tripartite Meeting on the Impact of Global Food Chains on Employment (Geneva, 24–27 September 2007)*

Governing Body decision:**240. The Governing Body:**

- (a) authorized the Director-General to communicate the Note on the proceedings containing the texts mentioned in paragraph 4 of document GB.301/STM/3/1:*

- (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; and*
 - (iii) *to the international organizations concerned; and*
- (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 its conclusions.*

(GB.301/14, paragraph 27.)

- (b) *Tripartite Meeting of Experts on Labour Statistics: Updating the International Standard Classification of Occupations*
(Geneva, 3–6 December 2007)

Governing Body decision:

241. The Governing Body:

- (a) *took note of the report of the Tripartite Meeting of Experts and its resolution concerning the updating and adoption of the International Standard Classification of Occupations;*
- (b) *requested the Director-General to consider the wishes expressed by the Meeting when drawing up proposals for future work of the Office; and*
- (c) *authorized the Director-General to publish the ISCO-08.*

(GB.301/14, paragraph 32.)

- (c) *Meeting of Experts to Examine Instruments, Knowledge, Advocacy, Technical Cooperation and International Collaboration as Tools with a View to Developing a Policy Framework for Hazardous Substances*
(Geneva, 10–13 December 2007)

Governing Body decision:

242. The Governing Body:

- (a) *authorized the Director-General to communicate the final report of the Meeting:*
 - (i) *to governments, requesting them to communicate the text to the employers' and workers' organizations concerned;*
 - (ii) *to the international employers' and workers' organizations concerned;*
 - (iii) *to the other international organizations concerned; and*

(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 the recommendations containing a plan of action for the ILO.

(GB.301/14, paragraph 37.)

IV. Maritime matters

(a) Report on the 93rd Session of the IMO Legal Committee concerning the work of the Joint IMO/ILO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers

243. The Governing Body took note of this section of the report. (GB.301/14, paragraphs 38–41.)

(b) Report of the 83rd Session of the IMO Maritime Safety Committee concerning the establishment of a Joint ILO/IMO Ad Hoc Working Group on the Human Element

Governing Body decision:

244. The Governing Body reiterated the request to the Director-General mentioned in paragraph 1 of document GB.301/STM/5/2, and requested the Director-General to transmit to the Secretary-General of the IMO the decisions figuring therein. (GB.301/14, paragraph 44.)

(c) Report of the 83rd Session of the IMO Maritime Safety Committee and of the 93rd Session of the IMO Legal Committee concerning the second meeting of the Joint ILO/IMO Ad Hoc Expert Working Group on the Fair Treatment of Seafarers in the Event of a Maritime Accident

245. The Governing Body took note of this section of the report. (GB.301/14, paragraphs 45–48.)

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

Governing Body decision:

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

- (a) continue to monitor the developments at the IMO and to evaluate any amendment to, or interpretation of, agreements of the International Convention on Tonnage Measurement of Ships, 1969 (1969 TM Convention), that could have an impact on the Work in Fishing Convention, 2007 (No. 188), especially on Annex III;***
- (b) monitor developments and evaluate any amendment to, or interpretation of, agreements of the 1969 TM Convention that could have an impact on the Maritime Labour Convention, 2006; and***

- (c) *encourage the IMO to give full consideration to possible amendments to, or interpretation of, agreements of the 1969 TM Convention that would lead to improved welfare of seafarers or fishers or both.*

(GB.301/14, paragraph 52.)

V. Composition of the Third Session of the Joint ILO/IMO/Basel Convention Working Group on Ship Scrapping

Governing Body decision:

247. The Governing Body:

- (a) *set the dates of the Third Session of the Joint ILO/IMO/Basel Convention Working Group on Ship Scrapping in Geneva for 29–31 October 2008;*
- (b) *approved that the delegation be composed of ten ILO (five Employer and five Worker) representatives at no cost to the Office, five Basel Convention representatives and five IMO representatives; and*
- (c) *requested the Director-General to communicate its decision to the Executive Secretary of the Secretariat of the Basel Convention and to the Secretary-General of the IMO.*

(GB.301/14, paragraph 58.)

*VI. Report of the International Symposium on the Labour and Social Aspects of Global Production Systems: Issues for Business
(Geneva, 17–19 October 2007)*

VII. Other questions

*Report of the International Workers' Symposium on the role of trade unions in workers' education: The key to trade union capacity building
(Geneva, 8–12 October 2007)*

248. The Governing Body took note of these sections of the report. (GB.301/14, paragraphs 59–62.)

Fifteenth item on the agenda

**REPORT OF THE COMMITTEE ON TECHNICAL COOPERATION
(GB.301/15)**

I. Public–private partnerships

Governing Body decision:

249. The Governing Body:

- (a) *requested the Office, after consultation with tripartite constituents, to establish and apply, on the basis of the guiding principles, operational*

guidelines, and to develop and disseminate promotional materials for public–private partnerships; and

- (b) requested the Office to regularly report on public–private partnerships in future sessions of this Committee, and, as appropriate, to the Programme, Financial and Administrative Committee.*

(GB.301/15, paragraph 28.)

II. Technical cooperation activities in occupational safety and health: A thematic evaluation

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

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

V. Other questions

- 250. The Governing Body took note of these sections of the report.** (GB.301/15, paragraphs 29–72.)

Sixteenth item on the agenda

REPORT OF THE WORKING PARTY ON THE SOCIAL
DIMENSION OF GLOBALIZATION
(GB.301/16(Rev.))

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

Seventeenth item on the agenda

REPORT OF THE DIRECTOR-GENERAL
(GB.301/17 and GB.301/17(Add.))

I. Obituaries

Mr James Wilmot (Jim) Rowe

- 252.** *An Employer member from Japan* recalled that Jim Rowe had wholeheartedly defended the interests and views of employers in the ILO, particularly in the context of the Resolutions Committee of the Conference. He had also been a devoted teacher and had led the group of Asian Employers. Jim had not been an ideologist or an idealist when it came to neoliberalism but had taken a balanced position and had placed emphasis on the role of entrepreneurs in the process of creating wealth and jobs. The speaker called on the Director-General to convey the condolences of the Employers' group to the family of Mr Jim Rowe and to Business New Zealand.

- 253.** *The Worker Vice-Chairperson* conveyed the deep respect of the Workers' group for someone who had shown such commitment and who had worked so hard at the

international level. He echoed the Employers in inviting the Director-General to convey the sympathy of the Workers' group to the family of Mr Jim Rowe.

Mr Toshio Yamaguchi

- 254. *A Government representative of Japan* briefly summarized the career of Mr Yamaguchi, a prominent lawyer and discerning expert in French labour law. He recalled that Mr Yamaguchi had been a member of the Committee of Experts on the Application of Conventions and Recommendations for 12 years and had been known for his impartiality and extensive experience in the settlement of industrial disputes.
- 255. *An Employer member from Japan* paid tribute to the memory of Professor Yamaguchi, with whom he had worked extensively.
- 256. *The Worker Vice-Chairperson* paid tribute to the memory of Mr Yamaguchi, a senior expert driven by the desire to participate in the creation of a better world. On behalf of the Workers' group, he expressed his condolences over the loss of Mr Yamaguchi, who was also a distinguished professor.

Mr Sukesada Ito

- 257. *The Worker Vice-Chairperson* recalled that he had had the privilege of serving on the Governing Body with Mr Ito, who had been a meticulous and conscientious worker, had made a significant contribution to the work of the Governing Body committees and the Governing Body itself and had been respected and liked by all.
- 258. *A Worker member from Japan* recalled that Mr Ito had worked throughout his life for social justice and peace. He expressed his deep admiration and respect for the accomplishments of this unparalleled union leader, from whom he had taken over.
- 259. *An Employer member from Japan* echoed the previous speakers and recalled the importance that Mr Ito had attached to building a relationship of trust between workers and management at the enterprise level; he had believed that such relationships should be part of a "peace treaty" essential in the long term for the survival of enterprises and for better work. He called on the Director-General to convey the condolences of the Employers' group to the family of Mr Ito and to the Japanese Trade Union Confederation (JTUC-RENGO).
- 260. *A Government representative of Japan* expressed his profound sadness at the death of Mr Ito, who had been a leading figure in the trade union movement in Japan. He recalled that Mr Ito had been convinced that the fight against poverty was a prerequisite for the establishment of lasting peace in the world and that he had embodied the spirit of the ILO.

Governing Body decision:

- 261. *The Governing Body requested the Director-General to convey its sympathy to the family of Mr Rowe, to Business New Zealand and to the International Organisation of Employers; to Mr Yamaguchi's family and to the Government of Japan; to Mr Ito's family, and to the JTUC-RENGO.* (GB.301/17, paragraphs 6 and 12, and GB.301/17(Add.), paragraph 7.)

*First Supplementary Report: Report of the Committee of Experts on the Application of
Conventions and Recommendations (22 November–7 December 2007)*
(GB.301/17/1)

262. *The Governing Body took note of the report of the Committee of Experts on the Application of Conventions and Recommendations.* (GB.301/17/1, paragraph 4.)

