

**FOR DECISION**

## FIRST ITEM ON THE AGENDA

**Approval of the minutes of the  
300th Session of the Governing Body**

1. The draft minutes of the 300th Session were distributed to allow Members who wished to make corrections to submit these to the Office.
2. At midday on Friday, 14 March, the following correction had been received:

Paragraph 52, replace the second two sentences as follows:

Her delegation 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, replace as follows:

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.

**3. *Subject to the above correction, the Governing Body may no doubt wish to approve the minutes of the 300th Session.***

Geneva, 17 March 2008.

*Point for decision:* Paragraph 3.