*Second Supplementary Report: High-level mission
(Colombia, 25–28 November 2007)*

- 263.** *The Worker Vice-Chairperson* said he was extremely concerned at the fact that, despite ongoing efforts, Colombian trade union officials were still receiving death threats and being murdered. The climate in Colombia remained hostile as far as the issue of trade union affairs was concerned. That climate was not necessarily created by the Government, but reflected the reality of the situation in the country. Colombia had ratified ILO Conventions Nos 87 and 98 and Colombian workers were aware of their rights, but few dared to join trade unions because they felt that to do so was tantamount to signing their own death warrant. Consequently, the level of unionization in Colombia was very low.
- 264.** The role of collective bargaining was greatly diminished in Colombia due to legal impediments that made it difficult to register trade unions, insufficient labour inspection and the continued use of associate labour cooperatives to disguise the employment relationship. In accordance with the recommendations made by the Committee on Freedom of Association, the operation of those cooperatives should be regulated in such a way that they could not be used to fragment trade union rights or undermine collective bargaining. In addition, the Workers' group had been exceedingly concerned to discover that the interpretation given to certain legal provisions that had recently entered into force was detrimental to workers – and could affect some 4.5 million of them – as it restricted the payment of remuneration due for overtime, night work, work on Sundays and holidays, and also of termination of service allowances, even putting claimants at risk of unfair dismissal.
- 265.** There was a permanent ILO mission in Colombia, but with limited staff. A specialist in social dialogue and industrial relations should be appointed to bring the various parties together to help them recognize that the enhancement of labour-management relations could serve to cement the stability of the country. The Government of Colombia must act with urgency and commit itself to take priority action, as per paragraph 13 of the Office document, to guide the joint action of the country's principal tripartite players.
- 266.** *The Employer Vice-Chairperson* highlighted the efforts made by the Office to conduct the high-level mission and to establish contacts at the highest levels. He stressed that the aim of the Tripartite Agreement on Freedom of Association and Democracy, signed in 2006 under the auspices of the ILO, was “to promote decent work and to strengthen the defence of the fundamental rights of workers, ... specially as regards respect for human life, trade union freedom, freedom of association and speech, collective bargaining and free enterprise for employers”.
- 267.** The Employers' group expressed its concern at the violence targeting trade union officials, in particular, as well as employers and civil society in general. The speaker welcomed the efforts that had been made by the ILO and the Government of Colombia to begin a process of dialogue with the social partners to try to achieve tangible results, in law and in practice, in respect of collective bargaining and freedom of association, as well as of other matters that were pending consensus by the tripartite players. The speaker could testify to the fact that the Government of Colombia and the social partners were trying to resolve a very complex situation that involved not just improving the labour relations system, but also

taking action – for instance in the fight against impunity and the implementation of sanctions – to combat terrorism, which was devastating the general population and even singling out high-profile public figures for attack.

268. *A representative of the Government of Colombia* thanked the Office for the support provided for the implementation of the Tripartite Agreement on Freedom of Association and Democracy. Reviewing the achievements made in the framework of that Agreement, the speaker said that the ILO representation, in place in Colombia since January 2007, had helped to create a climate of confidence between the parties to the Agreement and, more specifically, had helped to support the coordination of tripartite and intersectoral action in the three branches of public power, to reactivate and reinforce the working of the tripartite committees for social dialogue – including the National Commission on Wage and Labour Policies – and to execute and supervise the administration of the Decent Work Country Programme, to which a financial allocation of US\$4 million from the national treasury had been made. The programme consisted of four projects, one of which related to the strengthening of social dialogue, fundamental rights at work and labour inspection, accounting for 70 per cent of the total allocated resources.
269. In order to take the struggle against impunity to the next level in cases relating to trade union life and freedom, the Government of Colombia had adopted budgetary and staffing measures to allow the special unit within the Office of the Attorney-General, which was responsible for dealing with cases of violence against trade unionists, and the special courts dealing with the backlog of cases, which attended exclusively to trade union matters, to operate on a permanent basis in future. The results achieved in the fight against impunity revealed a significant increase in the number of criminal convictions. In fact, between 1991 and 2001 just one sentence had been handed down, while in March 2008 criminal convictions were handed down in 73 cases, leading to the detention of 110 individuals. With respect to the 187 cases considered, in accordance with the workers, to be of a priority nature, 14 criminal convictions had been handed down, involving the detention of 25 individuals. The protection programme for trade unionists had benefitted 1,959 trade union officials in 2007. In that year, as a result of public policies to tackle violence, particularly in the trade union sector, the number of trade unionists murdered – a matter that continued to cause the Government of Colombia considerable concern – had been reduced by over 50 per cent.
270. With regard to legislative activity, the speaker said that Congress was studying two draft bills that would remedy the discrepancies between Colombian legislation and ILO standards. The first was a draft bill intended to transfer from the Ministry of Social Protection to the Ministry of Justice the jurisdiction to declare strikes illegal, and the second was a draft bill to establish special contributions to be paid by associated labour cooperatives, the intention being to prohibit any employment intermediation practices being promoted by such cooperatives; the second of the draft bills would be voted on by the Senate of the Republic in April 2008.
271. Lastly, the speaker noted that during the visit of the high-level mission a consensus had been reached on developing a programme of work comprising ten priority areas. The achievements seen were evidence of the goodwill and commitment of all those involved vis-à-vis a tripartite process that would strengthen trust and social dialogue in Colombia, which would in turn improve labour relations in the country.
272. *A representative of the Government of France* spoke on behalf of the Presidency of the European Union, held by Slovenia. The candidate countries Turkey, Croatia and the former Yugoslav Republic of Macedonia, the countries of the Stabilization and Association Process and potential candidates Albania, Bosnia and Herzegovina, Montenegro and Serbia, and the member countries of the European Free Trade Association Iceland and

Norway, members of the European Economic Area, and Switzerland, as well as Ukraine, the Republic of Moldova and Armenia aligned themselves with his statement.

- 273.** The European Union was satisfied with the ILO high-level mission, whose mandate was to identify new requirements in order to guarantee the effective implementation of the Tripartite Agreement on Freedom of Association and Democracy and of the technical cooperation programme in Colombia. Among the achievements of the mission, which described the discussions held as informative, constructive, open and useful, the speaker mentioned the implementation of four projects that would strengthen the ILO presence in Colombia; the allocation of US\$4 million made by the Government of Colombia to support the activities being carried out in conjunction with the objectives of the Agreement; the measures taken in the fight against impunity, including those taken by the Office of the Attorney-General and the special courts dealing with the backlog of cases, and the protection programme for trade unionists; the activities planned by the Director of the ILO Subregional Office for the Andean Countries to continue harmonizing the Decent Work Country Programme in the country with the objectives of the Agreement; the various activities undertaken by the ILO representative in Colombia; and the continued collaboration between the Government of Colombia and those in charge of national organizations of employers and workers to further develop the commitments undertaken in the framework of the Agreement.
- 274.** The European Union considered that the presence of an active and well-resourced ILO Office in Colombia was a vital part of ongoing efforts to promote labour relations, trade union protection and social dialogue. The European Union stressed the recommendation made by the high-level mission that all cases of violence against trade unionists should be opened and examined, and that no further backlog should accumulate. The EU strongly encouraged the Government of Colombia to speed up the fight against the very high rate of impunity and expected that significant progress in that regard could be reported in the following months.
- 275.** *A representative of the Government of the United States* complimented the ILO on its fast and appropriate response to the various requests that had emerged from the discussions held in Geneva and Colombia. In a short period of time, the ILO opened an office in Bogotá, developed well thought out programmes and took on a leadership role in coordinating an effective national tripartite process. The speaker applauded the work of the Director-General and the Geneva Office, the Regional Office in Lima, the Bogotá Office and the high-level mission. She also recognized the impressive efforts made by the Government of Colombia and the remarkable progress made in combating violence and instability. She noted, in particular, that the Government of Colombia was spending millions of United States dollars each year to protect trade unionists and their families, and that there was no question that that effort had saved many lives. With the help of the ILO, Colombia was modernizing and strengthening its national legal system, and consequently the number of prosecutions and convictions was steadily growing. Nevertheless, more needed to be done to make Colombia completely secure and peaceful. The ILO was the only organization able to help develop sustainable tripartite systems that could enable Colombia to address outstanding labour issues, and it must continue to lead the operations planned in that important endeavour.
- 276.** *A representative of the Government of Canada* said Canada had followed the implementation of the Tripartite Agreement with keen interest and commended both the Office and the Government of Colombia for their high-level commitment. It was clearly a delicate and difficult process, and also an urgent one as people's lives were at stake. The ILO had a valuable role to play, but it was the tripartite parties that must act – the Tripartite Agreement was in their hands. They were encouraged that the parties had agreed on an agenda and priorities. The Government of Canada welcomed the authorities' efforts to

investigate and prosecute violent acts against trade unionists through the special unit of the Office of the Attorney-General created for that purpose. The Government of Canada was committed to supporting the Government of Colombia in strengthening and enforcing its labour legislation for the benefit of workers and in promoting an open dialogue between the social partners and the national authorities.

277. *A representative of the Government of Mexico* expressed her appreciation to the Government of Colombia for its readiness to maintain an ongoing dialogue to further the implementation of the Tripartite Agreement, and congratulated it on the progress made and efforts undertaken to speed up the fight against impunity. She urged the Government of Colombia to continue to bring its full collaboration, goodwill and political decision-making to the process, which was taking place at a very complex and difficult juncture for the entire Colombian nation.
278. *A Worker member of Colombia* acknowledged the importance of the Tripartite Agreement on Freedom of Association and Democracy for the trade union movement – it had established the foundations of a programme of work defined from a tripartite viewpoint. He acknowledged that the high-level mission had played a fundamental role with respect to the protection of the rights of Colombian workers and that the ILO technical cooperation programme had helped to strengthen trade union activity. He endorsed the draft bill relating to trade unionists under which, pursuant to an ILO recommendation, the definition of the legality or otherwise of a strike would be transferred from the government procurator's department to the judiciary, as it was clear that the Government could not act as judge while also being a party to proceedings. He also endorsed the fact that the Office of the Attorney-General now had a body of prosecuting attorneys of the highest calibre to investigate cases concerning the 2,574 trade unionists murdered during the previous 20 years.
279. The speaker stressed that the progress made in some areas should not disguise ongoing severe and fundamental problems, such as the continued murder of trade unionists. The term “progress” could only be used when there were no more incidences in Colombia of trade unionists being murdered because of ongoing anti-union sentiment. That behaviour was reflected, for example, in the refusal to enter the new organizations set up in the country in the register of trade unions and in the dismissal of 79 of the 80 workers in the financial sector who had decided to join a trade union. In Colombia freedom of association did not exist. On top of that, in recent years associate labour cooperatives had started to appear, which were an absurd way of making labour more precarious and which were used to annihilate any sort of trade union organization. Workers contracted through associate labour cooperatives, which was the case for 80 per cent of workers in the health-care sector, did not have a direct employment relationship with their employer and did not have the opportunity of joining a trade union. The Government of Colombia had proposed imposing a tax on associate labour cooperatives to protect workers' rights, but what they should really do was to prohibit their involvement in employment intermediation, a practice that was detrimental to workers and that could well spill over into other countries in the region.
280. The workers of Colombia demanded the right to express themselves without fear of death, to set up trade union organizations and for such organizations to be able to bargain collectively, and to exercise the right to strike.
281. *An Employer member of Colombia* recognized that the progress seen was a result of the Tripartite Agreement and expressed his appreciation for the report of the high-level mission. He said that some complementary activities had also been carried out. Legal authorization had been granted for the ILO to be represented on a permanent basis on the National Commission on Wage and Labour Policies, and for both national and

international employers' and workers' organizations to also be represented at meetings of that body.

- 282.** In Colombia, the Government and the social partners had begun a process of openness and were determined to make it work. While natural differences of opinion between workers and employers remained, the speaker knew that it would be possible to get around them through the consolidation of social dialogue. In that connection he underlined the commitment made by the employers' organizations of Colombia, with the support of the Employers' group, the International Organisation of Employers (IOE) and the Governing Body. To move forward with that process, Colombia needed the help of the international community, particularly in the spheres of labour inspection and the compilation and analysis of labour statistics, and trusted that the ILO could provide its experience and knowledge in both fields.

283. *The Governing Body takes note of the report submitted.*

Third Supplementary Report: Activities of the International Occupational Safety and Health Information Centre (CIS) in 2006–07
(GB.301/17/3)

- 284.** *The Employer Vice-Chairperson* highlighted the contribution of the CIS to the Organization's knowledge base; employers had often stressed the need to establish a culture of health and safety and the importance of information in that process. He asked the Office to make available the funds needed to make the achievements accessible to all tripartite constituents.
- 285.** *The Worker Vice-Chairperson* recalled that the CIS played a very important role in promoting a safe and healthy working environment and was a very useful source of information for constituents. He called on the Centre to continue its work, in particular with regard to the web site, but warned that the digital divide might prevent developing countries from gaining access to the very useful information that the CIS made available on the Internet.
- 286.** *The Government representative of India* stressed that her country attached great importance to health and safety issues. India had ratified the Labour Inspection Convention, 1947 (No. 81), the Radiation Protection Convention, 1960 (No. 115), and the Benzene Convention, 1971 (No. 136), and was in the process of ratifying the Prevention of Major Industrial Accidents Convention, 1993 (No. 174). The national agency that oversaw such matters used the services of the CIS. The *Encyclopaedia of Occupational Health and Safety* was a very useful tool, and its translation into Hindi should be considered. In that regard, the International Chemical Safety Cards were being translated into several of the languages used in India, and CIS assistance would be appreciated to expedite those efforts. She encouraged the CIS to continue its extremely valuable work.

287. *The Governing Body took note of the report.* (GB.301/17/3.)

Fourth Supplementary Report: Measures taken by the Government of Belarus to implement the recommendations of the Commission of Inquiry established to examine the observance of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
(GB.301/17/4)

- 288.** *A Government representative of Belarus* said that the conclusions adopted by the Governing Body at its 300th Session (November 2007) had prompted the Government of

Belarus to adopt additional measures to promote the development of social dialogue and tripartism and to continue constructive collaboration with the ILO with a view to implementing the recommendations of the Commission of Inquiry. He noted the agreement reached between the Government and the ILO to hold a seminar in Minsk on protection against anti-union discrimination, intended for judges and prosecution officials, specialists from the Ministries of Justice, Labour and Social Protection and Social Affairs, experts from the national labour inspectorates and arbitration authorities, and representatives of the Federation of Trade Unions of Belarus (FPB), the Belarus Congress of Democratic Trade Unions (CDTU), and employers' organizations.

- 289.** The speaker said that the Government of Belarus and the social partners supported a process of collaboration thanks to which all the interested parties had found a place in the system of social participation, including trade unions not affiliated to the FPB, the country's main trade union federation. CDTU representatives had taken part in the activities of the National Council on Labour and Social Issues (NCLSI), the last meeting of which had taken place on 30 January 2008, and of the Council for the Improvement of Legislation in the Social and Labour Spheres. In accordance with the recommendations made by the Commission of Inquiry with regard to the activities of the NCLSI, the procedure for submitting to Parliament the preliminary draft trade unions bill had been suspended, as it was clear that to obtain the approval of all parties on the bill in question would require more in-depth discussion. In December 2007, the Government had consulted the different parties concerned, including the CDTU, on this bill and had taken their comments into account. On 3 April 2008, the next meeting of the Council for the Improvement of Legislation in the Social and Labour Spheres was due to take place and the social partners had been informed.
- 290.** The Government was convinced that the measures adopted with a view to improving collaboration with the social partners would lay the foundations needed to ensure full implementation of the recommendations made by the Commission of Inquiry.
- 291.** *The Worker Vice-Chairperson* said that, despite the positive assessment made by the Government representative of Belarus of the situation in his country with regard to freedom of association, there continued to be all manner of violations of trade union rights and little reaction from the public authorities. The Workers' group had learned of cases of interference in trade union affairs and instances of refusal to register unions on the grounds that they had no legal address, although it was the Government that prevented them from complying with that requirement. Trade union publications and printing equipment were confiscated; unions were refused permission to hold meetings, workers were threatened with dismissal if they refused to leave their unions; detention orders had been issued for between three and 15 days against workers who had merely expressed the wish to join a union. There had been brutal beatings, any attempt at collective bargaining met with insurmountable obstacles, and the national authorities demanded lists of union members, thereby interfering in matters that did not come within their remit.
- 292.** The Government of Belarus was aware that all of that information was in the possession of the ILO, and that the concerns expressed in the report of the Committee of Experts on the Application of Conventions and Recommendations, which had met in November–December 2007, remained valid. The supposed progress referred to by the Government (more or less regular consultations and training for judges) was so slow as to seem more like stagnation. It was regrettable that the only thing to obtain some response from the public authorities as regards social justice were measures of a commercial nature.
- 293.** The Workers' group considered that the Government was making no effort to comply with the ILO's requests, and that the time had come to issue an ultimatum. He requested that no

effort be made to grant special treatment to Belarus in terms of training until it had shown reliable evidence of its willingness to respect trade union rights and human rights.

294. *The Employer Vice-Chairperson* said that the Employers' group was not satisfied by the pace of consultations between the Government and the social partners, and disapproved of the actions referred to by the Worker Vice-Chairperson in his statement. He urged the Government to refrain from any interference in internal trade union affairs, to adopt specific measures to boost the reforms that had been sought, to obtain specific legislative outcomes in the form of a trade union act that would be consistent with the relevant ILO Conventions, and to keep the Governing Body fully informed of developments. The Employers' group firmly supported the adoption of whatever measures were needed to ensure that legislation in Belarus was fully in line with ILO Conventions Nos 87 and 98 and applied in practice.

295. *A Government representative of the United States* regretted that the Government had made no attempt to improve the situation. Under the circumstances, the Government of the United States requested the Government of Belarus to cease its repressive measures against workers and allow them to exercise their fundamental rights at work. The Government of the United States would continue to support the democratic aspirations of the people of Belarus, and considered that with that aim in mind, the Governing Body should continue to discuss the issue as long as the Government of Belarus failed to respond to the concerns expressed at the 300th Session (November 2007) of the Governing Body and failed to implement the recommendations of the Commission of Inquiry. He requested the Government of Belarus, as a token of its intention to promote a legitimate democracy, to release Alexander Kozulin.

296. *A Government representative of France*, speaking on behalf of the Presidency of the European Union, currently held by Slovenia; the governments of the Member States of the European Union; candidate Members Turkey, Croatia and The Former Yugoslav Republic of Macedonia; possible candidate Members, the stabilization and accession countries, Albania, Bosnia and Herzegovina, Montenegro, and Serbia; Iceland and Norway, Members of the European Free Trade Area which is part of the European Economic Area; Ukraine; and Switzerland, said that the EU took note of the information provided by the ILO to the effect that the Government of Belarus had not presented new information on the measures taken to implement the recommendations of the Commission of Inquiry; that the Office had received a number of allegations concerning continued interference by the national authorities in trade union affairs and violations of trade union rights, and requested the Government to respond; and that the examination of the proposed draft legislation on trade union in the NCLSI had not been concluded and the text had not yet been submitted to Parliament.

297. The EU once again expressed its deepest concerns at the persistent failure to implement the recommendations of the Commission of Inquiry and the blatant inertia of the authorities concerned. Reiterating the statement made at the 300th Session (November 2007) of the Governing Body, it urged the Government of Belarus to re-examine as a matter of urgency its national legislation in collaboration with the social partners and the ILO, in order to safeguard the rights of freedom of association and collective bargaining set out in ILO Conventions Nos 87 and 98.

298. The EU was following the matter of implementation of the recommendations of the ILO Commission of Inquiry in Belarus closely and with great interest and attention. It hoped that the Committee of Experts on the Application of Conventions and Recommendations and the Conference Committee on the Application of Standards would be in a position to inform it of the progress made in that regard. To that end, and given that there would be a discussion at the 97th Session (2008) of the Conference, the EU urged the Government of

Belarus to adopt any measures that might be necessary to achieve significant progress in that area.

- 299.** *A Government representative of the Republic of Belarus* said that as far as his delegation was concerned there could be no doubt as to the progress made by the Government with regard to the application of international labour standards and the recommendations made by the Commission of Inquiry. That was shown by the meeting of the Conference Committee on the Application of Standards at the 96th Session of the ILC in 2007, and the 300th Session (November 2007) of the Governing Body. He assured participants that a constructive dialogue had begun in Belarus, involving all the social partners, and dealing with matters including the matter of implementation of the Commission of Inquiry's recommendations.
- 300.** The Government of Belarus still supported the development of a new draft law on trade unions, taking into account the ILO's recommendations and the views of the social partners, and tripartite consultations were being held with that aim in mind. It was of the utmost importance to the Government of Belarus to reaffirm its willingness to collaborate with the ILO in order to ensure that the provisions of Conventions Nos 87 and 98 were correctly applied. The speaker emphasized that the Government of Belarus had asked the ILO directly to organize a special seminar in the summer of 2008 on the prevention of discrimination in the workplace on grounds of membership of an independent trade union.
- 301.** In the light of these facts, he considered that the Government of Belarus could be said to be acting in good faith and persevering with its collaboration with the ILO in order to demonstrate, through concrete action, its goodwill.

Governing Body conclusions:

302. *The Governing Body:*

- (a) took note of the information contained in the statement of the Minister of Labour; it also took note of all other statements made in this discussion, and allegations that harassment and violations of trade union rights continue despite the recommendations of the Commission of Inquiry;*
- (b) deeply regretted that no specific progress had been made towards the implementation of those recommendations since its last review of this question in November 2007, and urged the Government of Belarus to ensure that workers' and employers' organizations could carry out their activities in full freedom;*
- (c) as it was highly probable that the situation in Belarus would be further discussed at the Conference, urged that national tripartite action towards solving the problems identified by the Commission of Inquiry took place and could be recorded at that stage.*

*Fifth Supplementary Report: Appointment of a Regional Director
(GB.301/17/5)*

- 303. *The Governing Body took note of the appointment. Ms Petra Ulshoefer, who took up her duties as Regional Director of the Regional Office for Europe with effect from 1 May 2008, made and signed the prescribed declaration of loyalty before the Governing Body, as stipulated in article 1.4(b) of the Staff Regulations of the International Labour Office. (GB.301/17/5.)***

Sixth Supplementary Report: Measuring decent work
(GB.301/17/6)

- 304.** *The Employer Vice-Chairperson* stressed that the Governing Body should be fully involved in, and provide overall guidance in respect of, this highly important question. The Tripartite Meeting of Experts should provide a reference point and the Employers' and Workers' secretariats should participate in it, to ensure that it focused on vital subjects.
- 305.** *The Worker Vice-Chairperson* said that his group considered data collection in this very important area to be possible and necessary. The group disagreed that certain issues were unmeasurable. Information could come from many sources, and did not need to be subject to restrictive assumptions. It was quite possible to measure collective bargaining, for example in counting the number of work stoppages reduced or avoided. Nor did the group approve of references to countries' specific circumstances.
- 306.** *A Government representative of France* fully supported the holding of the Tripartite Meeting of Experts, and suggested that participation could be opened to experts responsible for problems connected to decent work, as well as statisticians. Participation might also include representatives from all interested constituents. Consideration could be given to linking the concept of decent work to the most relevant international labour Conventions, as had been done in the case of the Declaration on Fundamental Principles and Rights at Work.
- 307.** *A Government representative of India* supported the proposals for future work in the report. She said the issue had universal and country-specific dimensions. India had been successful in the areas of poverty alleviation, generating jobs, gender equality, eliminating discrimination and workplace safety. Different parameters should be adopted for the formal and informal sectors; the indicators should include access to collective bargaining for workers from the informal sector. It was necessary to establish a strong database of information on decent work indicators to allow correct monitoring and measurement.
- 308.** *A Government representative of the United Kingdom*, speaking on behalf of the IMEC group, hoped that the Governing Body's discussion would be relayed to the Tripartite Meeting of Experts. He noted the preparatory work executed by the Office, and agreed that the main value of measuring decent work lay in assisting progress towards the goal of full employment and decent work at national level. Such measurement must not be used to rank countries. The focus of decent work indicators must be on increasing job opportunities and removing barriers to employment and decent work for all. Detailed statistical analysis was not the goal; indicators should provide general principles on measuring decent work.
- 309.** IMEC supported the Meeting of Experts, but felt it should be open-ended, with participation from all regions and of policy experts as well as statisticians. The issue might also need to be considered in the light of the final outcome of the SILC discussion and possible review cycles. The International Conference of Labour Statisticians meeting in December 2008 should review the process and report to the Governing Body in 2009. The Office should inform the Meeting of Experts of the following IMEC observations: in general the indicators should not proliferate, but be clearly focused and standard, taking account of existing, relevant work; whether qualitative or quantitative, the indicators must be based on the definition of decent work enshrined in the ILO's four strategic objectives – capturing the impact of the entire range of international labour standards was more complex and would require thought; the new Millennium Development Goal (MDG) target on full employment and decent work included four related indicators which could be a useful model; indicators should reflect country-specific circumstances and priorities; the OECD had moved away from a single model of the quality of employment to a concept of

more and better jobs: the ILO and the OECD might wish to share their views in this connection, to see whether similar indicators might be used for both concepts, and if not, why not?

- 310.** *The representative of the Director-General* said that consultations with the groups would be held in preparing the Meeting. Budgetary limitations might prevent enlarging the Meeting, but those who were able to finance their own participation would be welcome.

Governing Body decision:

- 311.** *The Governing Body accepted the proposals in GB.301/17/6, paragraph 8, provided detailed guidance on further work, and requested a report in 2009.* (GB.301/17/6.)

*Seventh Supplementary Report: Possible collaboration between the
International Labour Organization and the International Organization for
Standardization (ISO) in the field of occupational safety and
health managements systems (OSH-MS)*
(GB.301/17/7)

- 312.** *The Employer Vice-Chairperson* supported the report and the Office's approach. Safety and health matters were of great importance to the Employers and to entrepreneurial activity in general. SAFEWORK should have the necessary resources to bring added value to the ILO and to enable it to respond to possible future ISO initiatives impinging on matters within the ILO's mandate. The group requested updated information on the resources available to SAFEWORK both at headquarters and in the regional offices. All matters relating to safety and health should be given priority within the Strategic Policy Framework.
- 313.** *The Worker Vice-Chairperson* thanked the International Organisation of Employers (IOE) for writing and advising its members to resist this effort by the ISO. The ILO should protect its area of excellence by more vigorous promotion of its authority in specific areas, though there might be areas where collaboration could be possible. It was important that SAFEWORK was properly staffed and empowered to do the necessary work.

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

*Eighth Supplementary Report: The ILO at 90: Countdown to a century of
social progress. Information on preparations for the 90th anniversary*
(GB.301/17/8)

- 315.** *The Employer Vice-Chairperson* stressed that the cost and impact of all programmed activities had to be measured. If the desire was to highlight the central nature of the ILO then decisions on the 90th anniversary celebrations should be taken through tripartism and consensus. The group secretariats should be kept informed of arrangements, in order to be able to comment on them. Given that budgetary resources were scarce, the celebration should not be extravagant.
- 316.** *The Worker Vice-Chairperson* understood that the costs of the celebrations would be kept to a minimum and would take place mostly at national, and occasionally at regional, level. Events should not centre on the invitation of large numbers of eminent personalities, or other costly activities. The social partners and the governments must be involved in the planning, structuring and organization of the countdown celebrations; tripartism was essential, and ACTRAV, as ACT/EMP, wished to be fully informed and involved.

317. *A Government representative of Cuba*, speaking as coordinator for the governments of the countries of the Non-Aligned Movement, supported the ILO vision of transforming decent work and full employment into reality. He noted from the report that, in order to meet the needs of its constituents, the ILO must be in harmony with its times, respond to new challenges and seize new opportunities. In this connection the Non-Aligned Movement countries had expressed interest in the enlargement of the membership of the Committee on Freedom of Association, so that it could more accurately reflect the current membership of the Organization. The Committee had been founded in 1951, when the Organization had only 62 member States. The Non-Aligned Movement welcomed the fact that, following numerous requests to the effect made in the Governing Body and at the International Labour Conference, steps were being taken to improve ILO working methods and its supervisory machinery. He hoped that there would be space for these considerations in the centenary programme, and that constituents would be able to count on an organization able to promote social justice in a new age.

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

*Ninth Supplementary Report: Resolution regarding the Third United Nations
Conference on the Least Developed Countries
(GB.301/17/9)*

319. *The Chairperson* suggested that it might be profitable regularly to bring other resolutions of the UN system that impacted on the work of the ILO, to the attention of the Governing Body, as well as the resolution under present consideration, paragraphs 13–19 of which were addressed to the multilateral system in general.

320. *The Worker Vice-Chairperson* stated that his group supported this view, at the same time insisting that it should not be done because the ILO was a satellite organization to other UN agencies, but to derive value from sharing the instruments. The traffic should naturally go both ways, and ILO instruments should be communicated to other agencies as well.

321. *The Employer Vice-Chairperson* agreed with the points made by the Worker Vice-Chairperson. Paragraphs 13–19 of the resolution under consideration applied to the multilateral system and, with a view to coherence, should be taken into account within the UN system, to reveal synergies, and to avoid duplication of work.

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

*Tenth Supplementary Report: Developments relating to the preparation of the
Conference discussion on strengthening the ILO's capacity
(GB.301/17/10(Rev.))*

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

Eighteenth item on the agenda

REPORT OF THE OFFICERS OF THE GOVERNING BODY

Request of the Republic of Maldives to attend the 97th Session of the International Labour Conference
(GB.301/18/1)

Governing Body decision:

- 324. *The Governing Body authorized the Director-General to invite the Republic of Maldives to be represented by a delegation of observers at the 97th Session of the International Labour Conference, in accordance with article 2, paragraph 3(e), of the Standing Orders of the Conference.*** (GB.301/18/1, paragraph 4.)

Nineteenth item on the agenda

COMPOSITION AND AGENDA OF STANDING BODIES AND MEETINGS (GB.301/19)

Eighth Session of the Joint ILO/IMO Ad Hoc Expert Working Group on Liability and Compensation regarding Claims for Death, Personal Injury and Abandonment of Seafarers
(Geneva, 21–24 July 2008)

Governing Body decision:

- 325. *The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the following international non-governmental organizations to be represented at the session of the Joint Working Group as observers:***

- *International Collective in Support of Fishworkers;*
- *International Christian Maritime Association;*
- *International Committee on Seafarers' Welfare;*
- *International Maritime Committee.*

(GB.301/19, paragraph 5.)

*Meeting of Experts to Adopt Guidelines on Flag State Responsibilities
under the Maritime Labour Convention, 2006
(Geneva, 15–19 September 2008)*

*Meeting of Experts to Adopt Guidelines on Port State Responsibilities
for the Inspection of Labour Conditions on Board Ships
(Geneva, 22–26 September 2008)*

Composition

Governing Body decision:

326. *The Governing Body approved the proposed composition formula for the Meetings.* (GB.301/19, paragraph 9.)

Invitation of international non-governmental organizations

Governing Body decision:

327. *The Governing Body, on the recommendation of its Officers, authorized the Director-General to invite the following international non-governmental organizations to be represented at the Meetings as observers:*

- *International Association of Classification Societies;*
- *International Christian Maritime Association;*
- *International Committee on Seafarers' Welfare;*
- *International Maritime Health Association;*
- *International Shipping Federation;*
- *International Transport Workers' Federation.*

(GB.301/19, paragraph 13.)

*Appointment of an ILO tripartite delegation to the 51st Session of the IMO Subcommittee
on Stability and Load Lines and on Fishing Vessels' Safety
(London, 14–18 July 2008)*

Governing Body decision:

328. *The Governing Body appointed the following ILO tripartite delegation, to participate in the work of the correspondence group and the above session of the IMO Subcommittee on Stability and Load Lines and on Fishing Vessels' Safety.*

Government representative:

Employer representative: ***Mr Cor Blonk***

Worker representative: ***Mr Rossen Karavatchev***

(GB.301/19, paragraph 14.)

*Appointment of a Governing Body delegation to the XVIII World Congress
on Safety and Health at Work and to the Safety and Health Summit
(Seoul, Republic of Korea, 29 June–2 July 2008)*

Governing Body decision:

- 329. *The Governing Body, subject to approval by its Programme, Financial and Administrative Committee of the corresponding financial arrangements, appointed the following tripartite delegation to the above Congress and Summit.***

Government representative: Ms Pilai (India)

Employer representative: Mr Suzuki

Worker representative: Mr Trotman

(GB.301/19, paragraph 17.)

Information notes

PROGRAMME OF MEETINGS AS APPROVED BY THE OFFICERS
OF THE GOVERNING BODY
(GB.301/Inf.1)

APPROVED SYMPOSIA, SEMINARS, WORKSHOPS AND SIMILAR MEETINGS
(GB.301/Inf.2)

REQUESTS FOR INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS
WISHING TO BE REPRESENTED AT THE 97TH SESSION OF THE
INTERNATIONAL LABOUR CONFERENCE
(GB.301/Inf.3)

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

Annexe/Appendix/Anexo

301^e session – Genève – mars 2008
301st Session – Geneva – March 2008
301.a reunión – Ginebra – marzo de 2008

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Président du Conseil d'administration: Chairperson of the Governing Body: Presidente del Consejo de Administración:	* Mr D. JAYATILLEKA, Sri Lanka

Afrique du Sud South Africa Sudáfrica

Mr M. MDLADLANA, Minister of Labour.

substitute(s):

Ms G. MTSHALI, Ambassador, Permanent Mission, Geneva.

Mr M. SKHOSANA, Director International Relations, Ministry of Labour.

Mr S. NDEBELE, Minister of Labour, Permanent Mission, Geneva.

accompanied by:

Ms S. CRONJE, Protocol Officer to the Minister of Labour.

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Japon Japan Japón

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 Ms G. ANTONOPOULOU, Ministry of Employment and Social Protection.

Honduras

- * Sr. D. URBIZO PANTING, Embajador,
Misión Permanente, Ginebra.

acompañado(s) de:

- Sra. G. BU FIGUEROA, Embajadora
Alternativa, Misión Permanente, Ginebra.
* Sr. M. PÉREZ ZEPEDA, Consejero, Misión
Permanente, Ginebra.
Sra. Y. ELVIR ELVIR, Primera Secretaria,
Misión Permanente, Ginebra.

Hongrie Hungary Hungría

Mr L. HÉTHY, Deputy Director-General,
Central Employment Office.

substitute(s):

- * Mr G. SZELEI KISS, Ambassador
Extraordinary and Plenipotentiary,
Permanent Mission, Geneva.

accompanied by:

- Mr P. KLEKNER, Chief Adviser to the
Minister, Ministry of Social Affairs and
Labour.
* Mr Á. FORGÓ, Attaché, Permanent Mission,
Geneva.
Mr L. FÁRI, Expert, Ministry of Social
Affairs and Labour.
Mr B. MÁRTON, Expert, Ministry of Social
Affairs and Labour (IPEC).

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

Mr M. MALEKI TABAR, Deputy Minister
for International, Parliamentary and Legal
Affairs, Ministry of Labour and Social
Affairs.

substitute(s):

Mr S. SHARIFALNASABI, Deputy Minister
and President of Technical and Vocational
Training Organization.

accompanied by:

- Mr H. NOURI, Adviser to the Minister and
Director-General for International Affairs
and Overseas Employment, Ministry of
Labour and Social Affairs.
* Mr A. VALIPOUR, Director-General for
Social Affairs, Permanent Mission, Geneva.
Mr A. SHAHMIR, Labour Counsellor,
Permanent Mission, Geneva.
Mr A. LABBAFI FERIZ, Director, Labour
Office of Hormozgan Province.
Mr P. SA'ADATI, Chief, Labour attaché
Office, Ministry of Labour and Social
Affairs.
Mr R. BEHZAD, Labour Statistics Expert.
Mr A. KHOSHKAR, Labour Relations
Expert.
Ms N. RAHGOZAR, International Relations
Expert.
Ms H. TAHERI POUR, Labour Statistics
Expert.
Ms M. ADABI MOHAZAB, Training
Expert, Technical and Vocational Training
Organization.

Irlande Ireland Irlanda

- * Mr D. O'CEALLAIGH, Ambassador,
Permanent Mission, Geneva.
Mr M. CUNNIFFE, Principal Officer,
Department of Enterprise, Trade and
Employment, Ministry for Labour Affairs.

substitute(s):

- * Mr D. MORRIN, Deputy Permanent
Representative, Permanent Mission,
Geneva.
* Mr M. TIERNEY, First Secretary, Permanent
Mission, Geneva.

accompanied by:

- * Ms E. LEONARD, First Secretary,
Department of Foreign Affairs, Ministry for
Labour Affairs.
Ms C. SAVAGE, Higher Executive Officer,
Department of Enterprise, Trade and
Employment, Ministry for Labour Affairs.
* Mr P. COLEMAN, Higher Executive Officer,
Department of Foreign Affairs, Ministry for
Labour Affairs.
* Ms S. LINK, Permanent Mission, Geneva.

Jordanie Jordan Jordania

* Mr M. BURAYZAT, Ambassador,
Permanent Mission, Geneva.

accompanied by:

- * Mr B. ABU TALEB, Second Secretary,
Permanent Mission, Geneva.
Mr H. ABU-NIJMEH, Director, Legal
Affairs Department.
* Mr S. DAJANI, Special Counsellor for ILO
Affairs, Permanent Mission, Geneva.

Koweït Kuwait Kuwait

Mexique Mexico México

Sra. M. GÓMEZ OLIVER, Embajadora,
Representante Alterna, Misión Permanente,
Ginebra.

acompañado(s) de:

Sr. J. MORALES GAUZÍN, Director para la
OIT, Secretaría del Trabajo y Previsión
Social.
Sr. J. LORENZO DOMÍNGUEZ, Primer
Secretario, Misión Permanente, Ginebra.
Sr. A. ROSAS RODRÍGUEZ, Subdirector
para la OIT, Secretaría del Trabajo y
Previsión Social.

Mozambique

M^{me} F. RODRIGUES, ambassadrice, Mission
permanente, Genève.

suppléant(s):

M. J. DENGGO, premier secrétaire, Mission
permanente, Genève.

Ouganda Uganda Uganda

Mr A. BALIHUTA, Ambassador, Permanent
Mission, Geneva.

**Pakistan Pakistan
Pakistán**

* Mr M. KHAN, Ambassador, Permanent
Mission, Geneva.

substitute(s):

Mr M. ATHAR, Central Labour Adviser,
Labour and Manpower Division.

accompanied by:

- * Mr A. ISMAIL, First Secretary, Permanent
Mission, Geneva.
Mr S. GILLANI, First Secretary, Permanent
Mission, Geneva.
Mr S. KHAN, Permanent Mission, Geneva.

**Pays-Bas Netherlands
Países Bajos**

* Mr L. BEETS, Director for International
Affairs, Ministry of Social Affairs and
Employment.

substitute(s):

- * Ms M. KAPPEYNE VAN DE COPPELLO,
Deputy Permanent Representative, Ministry
of Social Affairs and Employment.
* Mr W. BEL, Head of Department, Ministry
of Social Affairs and Employment.

accompanied by:

- * Mr E. DRIESSEN, First Secretary,
Permanent Mission of the Netherlands in
Geneva, Permanent Mission, Geneva.
Mr W. VAN DIJK, Policy Adviser, Ministry
of Social Affairs and Employment.
Ms M. GRILK, Policy Adviser, Ministry of
Social Affairs and Employment.
Ms C. VAN DER LOUW, Policy Adviser,
Ministry of Social Affairs and Employment.
Mr J. RUNHAAR, Policy Adviser, Ministry
of Foreign Affairs.

- * Ms Y. STIEGELIS, Policy Adviser, Ministry of Social Affairs and Employment.
Mr R. DE VOS, Policy Adviser, Ministry of Social Affairs and Employment.

Pologne Poland Polonia

Mr R. MLECZKO, Undersecretary of State,
Ministry of Labour and Social Policy.

substitute(s):

Mr A. MISZTAL, Minister Counsellor,
Permanent Mission, Geneva.

Ms R. LEMIESZEWSKA, Counsellor,
Permanent Mission, Geneva.

accompanied by:

Ms M. KOSTULSKA, Senior Expert, Social
Dialogue and Social Partnership Department
Ministry of Labour and Social Policy.

Ms M. WYSOCKA-MADEJ, Senior Expert,
Social Dialogue and Social Partnership
Department Ministry of Labour and Social
Policy.

Sénégal Senegal Senegal

M^{me} I. NTAP NDIAYE, ministre de la
Fonction publique, du Travail et des
Organisations professionnelles.

suppléant(s):

M. B. MBAYE, ambassadeur, représentant
permanent, Mission permanente, Genève.

accompagné(s) de:

M. M. SOW, directeur du travail et de la
sécurité sociale.

M^{me} K. DIALLO SECK, chef de la Division
des relations extérieures au MFPETOP.

M. E. BOYE, deuxième conseiller, Mission
permanente, Genève.

M^{me} S. DIAL, deuxième conseiller, Mission
permanente, Genève.

Singapour Singapore Singapore

Mr TAN YORK CHOR, Ambassador,
Permanent Mission, Geneva.

substitute(s):

Mr C. NG, Divisional Director, Workplace
Policy and Strategy Division Ministry of
Manpower.

Mr S. SYED HASSIM, Deputy Permanent
Representative, Permanent Mission,
Geneva.

Mr K. PERIYASAMY, Assistant Director
(Policy) Work Pass Division, Ministry of
Manpower.

Ms J. SHEN, Area Director (Shanghai)
International Manpower Division, Ministry
of Manpower.

Mr W. CHAN, Head (Research) Workplace
Policy and Strategy Division, Ministry of
Manpower.

Mr D. YAP, Senior Manager (Ops Policy
Review) Labour Relations and Workplaces
Division, Ministry of Manpower.

Ms F. GAN, First Secretary, Permanent
Mission, Geneva.

République tchèque Czech Republic República Checa

- * Ms I. ŠOLCOVÁ, Director-General for
European Union and International Relations,
a.i., Ministry of Labour and Social Affairs.

substitute(s):

- * Mr V. VÁŇA, Director a.i., Department for
European Union and International Relations,
Ministry of Labour and Social Affairs.

Ms B. HRUŠKOVÁ, Head of Unit of
International Relations, Department for
European Union and International Relations,
Ministry of Labour and Social Affairs.

Mr P. POKORNÝ, Department for European
Union and International Relations, Ministry
of Labour and Social Affairs.

Mr J. BLAŽEK, Second Secretary,
Permanent Mission, Geneva.

accompanied by:

Ms J. VLACHOVÁ, Department for
European Union and International Relations,
Ministry of Labour and Social Affairs.
Mr J. TOIF, Department of Multilateral
Economic Relations, Ministry of Foreign
Affairs.
Mr P. BAMBAS, EU Policies Department,
Ministry of Foreign Affairs.

Trinité-et-Tobago
Trinidad and Tobago
Trinidad y Tabago

Ms M. HUGGINS, Chargé d'Affaires a.i.,
Permanent Mission, Geneva.

accompanied by:

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

Tunisie Tunisia Túnez

M. M. CHEBBI, chef de cabinet du ministre
des Affaires sociales, de la Solidarité et des
Tunisiens à l'étranger.

suppléant(s):

M. A. KHELIFI, directeur général du travail,
ministère des Affaires sociales, de la
Solidarité et des Tunisiens à l'étranger.
M^{me} S. CHOUBA, directrice de la
coopération internationale et relations
extérieures, ministère des Affaires sociales,
de la Solidarité et des Tunisiens à l'étranger.
M. H. LANDOULSI, conseiller des affaires
étrangères, Mission permanente, Genève.

Venezuela (Rép. bolivarienne)
Venezuela (Bolivarian Rep.)
Venezuela (Rep. Bolivariana)

Sr. O. CARVALLO VALENCIA,
Embajador, Representante Permanente,
Misión Permanente, Ginebra.

suplente(s):

Sr. J. ARIAS PALACIO, Embajador Alterno,
Misión Permanente, Ginebra.

acompañado(s) de:

Sr. R. CHACÓN, Viceministro, Ministerio
del Poder Popular para el Trabajo y
Seguridad Social.
Sr. G. YÉPEZ, Rector Principal del Consejo
Electoral.
Sra. D. PAMPHIL, Directora, Relaciones
Internacionales y Enlace con la OIT,
Ministerio del Poder Popular para el Trabajo
y Seguridad Social.
* Sr. D. SAGARAY, Ministerio del Poder
Popular para el Trabajo y Seguridad Social.
Sr. J. VILLARROEL, Director General de
Relaciones Laborales, Ministerio del Poder
Popular para el Trabajo y Seguridad Social.
Sra. A. CISERY, Ministerio del Poder
Popular para el Trabajo y Seguridad Social.
Sr. O. SÁNCHEZ, Ministerio del Poder
Popular para el Trabajo y Seguridad Social.
Sr. C. FLORES, Agregado Laboral, Misión
Permanente, Ginebra.
Sra. V. SIERRAALTA, Asistente técnica,
Misión Permanente, Ginebra.
Sra. M. GONZÁLEZ, Asistente técnica.
Sr. L. LOBO RODRÍGUEZ, Asistente
técnico, Misión Permanente, Ginebra.

Viet Nam

Ms T. NGUYEN, Minister of Labour.

accompanied by:

Mr H. DAO, Permanent Mission, Geneva.
Mr D. NGUYEN, Permanent Mission,
Geneva.
Mr D. VU PHAM, Permanent Mission,
Geneva.
Mr Q. DAO, Permanent Mission, Geneva.
Mr C. HO MINH, Permanent Mission,
Geneva.
Mr C. MAI DUC, Permanent Mission,
Geneva.
N. VO VAN, Permanent Mission, Geneva.
Mr V. HOANG, Permanent Mission, Geneva.
Mr V. NGUYEN, Permanent Mission,
Geneva.

Membres employeurs titulaires Regular Employer members
Miembros empleadores titulares

Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	* Sr. D. FUNES DE RIOJA (Argentina)
Secrétaire du groupe des employeurs: Secretary of the Employers' group: Secretaria del Grupo de los Empleadores:	* Sr. A. PEÑALOSA (IOE)
Secrétaire adjoint du groupe des employeurs: Deputy Secretary of the Employers' group: Secretaria adjunta del Grupo de los Empleadores	* Mr B. WILTON (IOE)

Mr N. CHO (Republic of Korea), Vice-Chairperson, Korea Employers' Federation.

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

Ms R. GOLDBERG (United States), Executive Vice-President and Senior Policy Officer, United States Council for International Business.

* Ms R. HORNUNG-DRAUS (Germany), Director, European Affairs and International Social Policy, Confederation of German Employers' Associations (BDA).

Mr A. JEETUN (Mauritius), Director, Mauritius Employers' Federation.

* M. E. JULIEN (France), directeur adjoint, Affaires sociales, européennes et internationales, Mouvement des entreprises de France (MEDEF).

Mr D. LIMA GODOY (Brazil), Presidente del Consejo de Relaciones Laborales, Confederación Nacional de la Industria (CNI).

* M. A. M'KAISSI (Tunisie), conseiller directeur central, Union tunisienne de l'industrie, du commerce et de l'artisanat (UTICA).

Mr A. MOORE (United Kingdom), Director, Confederation of British Industry (CBI).

M. B. NACOULMA (Burkina Faso), président de comité statuaire, Conseil national du patronat burkinabé.

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

Mr A. TABANI (Pakistan), President, Employers' Federation of Pakistan, Chairperson Seri Sugar Mills Limited.

Mr G. TROGEN (Sweden), Senior Adviser International Affairs, Confederation of Swedish Enterprise.

* Ms A. GERSTEIN, accompanying Ms Hornung-Draus.

* Mr A. GREENE, accompanying Ms Goldberg.

Membres employeurs adjoints Deputy Employer members
Miembros empleadores adjuntos

M^{me} F. AWASSI ATSIMADJA (Gabon), représentante, Confédération patronale gabonaise.

M. M. BARDE (Suisse), secrétaire général, Fédération des syndicats patronaux.

* Mr L. CHEN (China), Vice-President, China Enterprise Confederation.

Sr. J. DE REGIL (México), Vicepresidente, Comisión de Trabajo, Confederación de Cámaras Industriales de los Estados Unidos Mexicanos.

Sr. A. ECHAVARRÍA SALDARRIAGA (Colombia), Vicepresidente de Asuntos Jurídico y Sociales, Asociación Nacional de Industriales (ANDI).

Mr O. EREMEEV (Russian Federation), Chairperson, Coordinating Council of Employers' Unions of Russia (CCEUR).

Mr A. FINLAY (Canada), Vice-President and Assistant General Counsel, Employee Relations and Employment Group, The Bank of Nova Scotia.

Mr S. GOH HOCK LI (Singapore), Council Member, Singapore National Employers Federation.

* Mr W.A. HILTON-CLARKE (Trinidad and Tobago), Vice-Chairperson, Employers' Consultative Association of Trinidad and Tobago.

Ms L. HORVATIC (Croatia), Director of International Relations, Croatian Employers' Association.

* Sr. J. LACASA ASO (España), Director, Departamento de Relaciones Internacionales, Confederación Española de Organizaciones Empresariales (CEOE).

* Mr K. MATTAR (United Arab Emirates), Board Director, Federation of Chambers of Commerce and Industry.

M. E. MEGATELI (Algérie), secrétaire général, Confédération générale des opérateurs économiques algériens.

Mr O.A. OSHINOWO (Nigeria), Director-General, Nigeria Employers' Consultative Association.

Mr S. PATIL (India), Secretary-General, Employers' Federation of India (EFI).

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

Sr. G. RICCI MUADI (Guatemala), C/o Mosquera & Ricci, Comité Coordinador de Asociaciones Agrícolas, Comerciales, Industriales y Financieras (CACIF).

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

Mr V. VAN VUUREN (South Africa), Chief Operations Officer, Business Unity South Africa.

* Ms H. LIU, accompanying Mr Chen.

Ms M. MOSKVINA, accompanying Mr Eremeev.

Mr M. TYULENIN, accompanying Mr Eremeev.

Membres suppléants assistant à la session:

Substitute members attending the session:

Miembros suplentes presentes en la reunión:

Mr T. MAKEKA (Lesotho), Executive Director, Association of Lesotho Employers and Business.

M. M. OULD SIDI (Mauritanie), administrateur directeur général de la SNIM.

Mr M. PILIKOS (Cyprus), Director-General, Cyprus Employers' and Industrialists' Federation.

Mr P. PRIOR (Czech Republic), Confederation of Industry of the Czech Republic.

Mr P. TOMEK (Austria), Representative, Federation of Austrian Industry.

**Membres travailleurs titulaires Regular Worker members
Miembros trabajadores titulares**

Vice-président du Conseil d'administration: Vice-Chairperson of the Governing Body: Vicepresidente del Consejo de Administración:	* Sir R. TROTMAN (Barbados)
Secrétaire du groupe des travailleurs: Secretary of the Workers'group: Secretaria del Grupo de los Trabajadores:	* Ms A. BIONDI (ITUC)
Secrétaire adjointe du groupe des travailleurs: Deputy Secretary of the Workers'group: Secretaria adjunta del Grupo de los Trabajadores:	* Sra. R. GONZÁLEZ (ITUC)

Mr N. ADYANTHAYA (India), Vice-President, Indian National Trade Union Congress.

Sr. J. ARCINIEGA AGUIRRE (Ecuador), Presidente, Confederación de Organizaciones Sindicales Libre (CEOSL).

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

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

M^{me} R. DIALLO (Guinée), secrétaire générale, Confédération nationale des travailleurs de Guinée (CNTG).

Mr U. EDSTRÖM (Sweden), Head of International Department, Swedish Trade Union Confederation (LO-S).

* Ms U. ENGELN-KEFER (Germany), DGB Germany.

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

Mr S. NAKAJIMA (Japan), Executive Director, Department of International Affairs, Japanese Trade Union Confederation – JTUC-RENGO.

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

* M. A. SIDI SAÏD (Algérie), secrétaire général, Union générale des travailleurs algériens.

Mr E. SIDOROV (Russian Federation), Secretary, Federation of Independent Trade Unions of Russia (FNPR).

Mr S. STEYNE (United Kingdom), Worker member of the ILO Governing Body, EU and International Relations Department, Trades Union Congress.

Ms M. HAYASHIBALA, accompanying Mr Nakajima.

Ms B. KÜHL, accompanying Ms Engelen-Kefer.

**Membres travailleurs adjoints Deputy Worker members
Miembros trabajadores adjuntos**

- * Mr K. AHMED (Pakistan), General Secretary, Pakistan Workers' Federation (PWF).
 - Mr M. AL-MA'AYTA (Jordan), President, General Federation of Jordanian Trade Unions.
 - Sra. H. ANDERSON NEVÁREZ (México), Secretaria de Acción Femina del Comité, Confederación de Trabajadores de México.
 - * Mr L. BASNET (Nepal), President, Nepal Trade Union Congress.
 - * M. M. BLONDEL (France), Confédération générale du travail-Force ouvrière (CGT-FO).
 - * Ms C. BRIGHI (Italy), Assistant Director International, CISL.
 - * Mr B. CANAK (Serbia), President, United Branch Trade Unions Nezavisnost.
 - M. A. DJIBRINE (Tchad), Secrétaire général, Union des syndicats du Tchad (UST).
 - M^{me} A. GARCIA (Angola), secrétaire générale, Centrale générale des syndicats indépendants et libres de l'Angola.
 - * Ms N. GOULART (Brazil), Vice-Presidente, Força Sindical nacional.
 - Mr K. GYÖRGY (Hungary), International Secretary, National Confederation of Hungarian Trade Unions.
 - M. B. HOSSU (Roumanie), président, Confédération nationale syndicale.
 - Mr A. HUSAIN (Bahrain), General Federation for Bahrain Workers' Trade Unions.
 - Sr. G. MARTINEZ (Argentina), Confederación General del Trabajo.
 - M. A. PALANGA (Togo), secrétaire général, Confédération nationale des travailleurs du Togo (CNTT).
 - Mr E. PATEL (South Africa), National Labour Convenor, COSATU.
 - Mr R. SILABAN (Indonesia), President, Confederation of Indonesian Prosperity Trade Union.
 - Mr T. WOJCIK (Poland), National Commission Member, Solidarnosc.
 - * Ms H. YACOB (Singapore), Deputy Secretary-General, National Trade Unions Congress.
-
- * Mr B. MLAKAWI, accompanying Mr Al-Ma'ayta.
 - M. Y. VEYRIER, accompagnant M. Blondel.

Représentants d'autres Etats Membres de l'Organisation assistant à la session
Representatives of other member States of the organization present at the session
Representantes de otros Estados Miembros de la Organización presentes en la reunión

Algérie Algeria Argelia

- * M. I. JAZAÏRY, ambassadeur, représentant permanent, Mission permanente, Genève.
- M. H. KHELIF, secrétaire diplomatique, Mission permanente, Genève.
- M. M. ABBANI, attaché diplomatique, Mission permanente, Genève.

Autriche Austria Austria

- Ms I. DEMBSHER, Head of Branch, Austrian Ministry of Economics and Labour, Vienna.
- Ms E. FEHRINGER, Deputy Head of Department, Austrian Ministry of Economics and Labour, Vienna.
- Mr M. WEIDINGER, Second Secretary, Permanent Mission, Geneva.
- * Mr G. SELNER, Permanent Mission, Geneva.

Bangladesh

- * Mr D. BHATTACHARYA, Ambassador and Permanent Representative, Permanent Mission, Geneva.
- * Mr M. RAHMAN, Counsellor, Permanent Mission, Geneva.
- * Mr M. MOWLA, Counsellor, Permanent Mission, Geneva.
- * Mr A. ELIAS, First Secretary, Permanent Mission, Geneva.

Belgique Belgium Bélgica

- M. A. VAN MEEUWEN, ambassadeur, Mission permanente, Genève.
- * M. E. ADRIAENSENS, ministre conseiller, Mission permanente, Genève.

- M. J. CLOESEN, conseiller, Division des affaires internationales, service public fédéral emploi, travail et concertation sociale.
- * M^{me} L. EVEN, attachée, Division des affaires internationales, service public fédéral emploi, travail et concertation sociale.
- M^{me} B. MINART, représentante permanente adjointe, Mission permanente, Genève.
- M. J. DE PRETER, premier conseiller, Mission permanente, Genève.
- M. D. MAENAUT, délégué du gouvernement flamand auprès des organisations multilatérales à Genève.
- * M^{me} M. TIMMERMANS, déléguée de la communauté française de Belgique et de la région Wallone à Genève.
- * M. E. MAES, délégué de la région Bruxelles capitale.

Bulgarie Bulgaria Bulgaria

- * Mr P. DRAGANOV, Ambassador, Permanent Representative, Permanent Mission, Geneva.
- Ms E. ANANIEVA, Attaché, Permanent Mission, Geneva.

Colombie Colombia Colombia

- * Sr. D. PALACIO BETANCOURT, Ministro de la Protección Social.
- Sra. C. FORERO UCROS, Embajadora, Representante Permanente, Misión Permanente, Ginebra.
- Sra. A. MENDOZA AGUDELO, Ministra Consejera, Misión Permanente, Ginebra.

Costa Rica

- Sra. L. THOMPSON, Embajadora, Representante Permanente, Misión Permanente, Ginebra.

Sr. C. GARBANZO BLANCO, Ministro
Consejero, Misión Permanente, Ginebra.

M^{me} M. ANGONE ABENA, conseillère,
chargée des relations avec le BIT, Mission
permanente, Genève.

Danemark Denmark Dinamarca

Ms Z. LILJEQVIST, Head of Section,
Ministry of Employment.
Ms V. WESTH, Head of Section, Ministry of
Employment.
Mr A. ASKGAARD, Attaché, Permanent
Mission, Geneva.
Mr M. SKOVBJERG, Intern, Permanent
Mission, Geneva.

Djibouti

M. M. DJAMA, conseiller, Mission
permanente, Genève.

Egypte Egypt Egipto

- * Ms S. ELERYAN, Labour Counsellor,
Permanent Mission, Geneva.
- * Mr O. EL DANDARAWY, Second
Secretary, Permanent Mission, Geneva.

Equateur Ecuador Ecuador

Sr. M. MONTALVO, Embajador, Misión
Permanente, Ginebra.
Sr. C. SANTOS, Consejero, Misión
Permanente, Ginebra.
Sr. J. THULLEN, Asesor, Ministerio del
Trabajo y Empleo.

Estonie Estonia Estonia

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

Gabon Gabon Gabón

M. D. NDIAYE, chargé d'affaires a.i.,
Mission permanente, Genève.

Ghana

Mr K. BAAH-DUODU, Ambassador,
Permanent Mission, Geneva.
Mr D. ABORAAH, First Secretary,
Permanent Mission, Geneva.

Guatemala

Sr. C. MARTÍNEZ ALVARADO,
Embajador, Representante Permanente,
Misión Permanente, Ginebra.
Sra. A. CHÁVEZ BIETTI, Ministro
Consejero, Misión Permanente, Ginebra.
Sr. I. MARTÍNEZ GALINDO, Primer
Secretario, Misión Permanente, Ginebra.

Haïti Haiti Haití

M. J. ALEXANDRE, ministre conseiller,
Mission permanente, Genève.

Indonésie Indonesia Indonesia

Mr I. PUJA, Chargé d'Affaires, Deputy
Permanent Representative, Permanent
Mission, Geneva.
Mr A. SOMANTRI, First Secretary,
Permanent Mission, Geneva.
Mr K. ISNOMO, First Secretary, Permanent
Mission, Geneva.
Mr M. HANDAYA, Director of Placement
Institution, Department of Manpower and
Transmigration.
Mr H. AGAH, Deputy Director for
International Organization Cooperation,
Department of Manpower and
Transmigration.

Iraq

Mr W. AL-QAISI, Third Secretary,
Permanent Mission, Geneva.

Israël Israel Israel

- * Mr I. LEVANON, Ambassador, Permanent Mission, Geneva.
- * Ms N. FURMAN, Counsellor, Permanent Mission, Geneva.
- * Ms H. BORUKHOVICH, Adviser, Permanent Mission, Geneva.

Lituanie Lithuania Lituania

- * Mr E. BORISOVAS, Ambassador, Permanent Mission, Geneva.
- * Ms R. KAZRAGIENE, Minister Counsellor, Permanent Mission, Geneva.
- Ms K. JUODPUSYTE, Senior Specialist of the Department of European Integration and International Relations, Ministry of Social Security and Labour.

Malaisie Malaysia Malasia

Mr A. AB. RAHAMAN, Labour attaché, Permanent Mission, Geneva.

Mauritanie Mauritania Mauritania

- * M^{me} M. MINT ABDELLAH, ambassadrice, Mission permanente, Genève.
- * M. A. BOUSSEIF, second conseiller, Mission permanente, Genève.
- * M. A. OULD ISHAQ, deuxième conseiller, Mission permanente, Genève.
- M. T. OULD ABDI SALEM, second conseiller, Mission permanente, Genève.

Myanmar

- * Mr U. LWIN, Ambassador, Permanent Representative, Permanent Mission, Geneva.
- * Mr N. SWE, Deputy Permanent Representative, Permanent Mission, Geneva.
- * Mr U. THEIN, Minister-Counsellor, Permanent Mission, Geneva.
- * Mr A. LATT, Counsellor, Permanent Mission, Geneva.

- * Mr T. WIN, Counsellor, Permanent Mission, Geneva.
- * Mr T. ZIN, First Secretary, Permanent Mission, Geneva.
- * Mr D. OO HLAING, Second Secretary, Permanent Mission, Geneva.
- * Mr U. AYE, Attaché, Permanent Mission, Geneva.

Norvège Norway Noruega

- Ms E. JARBO, Deputy Director-General, Ministry of Labour and Social Inclusion.
- Mr O. VIDNES, Deputy Director-General, Ministry of Labour and Social Inclusion.
- * Mr T. STENVOLD, Senior Adviser, Ministry of Foreign Affairs.
- Ms G. YTTERDAL, Adviser, Ministry of Labour and Social Inclusion.
- * Ms G. WAAGE, Counsellor, Permanent Mission, Geneva.
- Ms T. THUE WITH, Adviser, Ministry of Labour and Social Inclusion.

**Nouvelle-Zélande
New Zealand
Nueva Zelandia**

- Ms N. HOWELL, Adviser, International Services, Department of Labour.
- Ms C. BROOKS, Adviser, International Services, Department of Labour.
- * Ms W. HINTON, Deputy Permanent Representative, Permanent Mission, Geneva.
- * Mr K. HAVELOCK, Executive Assistant, Permanent Mission, Geneva.

Panama Panama Panamá

- * Sr. J. CASTILLERO, Embajador, Misión Permanente, Ginebra.
- * Sra. U. DE REYES, Embajadora, Representante Permanente Adjunta, Misión Permanente, Ginebra.
- Sra. L. LESCURE, Embajadora, Representante Alterna, Misión Permanente, Ginebra.
- * Sr. A. MENDOZA, Consejero, Misión Permanente, Ginebra.

Portugal

- M. J. VIERA DA SILVA, ministre du Travail et de la Solidarité sociale.
 M. F. XAVIER ESTEVES, ambassadeur, Mission permanente, Genève.
 * M^{me} M. SOARES, directrice générale du Cabinet de stratégie et planification, ministère du Travail et de la Solidarité sociale (MTSS).
 M^{me} S. AMARAL, adjointe du ministre du Travail et de la Solidarité sociale (MTSS).
 M^{me} M. SANTOS, adjointe du ministre du Travail et de la Solidarité sociale (MTSS).
 * M. J. DE SOUSA FIALHO, conseiller, Mission permanente, Genève.

République dominicaine Dominican Republic República Dominicana

- * Sr. H. HERNÁNDEZ SÁNCHEZ, Embajador, Representante Permanente, Misión Permanente, Ginebra.
 Sr. N. REYES UREÑA, Director de Relaciones Internacionales, Secretaría de Estado de Trabajo.
 * Sra. Y. ROMÁN MALDONADO, Ministro Consejero, Misión Permanente, Ginebra.

Saint-Siège The Holy See Santa Sede

- * Mgr. M. TOMASI, nonce apostolique, Mission permanente, Genève.
 * Mgr. M. DE GREGORI, Mission permanente, Genève.
 * Dr. P. GUTIÉRREZ, membre, Mission permanente, Genève.

Slovaquie Slovakia Eslovaquia

Mr D. JURAJ, Director, Department of EU Affairs and International Law Relations.

Slovénie Slovenia Eslovenia

- Ms R. TOMC, State Secretary, Ministry of Labour, Family and Social Affairs.
 Mr J. GASPARIC, Minister Counsellor, Permanent Mission, Geneva.
 Ms D. SARCEVIC, First Secretary, Permanent Mission, Geneva.
 Ms K. RIHAR BAJUK, Senior Adviser, Ministry of Labour, Family and Social Affairs.
 Mr A. KAVAR, Adviser, Ministry of Labour, Family and Social Affairs.
 Ms M. DEISINGER, Adviser, Ministry of Labour, Family and Social Affairs.
 Ms R. DROBNIC, Secretary, Ministry of Labour, Family and Social Affairs.
 Ms B. NOGUEIRA MARTINS, Adviser, Permanent Mission, Geneva.
 Ms V. MILETIC, Secretary, Ministry of Labour, Family and Social Affairs.
 Mr F. KLUZER, Secretary, Permanent Mission, Geneva.
 Mr M. HAM, Third Secretary, Permanent Mission, Geneva.

Suède Sweden Suecia

- Mr C. ERIKSSON, Director, Special Expert, Ministry of Employment.
 * Ms S. CALLTORP, First Secretary, Permanent Mission, Geneva.

Suisse Switzerland Suiza

- M. J. ELMIGER, ambassadeur, chef des affaires internationales du travail, secrétariat d'Etat à l'économie (SECO).
 M^{me} B. SCHAER, Mission permanente, Genève.
 M^{me} V. BERSSET BIRCHER, SECO, affaires internationales du travail, Berne.
 M^{me} M. MARCHAND, Direction du développement et de la coopération (DDC), section ONU-Développement, Département fédéral des affaires étrangères.
 M^{me} C. BÜSSER, Mission permanente, Genève.
 * M^{me} S. JACQUIER, Mission permanente, Genève.

-
- * M. A. RENGGLI, DFAE, Division politique
III, section organisations internationales et
politique d'accueil, Berne.

Thaïlande Thailand Tailandia

Mr V. THANGHONG, Minister Counsellor
(Labour), Permanent Mission, Geneva.
Mr S. SUWANDAMRONG, Labour Section,
Permanent Mission, Geneva.

Turquie Turkey Turquía

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

Uruguay

Sr. A. ARTUCIO, Embajador, Misión
Permanente, Ginebra.
Sra. S. WEISSEL, Encargada Relaciones
Internacionales, Ministerio de Trabajo y
Seguridad Social.
Srta. L. BONÉ, Secretaria de la Delegación
Permanente, Misión Permanente, Ginebra.
Sr. C. PEREIRA, Misión Permanente,
Ginebra.

Zambie Zambia Zambia

Mr C. CHABALA, Assistant Labour
Commissioner, Permanent Mission, Geneva.

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

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

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

**Organisation des Nations Unies pour l'alimentation et l'agriculture
Food and Agriculture Organization of the United Nations
Organización da las Naciones Unidas para la Agricultura y la Alimentación**

- * Mr P. KONANDREAS, Senior Liaison Officer.
- * Mr P. PAREDES-PORTELLA, Liaison Officer, Geneva Office.
- * Ms T. BUERKLE, Information Officer.

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

- * Mr R. BERTOLLINI, Coordinator, Interventions for Healthy Environments (IHE).

**Fonds monétaire international
International Monetary Fund
Fondo Monetario Internacional**

- * Mr B. MCDONALD, IMF Representative to the WTO.
- * Ms I. HAMDAN, Consultant.
- * Mr J. CLARKE, Consultant.

**Agence internationale de l'énergie atomique
International Atomic Energy Agency
Organismo Internacional de Energía Atómica**

Ms R. MAZZANTI, Head IAEA, Liaison Office in Geneva.

**Organisation mondiale du commerce
World Trade Organization
Organización Mundial del Comercio**

- * Mr P. RATA, Counsellor, Trade and Environment Division.

Organisation internationale pour les migrations
International Organization for Migration
Organización Internacional para las Migraciones

- * Ms M. KLEIN SOLOMON, Director, Migration Policy, Research and Communications Department.
 - * Mr R. CHOLEWINSKI, Labour Migration Specialist, Labour Migration Division, Migration Management Service Department.
 - * Ms P. NEUMANN, Facilitated Migration Specialist.
 - * Ms S. NONNENMACHER, Labour Migration Officer.
 - * Ms P. PACE, Research Officer.
-

Organisation internationale de la francophonie
Organización Internacional de la Francofonía

- * M. L. BARARUNYERETSE, ambassadeur, représentant permanent.
 - * M^{me} S. COULIBALY LEROY, représentante permanente adjointe.
 - * M^{me} C. LEQUE, conseillère aux affaires économiques et de développement.
-

Union africaine
African Union
Unión Africana

- Ms K. MASRI, Ambassador, Permanent observer.
 Ms B. NAIDO, First Secretary.
-

Organisation arabe du travail
Arab Labour Organization
Organización Árabe del Trabajo

- * Mr K. AL KAABI, Delegate.
 - * Mr A. AL-HUMSI, Head of the Permanent Delegation of the ALO in Geneva.
 - * Ms A. HILAL, Permanent Delegation of the ALO in Geneva.
 - * Ms Z. KASBAOUI, Permanent Delegation of the ALO in Geneva.
-

Ligue des Etats arabes
League of Arab States
Liga de Estados Arabes

- Mr S. ALFARARGI, Ambassador, Permanent observer.
 * Mr A. EL-FATHI, Minister Plenipotentiary.
 Mr H. TOUNSI, Staff member of the Delegation.
-

Union européenne

European Union

Unión Europea

- * Mr G. HOUTTUIN, Minister Counsellor, Deputy Head of the Liaison Office Geneva.
 - * Mr J. LILLIEHÖÖK, Counsellor, Liaison Office of the General Secretariat of the Council of the European Union.
 - * Mr S. VAN THIEL, Counsellor, Liaison Office of the General Secretariat of the Council of the European Union.
- .
-

Commission européenne

European Commission

Comisión Europea

- * Mr E. GUTH, Head of the European Commission Delegation, Geneva.
- * Mr J. TRICARD, Head of Unit, DG Employment, Brussels.
- * Mr T. BECHET, Minister Counsellor of the European Commission Delegation, Geneva.
- Mr R. DELARUE, Official, DG Employment and Social Affairs.
- * Mr C. DUFOUR, UN Section, European Commission Delegation, Geneva.

Représentants d'organisations internationales non gouvernementales assistant à titre d'observateurs

Representatives of international non-governmental organizations as observers
Representantes de organizaciones internacionales no gubernamentales presentes con carácter de observadores

Alliance coopérative internationale

International Co-operative Alliance

Alianza Cooperativa Internacional

* Mr I. MACDONALD, Director-General.

* Ms M. CHAVEZ HERTIG, Deputy Director-General.

Fédération syndicale mondiale

World Federation of Trade Unions

Federación Sindical Mundial

Sra. O. OVIEDO DE LA TORRE, Representative, Geneva Office.

Organisation internationale des employeurs

International Organisation of Employers

Organización Internacional de Empleadores

* Mr A. PEÑALOSA, Secretary-General.

* Mr B. WILTON, Deputy Secretary-General.

Organisation de l'unité syndicale africaine

Organization of African Trade Union Unity

Organización para la Unidad Sindical Africana

Mr H. SUNMONU, Secretary-General.

Mr A. DIALLO, OATUU Permanent Representative in Geneva.

Association internationale de la sécurité sociale

International Social Security Association

Asociación Internacional de la Seguridad Social

* Mr H. KONKOLEWSKY, Secretary-General.

* Mr J. THIRION, Chief of Finance and Administration.

Confédération syndicale internationale
International Trade Union Confederation
Confederación Sindical Internacional

- * Mr G. RYDER, General Secretary.
- * Ms KAMALAM, Equality Department.
- * Mr H. JAMES, Director Economic and Social Policy Department.
- * Mr D. JUSTICE, Economic and Social Policy Department.
- Mr A. KWASI, General Secretary, ITUC - Africa.
- * Ms A. BIONDI, Director, Geneva Office.
- * Ms R. GONZALEZ, Assistant Director, Geneva Office.
- * Mr H. SÉA, Assistant Director, Geneva Office.
- * Ms E. BUSSE, Assistant, Geneva Office.

**Mouvements de libération
Liberation movements
Movimientos de liberación**